

ADDRESSING BEHAVIOR PROHIBITED BY TITLE IX AND SEXUAL MISCONDUCT POLICIES

If you or someone you know has been impacted by sexual harassment, sexual assault, dating violence, domestic violence or stalking, seek support and resources. Know that you have options under Bennington College Policy to address the matter. Title IX is here to help.

1

REPORT THE BEHAVIOR

Reports of violations regarding sexual misconduct can be reported directly to the Title IX Office, to Campus Safety, and to any Faculty and Staff member. Reports do not have to be issued by those impacted, and all individuals who know of or learn about an issue of sexual misconduct are encouraged to report.

2

TITLE IX OUTREACH

Upon receiving a report, the Title IX Office will reach out to the person impacted by the behavior and offer support, resources, review options, and discuss the filing of a formal complaint with the Title IX Office and Law Enforcement. The person contacted can decide if they wish to speak to Title IX and what options to pursue.

3

Formal Complaint

Individuals may issue a formal complaint under Title IX to address the behavior. Filing a formal complaint begins the Title IX Adjudication process for addressing violations of the Bridgewater College Sexual Misconduct Policy. Individuals have the right to an advisor of their choice in an effort to be fully supported while navigating this process. The Title IX Office will continue to provide supportive measures and resources throughout the process.

Individuals may also decide to file both a formal complaint and a criminal report.

3

Law Enforcement

Individuals may choose to file a criminal report with campus police and/or local law enforcement. Title IX will still offer supportive measures and resources, and will help to connect the students to the appropriate agencies to help facilitate the filing of such a report when applicable.

3

Right Not to File

Every individual has the right not to file a report with either law enforcement or the Title IX Office. Supportive measures and other resources will still be offered and available to any person impacted by these acts, regardless of if they decide to file a formal complaint or not.

4

Analysis

Once a formal complaint is filed, the Title IX Office will review the information and determine how best to address the behavior. This is called a jurisdictional analysis. The behavior could be addressed by Title IX, Student Conduct, or Human Resources based on the outcome of this analysis. The analysis can be appealed.

5

Not Title IX

If the Title IX Office determines that the behavior is not prohibited under Title IX, the report will be referred to another governing policy. Either student conduct or human resources will address the behavior in accordance with those established policies. The determination regarding which policy applies depends on the behavior and those involved in the act.

5

Title IX

If the behavior is prohibited by Title IX, there are two options for resolving the matter.

Informal Resolution

Formal Resolution

7

Appeals

Grounds for appeal are limited

Either Party can appeal

Sanctions are stayed until the appeal decision has been made

6

Formal Resolution

Full Investigation
Evidence Review
Live Hearing
Cross-Examination
Advisor of Choice
Appeal Options

6

Informal Resolution

Voluntary Process for both parties
Mutually agreed upon reparations
Advisor of Choice
No Appeal

Appeal Decision Final

Final