

# University of Dallas Policy CRI

## CIVIL RIGHTS POLICY – PROTOCOL FOR RESPONDING

1. Purpose – This Policy provides the exclusive process for investigating and responding to complaints of violations of the University Civil Rights Policy, including, but not limited to, Sexual Harassment, Sexual Assault, Dating Violence and Stalking.
2. Definitions – Relevant terms for implementation of this Policy are set forth in University Policy CRT – Civil Rights Policy – Relevant Terms.
3. Implementing Policies and Procedures – The President of the University has the authority to adopt policies and procedures implementing this Policy.
4. Jurisdiction
  - 4.1. The University has jurisdiction over, and will respond to, allegations of violations of the University Civil Rights Policy occurring on the University premises, at University-sponsored activities, and/or where the accused person or alleged victim are either a Student or Employee.
  - 4.2.

the availability of Supportive Measures, consider the Complainant's wishes with respect to Supportive Measures, inform the Complainant of the availability of Supportive Measures with or without the filing of a Formal Complaint, and explain to the Complainant the process for filing a Formal Complaint.

- 5.2. Disciplinary sanctions and measures that are not Supportive Measures are not imposed on a Respondent except pursuant to the complaint process for Formal Complaints.
6. Training – The University shall ensure that all individuals designated to participate in the University's processes for responding to allegations of Prohibited Conduct, including the Civil Rights Coordinators, Investigators, Decision-makers, and persons designated to facilitate informal resolution, receive regular training.
    - 6.1. The training must include, but is not limited to, training regarding the scope of the University's education program or activity, how to conduct an investigation and disciplinary process(including hearings, appeals, and informal resolution processes, as applicable), and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.
    - 6.2. The University must also ensure that Decision-makers receive training on any technology to be used at a live hearing and on issues of relevance of

7.1.1. When deciding whether to sign the Formal Complaint, the Civil Rights Coordinator will consider factors such as:

7.1.1.1. The seriousness / nature of the allegations;

7.1.1.2. Whether the alleged behavior or conduct presents a threat to individuals other than the Complainant;

7.1.1.3.

- 7.5.3. Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein; or
- 7.5.4. Other reasons set out in policies or procedures adopted by the President of the University.
- 7.5.5. Exceptions – If a Respondent withdraws or graduates from the University pending a charge that the Respondent violated the University Civil Rights Policy by committing Sexual Harassment, Sexual Assault, Dating Violence, or Stalking, the University:
  - 7.5.5.1. may not end the investigative and disciplinary process or issue a transcript to the Student until the University makes a final determination of responsibility; and
  - 7.5.5.2. shall expedite the University's investigative and disciplinary process as necessary to accommodate both the Respondent's and the Complainant's interest in a speedy resolution.
- 7.5.6. Upon dismissal of a Formal Complaint, the Investigator shall



the University's policy or code of conduct by committing Sexual Harassment, Sexual Assault, Dating Violence, or Stalking.