The Final Investigation Report and the Investigative Record are sent to all parties and the Faculty Panel. The Investigation Report includes recommended 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 the Investigative Record are sent to all parties and the Faculty Panel. The Investigation Report includes recommended finding(s) on responsibility.

The Faculty Panel decides if the Respondent violated a D/DH policy. The Faculty Panel may meet or consult with the investigator, or others, but generally does not meet with the Complainant or the Respondent.

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

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

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).

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

The Parties accept The Finding(s). The Dean or other Academic Council member will determine the appropriate action to take against the Respondent. Sanctions are not subject to Appeal.

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.