Bennington College Sexual Harassment/Misconduct Processes

Open to any member of the Bennington College community and covered third parties.

Written or oral complaint made to Title IX Coordinator by complainant or other reporting person

Title IX Coordinator appoints investigator; they together determine which available processes are appropriate.

Complainants may request which processes of the three they prefer

Complaints must be written

INFORMAL RESOLUTION

Not available in cases of sexual violence

MEDIATION

In AIR, the complainant and respondent will never be forced to be in contact or in the same room with one another.

Administrative Investigation and Review (AIR)

No Contact order usually issued for duration of investigation

Investigator meets separately with parties and collects evidence; parties may provide written statements and will be given periodic status updates throughout investigation

Investigation concludes; parties given chances to review own statements and may be provided with summary of investigation as appropriate

Parties given 5 calendar days to submit comments on own statements and summary

Investigator finalizes report and submits to Title IX Coordinator with recommendation as to whether policy has been violated

Title IX Coordinator determines whether policy has been violated

YES

Written notification sent to associate dean, including recommended sanctions

Associate dean or appointee decides sanctions and sends decision, findings, and appeal options to both parties

Either party appeals within 5 working days

END

NO

Both parties informed in writing

Complainant appeals in writing within 5 working days

The following are true for every College sexual harassment/misconduct process:

1) External reporting options, including civil and criminal suit, may be pursued by a complainant at any time, including simultaneously with College procedures or after a case has been resolved or dismissed at the college level.

2) Each party may be accompanied to all steps of College sexual harassment and misconduct process by an advisor of their choice. This advisor may be, but does not have to be, a Sexual Harassment/Misconduct Process Advisor.