A Summary of the University’s Investigative and Disciplinary Procedures in Cases of Alleged Sexual Assault, Sexual Harassment, Stalking, Relationship Violence and Related Retaliation (“Sexual Misconduct”) That Involve Student Respondents

1. **How to report sexual misconduct**

   Sexual misconduct can be reported to the University of Minnesota’s Office of Equal Opportunity and Affirmative Action (EOAA). Complainants can make an appointment with an EOAA staff member by emailing, calling or visiting the EOAA office.

   EOAA  
   274 McNamara Alumni Center  
   200 Oak Street SE  
   Minneapolis, MN 55455  
   Office: 612-624-9547  
   Email: eoaa@umn.edu

   Advocates from The Aurora Center are available to assist complainants through these meetings and processes.

   Aurora Center for Advocacy & Education  
   Appleby Hall  
   128 Pleasant St. SE  
   Minneapolis, MN 55455  
   Office: 612-626-2929  
   Email: aurora@umn.edu

   Sexual misconduct can also be reported to the University of Minnesota Police Department or local police departments.

   University of Minnesota Police Department  
   Transportation and Safety Building  
   511 Washington Ave SE  
   Minneapolis, MN 55455  
   Non-emergency phone number: 612-624-2677  
   Email: police@umn.edu

2. **Summary of the University’s investigative and disciplinary process in cases of alleged sexual misconduct by students**

   The University maintains a prompt, fair and impartial process for responding to complaints of sexual misconduct. This process includes timely notice of meetings and also provides each party with timely and equal access to any information that will be used during informal and formal disciplinary meetings and hearings.
This summary describes the University’s investigative and disciplinary process in cases of alleged misconduct by students.

1. The University’s Office of Equal Opportunity and Affirmative Action (EOAA) thoroughly investigates reports of sexual misconduct. EOAA determines whether it is more likely than not that any of the University’s policies related to sexual misconduct have been violated. This is also known as a preponderance of the evidence standard.

2. EOAA forwards an investigative report containing initial findings to the University’s Office for Community Standards. Community Standards provides this report to the parties.

3. Community Standards informs the parties in writing about: (1) the initial findings reached by EOAA; (2) a proposed informal resolution; and (3) the option to request a hearing. If the parties agree to the initial findings and proposed informal resolution, the University’s investigative process ends.

4. If any party is dissatisfied with the initial findings and/or proposed informal resolution, they may opt to initiate the University’s hearing process. The parties will be notified in writing if a hearing is requested.

5. At any point prior to the hearing date, parties may opt to further discuss possible informal resolutions by contacting the Office for Community Standards.

6. In the hearing process, the parties are afforded a hearing before a panel drawn from the Student Sexual Misconduct Subcommittee of the Campus Committee on Student Behavior. The panel determines whether it is more likely than not that any of the University’s policies related to sexual misconduct have been violated. Where applicable, the panel also determines sanctions.

7. The parties are notified of the hearing panel’s decision on responsibility and imposition of sanctions, if any.

8. After the hearing process is complete, the parties are notified in writing of their right to appeal the hearing panel’s decision to the appellate officer, in accordance with the administrative procedure entitled Student Conduct Code Procedures: Twin Cities.

9. The parties are notified in writing if there is an appeal of the hearing panel’s decision.

10. The parties are notified of the appellate officer’s final decision.

Each party may bring two advisors to their meetings with EOAA, Community Standards and the Student Sexual Misconduct Subcommittee of the Campus Committee on Student Behavior. An advisor may be an attorney, advocate, support person or other individual who is not a witness in the case. Advocates from the University’s Student Advocate Services are
available to assist respondents through the EOAA, Community Standards, hearing and appeal processes. Advocates from The Aurora Center are available to assist complainants through these processes. Advisors must sign a Roles and Responsibilities of Advisors form before they can participate in any sexual misconduct meetings or hearings.

The University aims to complete its sexual misconduct investigative process within 75 days. If there is a need to extend this timeframe for good cause, both parties will be given written notice of the delay and an explanation for the delay.

3. Possible sanctions for students who violate the University’s sexual misconduct policies

The University may impose the following sanctions on students who violate its sexual misconduct policies: warning, coaching, restriction of privileges, required compliance, restitution, probation, suspension, expulsion, withholding of diploma or degree, revocation of admission or degree, or University housing modification, suspension or expulsion. For a more detailed description of possible sanctions, see the Board of Regents Policy: Student Conduct Code.

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Relevant University Policies and Procedures

Here is a list of University policies and procedures related to complaints of sexual assault, sexual harassment, stalking, relationship violence and/or retaliation.

Policies prohibiting sexual assault, sexual harassment, stalking, relationship violence and related retaliation

*Student Conduct Code:*

*Administrative Policy: Sexual Harassment, Sexual Assault, Stalking and Relationship Violence*
https://policy.umn.edu/hr/sexharassassault

*Board of Regents Policy: Sexual Harassment, Sexual Assault, Stalking and Relationship Violence*
https://regents.umn.edu/sites/regents.umn.edu/files/policies/Sexual_Harassment_Sexual_Assault__Stalking_Relationship_Violence.pdf

Policies describing the University’s procedures for responding to complaints of sexual assault, sexual harassment, stalking, relationship violence and/or retaliation

*Student Conduct Code Procedure:*
http://policy.umn.edu/education/studentconductcode-proc01

*Student Sexual Misconduct Subcommittee Hearing Procedures:*
https://drive.google.com/file/d/0B_G82zUnlaVVaWowWk1PaS16ZEU/view

*Procedures for Appeals Under the Student Conduct Code:*
http://communitystandards.umn.edu/know-code/hearings-appeals

Policy prohibiting retaliation

*Administrative Policy: Retaliation*
https://policy.umn.edu/operations/retaliation