



## Title IX Discrimination Conduct Process\*

- I. Report of complaint received – if an employee is involved with the complaint, Human Resources is notified and becomes part of the process
- II. Complaint reviewed for Title IX grievance process
- III. Initial assessment completed. Complaint meets the requirements of a Title IX grievance as noted for:
  - a. Students in [FFDA or FFDB \(Legal\)](#) ; or
  - b. Employees in [DIAA OR DIAB \(Legal\)](#)
- IV. Notification to all parties
- V. Complaint moves to either Formal or Informal Resolution process (no Informal Process is allowed if an employee is involved)
- VI. Process complete, Formal Resolution moves forward for live hearing
- VII. Appeal Options

### **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 \**