The Final Investigation Report and Record is sent to all parties. The Investigation Report includes the final finding(s) on responsibility.

The Parties and witnesses are interviewed. Evidence is gathered. Follow-up interviews occur.

The Draft Investigation Report, with the Draft Investigation Record (i.e. the information gathered during the course of the investigation) is provided to the parties.

The parties have an opportunity to review the Draft Investigation Report and provide comments to the Investigator. Generally, the parties have at least 10 days.

The Final Investigation Report and Record is sent to all parties. The Investigation Report includes the final finding(s) on responsibility.

Parties accept Finding(s) of Not Responsible and case closed.

The Respondent is found “Responsible” for D/DH.

The Respondent is found “Not Responsible” for D/DH.

Parties accept Finding(s) and Sanctions.

The Dean or other Academic Council member will determine the appropriate sanctions. Sanctions are not subject to Appeal.

Option to Appeal: the Appeal Officer reviews the appeal.

The Appeal Officer affirms the finding(s).

If the complaint alleges conduct that falls under the Federal Title IX definition, the complaint moves to Federal Title IX procedures.

If the alleged behavior, taken as true, would not violate a D/DH policy, the case is closed.

Note 1: As part of this Initial Assessment, IDHR will generally contact the Complainant in an attempt to gather a more complete understanding of the allegations, as well as any related conduct that may implicate an MIT policy.

Note 2: If the Alleged behavior, as described, may violate another Conduct Policy, the complaint will be transferred to MIT Central Human Resources for investigation under P&P, Section 9.8.

Supportive Measures are available to all parties throughout the duration of this process.