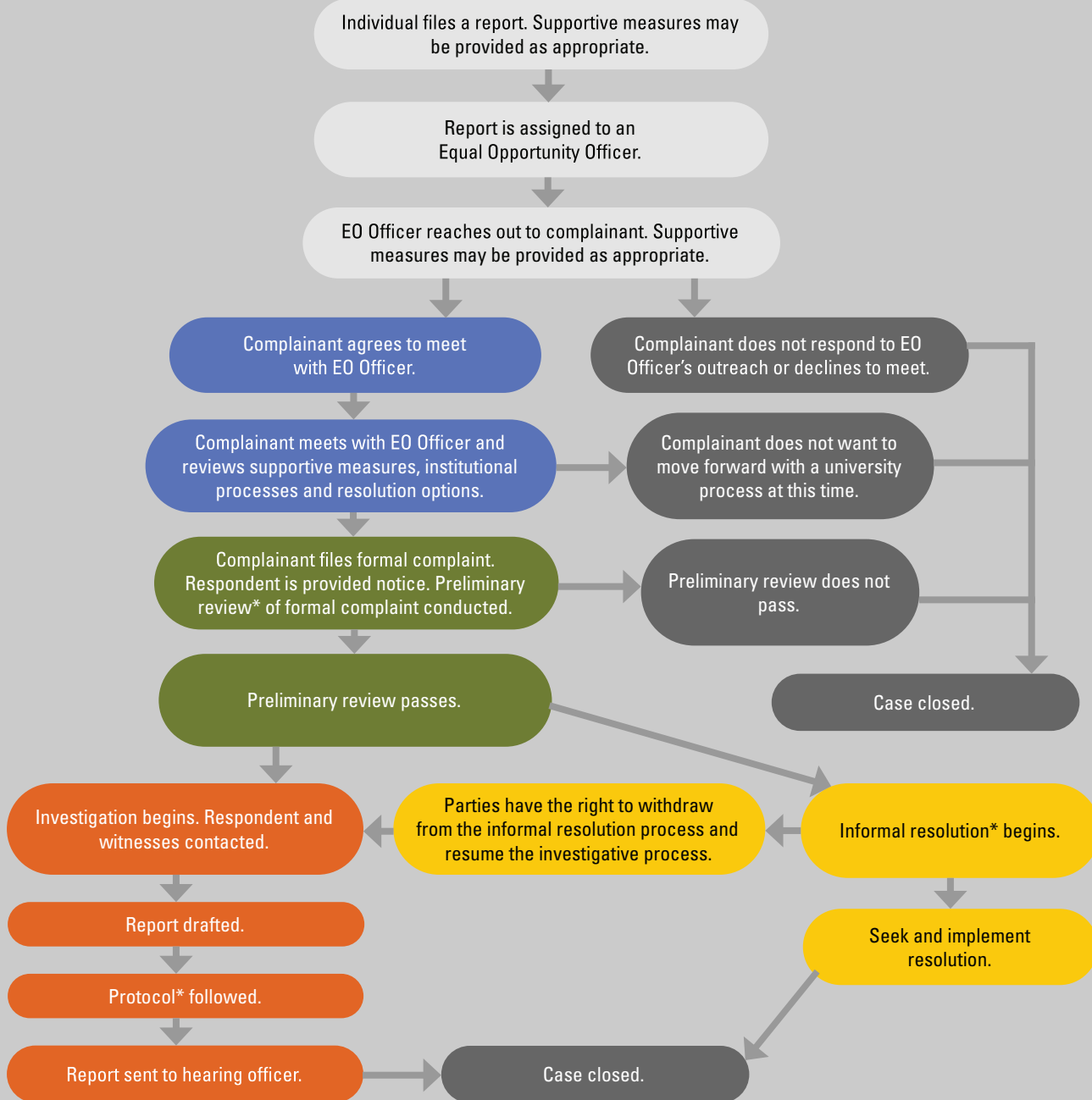


POL 04.25.05: Equal Opportunity and Nondiscrimination Policy
 REG 04.25.08: Title IX Sexual Harassment Complaint Resolution Procedures



Formal Complaint:

Under NC State REG 04.25.08, a document filed by a complainant or signed by the Title IX coordinator alleging Title IX Sexual Harassment against a respondent and requesting that the university investigate the allegation(s) of Title IX Sexual Harassment.

Preliminary Review:

Under NC State REG 04.25.08, OEO will conduct a preliminary review of the formal complaint to determine whether: (a) the conduct is alleged to have occurred in the United States; (b) the conduct is alleged to have occurred in an education program or activity; and (c) the formal complaint alleges facts that, if true, may constitute a violation of the Title IX Sexual Harassment Policy. If the preliminary review indicates the allegations would not constitute Title IX Sexual Harassment, the formal complaint is dismissed.

Informal Resolution:

Informal Resolution: Under NC State REG 04.25.08, Except for matters asserted by a student Complainant against an employee Respondent, at any time after the filing of a Formal Complaint but before a determination regarding responsibility is reached, the Parties may choose to participate in an informal resolution process. An informal resolution is an informed, signed, voluntary agreement between the Parties and NC State to resolve a Formal Complaint utilizing strategies such as facilitations, educational interventions, or other restorative principles to address the concern, prevent its recurrence, and/or restore the community.

Investigative Process:

Under NC State REG 04.25.08, if the report passes preliminary review, an investigation will be initiated by OEO and an opportunity will be provided for both the complainant(s) and respondent(s) to respond.

Protocol:

Prior to the investigative report being finalized, a draft will be made available to the complainant(s) and respondent(s) for their review and written response. The draft investigative report will summarize the relevant evidence and policies at issue. The draft investigative report will not include an analysis of the facts. The complainant(s) and respondent(s) will have ten (10) days from receipt of the draft to provide a written response to the University to consider prior to the conclusion of the investigation.

Questions?

Contact the Office for Equal Opportunity at: equalopportunity@ncsu.edu or 919.513.0574