

**Sexual Harassment Grievance Process Flowchart**

[**Sexual Misconduct Policy**](https://www.utpb.edu/life-at-utpb/campus-safety/sexual-harassmentsexual-misconduct/docs/utpb-shsm-policy.7-13-20-final-2.pdf)

**Formal Complaint Dismissals**

The University may dismiss the formal complaint at any time prior to a determination of responsibility due to requirements under Title IX, non-applicability to the policy, insufficient evidence to make a determination, or a complainant withdraws the formal complaint. Both parties will receive notice if a dismissal is rendered.

**Informal Resolution Option**

An alternative to the formal grievance process (outlined above), both parties may opt voluntarily for an informal resolution (if available). Both parties must voluntarily agree to the terms of the informal resolution. Failure to do so will result in continuing the formal grievance process. Informal resolutions are not permitted in cases where sexual harassment is alleged.

**Emergency Removals & Employee Administrative Leave**

A respondent may be removed from the University’s education program or activity (e.g. interim suspension) on an emergency basis, due to an immediate threat of physical health or safety of a person arising from the allegations. An employee respondent may be placed on administrative leave, during the pendency of the grievance process.