



Midland College Discrimination Conduct Process*

- I. Report of complaint received (if an employee is involved with the complaint, Human Resources is notified and becomes involved with the process)
- II. Complaint reviewed and dismissed from the Title IX grievance process and referred to a Midland College Conduct process as required by [FFDA or FFDB \(Legal\)](#) for student complaints or [DIAA or DIAB \(Legal\)](#) for employees
- III. Complaints referred for further processing as follows:
 - a. Student complaints referred to [FFDA or FFDB \(Local\)](#)
 - b. Employee complaints referred to [DIAA or DIAB \(Local\)](#)
- IV. Initial assessment completed
- V. Notification to all parties
- VI. Complaint moves to either Formal or Informal Resolution process (no Informal Process if an employee is involved with a student complaint)
- VII. Process complete. All information moves forward for hearing with Vice President of Student Services or designee for determination; to review the disciplinary process, go to the Student Rights & Responsibilities section of the [Catalog & Student Handbook](#)

Request Not to Investigate

A complainant may request not to investigate. However, depending on the allegations and the safety of the campus community; the Title IX Coordinator may be required to implement an investigation.

False Claims

Any student or employee who intentionally makes a false claim, offers a false statement, or refuses to cooperate with a Midland College investigation regarding prohibited conduct, shall be subject to appropriate disciplinary action.

** For more detailed information contact the Title IX Coordinator. **