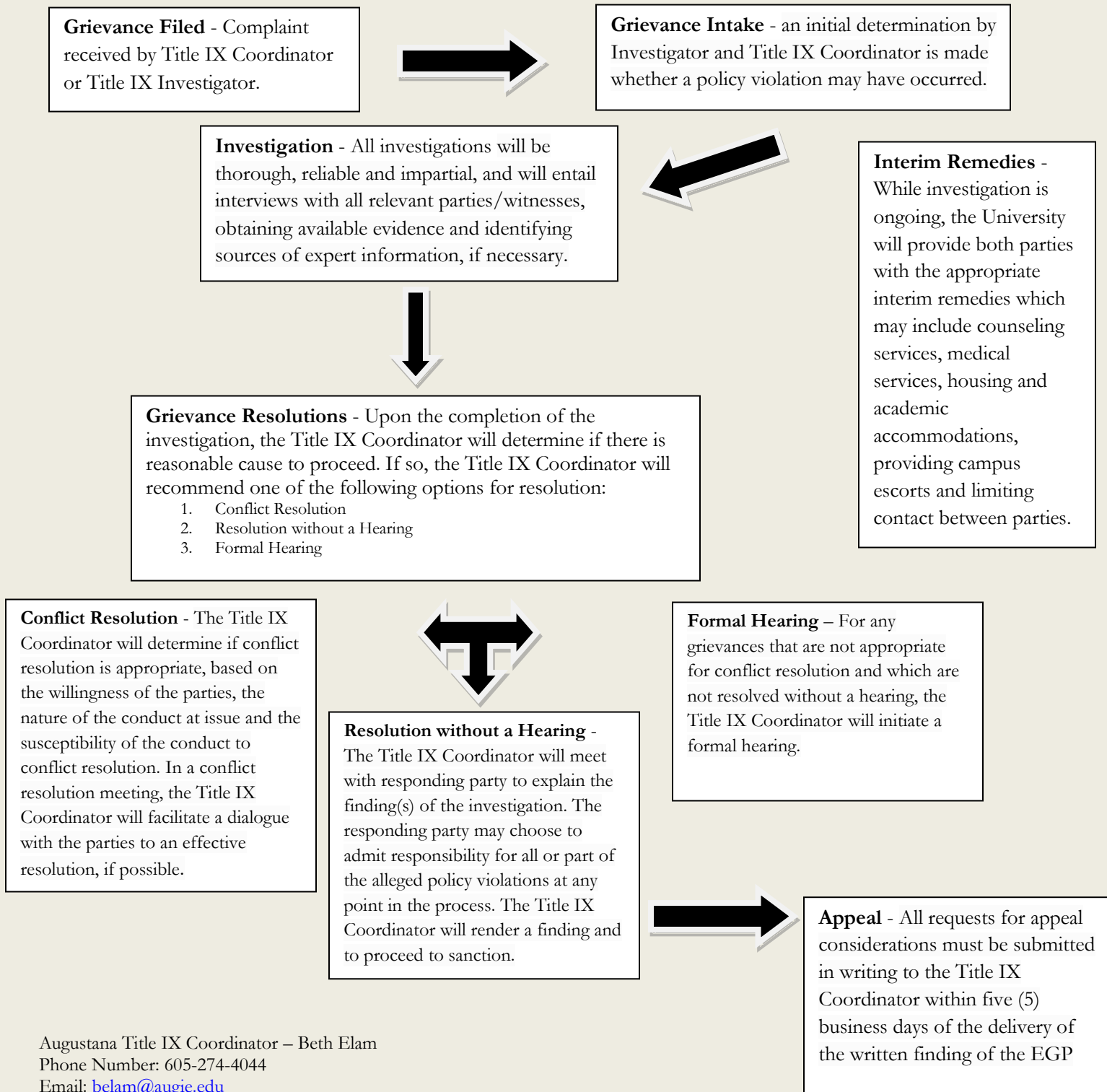


# Resolution Procedures & Remedies

Augustana will act on any formal or informal grievance or notice of violation of the policy on Equal Opportunity, Harassment and Nondiscrimination, that is received by a Title IX Coordinator, deputy/deputies, a member of the Equity Grievance Panel or a member of the administration.

The following is a snapshot of the University's procedures, for a complete description, please visit [www.augie.edu/titleix](http://www.augie.edu/titleix).



Augustana Title IX Coordinator – Beth Elam

Phone Number: 605-274-4044

Email: [belam@augie.edu](mailto:belam@augie.edu)

For complete description of procedures, please visit [www.augie.edu/titleix](http://www.augie.edu/titleix)

## Formal Hearing Procedures

Augustana will act on any formal or informal grievance or notice of violation of the policy on Equal Opportunity, Harassment and Nondiscrimination, that is received by a Title IX Coordinator, deputy/deputies, a member of the Equity Grievance Panel or a member of the administration.

The following is a snapshot of the University's procedures, for a complete description, please visit [www.augie.edu/titleix](http://www.augie.edu/titleix).

**EGP Appointed** – Title IX Coordinator will appoint one (1) Deputy Coordinator and three (3) members of the EGP to serve on the hearing panel.



**Notification** – At least one week prior to the hearing, or as far in advance as is reasonably possible, the Title IX Coordinator or Deputy will send a letter to the parties with the following information: description of violations, procedures, sanctions possible, & date/time/location of hearing.

### Participants Include –

- Deputy Coordinator
- Three (3) EGP members
- Investigator
- Party bringing the complaint
- Responding party
- Advocates
- Witnesses



**Advisor** – The parties may have the assistance of an EGP member, or other advocate, at the hearing. Typically, advocates are members of the campus community, but parties may select whomever they wish to serve as their advisor, including attorneys. Note that the advisor may not make a presentation or represent the reporting party or responding party during the hearing. The parties to the hearing are expected to ask and respond to questions on their own behalf, without representation by their advisor. The advisor may consult with the advisee quietly or in writing, or outside the hearing during breaks, but may not speak on behalf of the advisee to the panel.



**Hearing** – All parties will have ample opportunity to present facts and arguments in full and question all present witnesses during the hearing, though formal cross-examination is not used between the parties. All questions will be directed through the EGP.

Investigator presents findings followed by questions from EGP and both parties

Once the investigator is questioned, the EGP will permit questioning of and by the parties, and of any present witness. Questions may be directed through the panel at the discretion of the Deputy.



**Decision** – The EGP will deliberate in closed session to determine whether the responding party is responsible or not responsible for the violation(s) in question. If an individual responding party or organization is found responsible by a majority of the panel, the panel will recommend appropriate sanctions to the Title IX Coordinator. Written report provided to the Title IX Coordinator within two days of decision.

Title IX Coordinator will inform both parties of final determination.

Augustana Title IX Coordinator – Beth Elam

Phone Number: 605-274-4044

Email: [belam@augie.edu](mailto:belam@augie.edu)

For complete description of procedures, please visit [www.augie.edu/titleix](http://www.augie.edu/titleix)