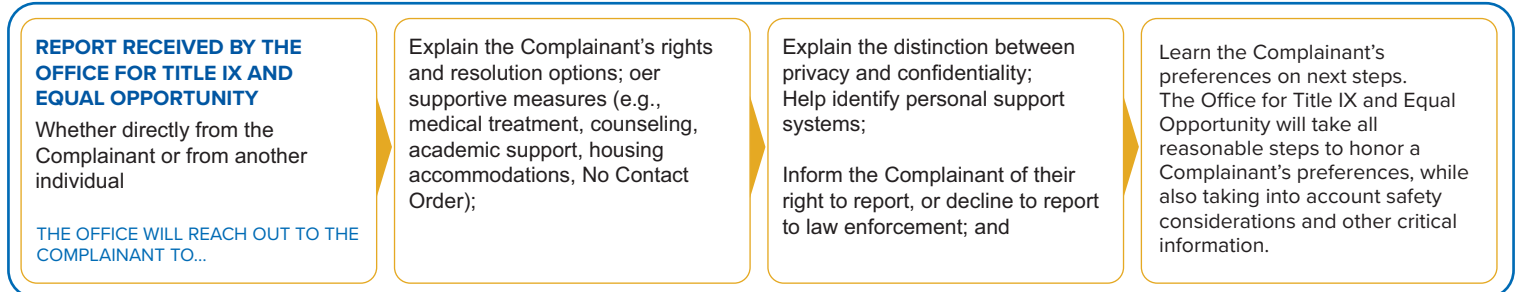




## HOW SJSU HANDLES REPORTS AND COMPLAINTS INVOLVING DISCRIMINATION/HARASSMENT INCLUDING SEXUAL HARASSMENT, SEXUAL MISCONDUCT, SEXUAL EXPLOITATION, DATING AND DOMESTIC VIOLENCE, STALKING, AND RETALIATION

The Office for Title IX and Equal Opportunity is dedicated to protecting the safety of our community and facilitating a transparent, thorough, fair, and impartial process for resolving complaints. The Office for Title IX and Equal Opportunity provides resources, support, and information to all community members impacted by discrimination, harassment or retaliation, which includes sex-based misconduct. This office also provides education and training to raise awareness and reduce the incidence of discrimination, harassment or retaliation, which includes sex-based misconduct, in our community.



What do you want to happen next?

I am interested in working with Title IX & Equal Opportunity but I don't think I want an investigation or hearing.

I want to proceed with Title IX & Equal Opportunity's investigative process.

I don't want Title IX & Equal Opportunity to take action. I am simply looking for support and/or to register a concern.

**INFORMAL RESOLUTION**

Informal resolution is a remedies-based process without an investigation, hearing, or appeal. The outcome focuses on the harm caused to the Complainant and may include agreement by the Respondent to participate in appropriate and reasonable remedies. For more information, refer to the [Informal Resolution flowchart](#)

**AN INVESTIGATION WILL BEGIN**

The Civil Rights Investigator will interview both Parties. Both Parties can have an advisor of their choice present. The Investigator will interview any relevant witnesses identified by the Parties, collect evidence, and write an investigation report.

Depending on the applicable procedural Track, the case may proceed to a hearing after the investigation. For a breakdown of the different procedural Tracks, please refer to the [Title IX & Equal Opportunity Formal Resolution flowchart](#)

**NO INVESTIGATION OR RESOLUTION**

If the Complainant does not want to pursue any action, no investigation or informal resolution will proceed.\* Supportive resources and measures are still available.

\* In cases which suggest an imminent threat to the physical safety of the community, Title IX & Equal Opportunity may pursue further investigation. These rare circumstances may include significant violence, use (or threat of use) of a weapon; repeated allegations against the same individual; multiple individuals participating in the incident; and/or the victim is a minor.

**HEARING**

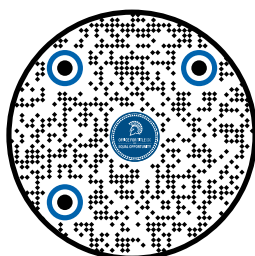
The hearing will follow one of two formats, which are both fully described in the [Nondiscrimination Policy](#). Regardless of the hearing format, the Parties should expect that they will be asked relevant questions posed by the Hearing Officer and the other Party—either in writing or directly through their advisor. Following the hearing, the Hearing Officer will issue a written determination.

**APPEAL**

Both Parties have the right to appeal the determination of responsibility and/or sanction on limited grounds.

## The Office for Title IX & Equal Opportunity

Clark Hall 1st Floor - Room 126  
(408) 924-7290 (8 AM – 5 PM)  
(669) 877-0620 (call/text)  
[titleixeo@sjsu.edu](mailto:titleixeo@sjsu.edu)



For a confidential discussion on resolution options, you may contact the Campus Survivor Advocate  
(408) 924-7300  
[survivoradvocate@sjsu.edu](mailto:survivoradvocate@sjsu.edu).