**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.

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.

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

If not, case closed. Supportive measures are continued.

Alternative Dispute Resolutions may be pursued after this point, with written consent of all parties, upon approval by IDHR. In non-Title IX matters, the ADR process may be utilized without filing a formal complaint.

In response to a formal complaint of D/DH, MIT reserves the right to, where appropriate, modify work assignments or remove the Respondent from the workplace, or take other appropriate, available remedial actions.

For all discrimination and discriminatory harassment (D/DH) cases including sexual misconduct (excluding Federal Title IX Sexual Harassment).

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