

## Your rights during a conduct conference, formal hearing, or adjudicative process:

- » To know in advance the names of all persons to be called.
- » To have a support person (one) of your choosing to accompany you throughout the investigative, administrative, and adjudicative processes.
- » To not have irrelevant sexual history presented or discussed.
- » To be present and to speak on your own behalf and to pose questions to be asked of all participants.
- » To have access to the investigation report, College policy, and any other materials presented as part of the adjudicative process.
- » To not have to see or be in the presence of the person named in the complaint.
- » To be informed of the outcome of the hearing and the process in a timely manner.
- » To appeal the outcome of a conduct conference or formal hearing based upon the procedures used or new information.



## Title IX

Ranken Technical College is committed to equality and fairness and is dedicated to providing information, resources, and assistance to address, resolve, and prevent all forms of sexual and gender-based harassment, including sexual violence, sexual assault, stalking, and intimate partner violence.

The Title IX team respects the autonomy and dignity of all individuals, interacts with each individual without prejudice or presumption, and seeks to protect to the extent possible, the privacy of all members of the Ranken community.



**Know your rights:**  
**Sexual Harassment**  
**Sexual Violence**  
**Sexual Assault**  
**Domestic Assault**  
**Dating Violence**  
**Stalking**

## Rights of Sexual Assault Victims

- » Information and assistance with the following:
  - Academic program
  - Housing
  - Physical and/or mental health
  - Escorts on campus
  - Safety planning
  - Employment
  - Transportation
- » Remedies tailored to your specific circumstance.
- » Access to confidential medical support services.
- » Be treated with fairness, dignity, and respect and remain free from intimidation, harassment, and abuse.
- » Speak and present information on your own behalf free from prejudice or presumption.
- » File a police report and take legal action separate from and in addition to any Ranken Technical College process.
- » File a complaint that initiates an investigation and the College's resolution process.
- » Have your information and information pertaining to the complaint kept private and made available only to individuals who have a direct need to know in order to assist, review, investigate, and bring about its resolution.
- » An advisor or support person to accompany you throughout the process and to be in attendance at all investigative, administrative, and adjudicative meetings.
- » Know the status of the complaint at any point in the process.

## Filing a Formal Complaint

When you decide to file a formal complaint, the Title IX Coordinator initiates a series of steps to address and resolve the complaint.

Complaints filed with the Title IX Coordinator are typically resolved within 60 calendar days. That time may be extended due to parallel criminal investigations, school breaks, or other exceptions necessary for a fair, complete, and thorough process.

### **When you file a formal complaint, the Title IX Coordinator conducts an initial assessment with you to determine:**

- » The health and safety of the individual(s) involved and the larger Ranken Technical College community, what steps are needed to mitigate the immediate impact of the incident and connect you with services and assistance.
- » The best way to bring about a resolution of the complaint. There are two forms of resolution: informal and formal.

## Ranken's Commitment

Ranken Technical College is committed to providing a safe and non-discriminatory environment for our students, staff, and faculty. To this end, Ranken takes seriously allegations of sexual and gender-based harassment, including sexual violence, sexual assault, stalking, and intimate partner violence.

## Informal Resolutions

An informal resolution provides a wide range of measures to address and resolve a complaint, address its effects and prevent it from happening again. Informal resolution does not include discipline of another individual. Such measures can include:

- » Education
- » Training
- » Mediation
- » Changes to policies and procedures

## Formal Resolutions

A formal resolution includes the following components to address and resolve a complaint, address its effects, and prevent it from happening again.

### **Investigation:**

This is conducted by one or two investigators. Investigators talk to all parties involved in the matter and any witnesses with first-hand knowledge or information.

### **Formal Hearing or Conduct Conference:**

This occurs when the Title IX Coordinator determines that the results of the investigation indicate a potential violation to College policy may have occurred. This is not a determination that the policy has been violated.