CCBC’s Sexual Misconduct Policy Flowchart

<table>
<thead>
<tr>
<th>Incident and Report</th>
<th>Investigation</th>
<th>Factual Findings</th>
<th>Resolution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incident occurs</td>
<td>Investigator selected</td>
<td>Each party (respondent and complainant) is able to make a response statement within 10 business days from the issuance of the draft investigatory report</td>
<td>Hearing</td>
</tr>
<tr>
<td>Report to Title IX Coordinator</td>
<td>Investigation</td>
<td>Final Investigatory report released to complainant and respondent</td>
<td>Live hearing and cross-examine of witness(es)</td>
</tr>
<tr>
<td>Incident logged</td>
<td>Complainant interviewed</td>
<td>Final Investigatory report sent to the Title IX Coordinator</td>
<td>Hearing decision</td>
</tr>
<tr>
<td>Preliminary assessment conducted</td>
<td>Respondent interviewed</td>
<td>Appeal?</td>
<td></td>
</tr>
<tr>
<td>Interim measures for both parties implemented</td>
<td>Witnesses interviewed</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Final evidence from both parties gathered</td>
<td>Appeal</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Draft investigatory report</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Respondent</td>
<td>Final resolution</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Complainant</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

1. Informal resolution is available to complainants under certain limited circumstances.
2. All CCBC employees are responsible for reporting known or suspected sexual misconduct.
3. The Title IX Coordinator makes a preliminary assessment as to whether the report reasonably alleges a violation of the policy. This may include a meeting with the complainant or respondent.

4. Title IX Coordinator selects the investigator(s).
5. Throughout the investigation, an advisor may attend meetings and interviews for purposes of observation but may not participate in any way.
6. The investigatory report does not contain recommendations on findings or conclusions of responsibility or credibility.

7. The investigator will respond to any response from either the complainant or the respondent and issue a final investigatory report.
8. This report does not contain conclusions, findings of responsibility, recommendations, sanctions, or comment on findings of credibility.
9. The College may dismiss the formal complaint or any allegations therein, if at any time during the investigation or hearing: a complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein or the respondent is no longer enrolled or employed by the recipient. Upon a dismissal, the College must promptly send written notice of the dismissal and reason(s) therefor simultaneously to the parties.

10. The committee’s decision shall include finding of responsibility, sanctions, permanent protective measures, program change, or training.
11. Either the respondent or complainant may appeal the findings. The grounds for appeal are limited to:
   1. Procedural irregularity that affected the outcome of the matter.
   2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, and that could affect the outcome of the matter.
   3. The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against the complainant(s) or respondent(s) generally, or the specific complainant(s) or respondent(s), that affected the outcome of the matter.

12. The final decision cannot be appealed.

This flowchart is a visual representation of the steps set out more completely in the CCBC Sexual Misconduct Policy. To the extent there is any conflict between this flowchart and the CCBC Sexual Misconduct Policy, the policy governs.