

Sexual Misconduct Policy

Policy number: 109 Policy owner: Title IX Coordinator

Date of initial publication: June 10, 2014 Date of latest revision: August 14, 2020

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See Minnesota Statutes Section 609.341 et seq.

b. Sexual Assault: Non-Consensual Sexual Penetration

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See Minnesota Statutes Section 609.341 et seq.

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c. <u>Consent</u>

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d. Incapacitation

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Sexual harassment

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Sexual assault

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Dating violence

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- 3. <u>Considerations When Making a Report</u>
 - a. <u>Confidentiality</u>

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D. No Retaliation

SECTION VII. RESOURCES AND CONTACT INFORMATION

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A. Emergency Contacts

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B. Contact Information for Making Reports to St. Thomas

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Title IX Coordinator

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Dean of Students Office

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Human Resources Business Partners

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Department of Public Safety

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C. On-Campus Confidential Resources

Counseling and Psychological Services

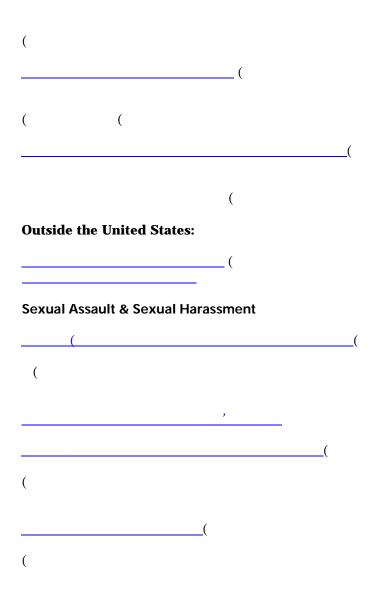
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Health Services

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D. Other Campus Support Services and Resources

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U.S. Department of Education, Office for Civil Rights (OCR)



G. Resources at Other Institutions

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Appendix A to Sexual Misconduct Policy

Response and Resolution Procedures

Date of initial publication: June 10, 2014 Date of latest revision: November 9, 2021

Appendix A to Sexual Misconduct Policy Policy number: 109 **Report**

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SECTION II. SCOPE AND APPLICATION

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SECTION III. CONFIDENTIALITY

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2. Supportive Measures During and After the Process

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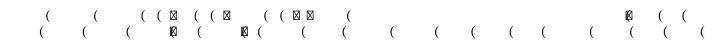
G. Determination of Whether to Follow the Formal Process or Alternative Resolution Process

SECTION V. ALTERNATIVE RESOLUTION PROCESS

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B. Structure of Alternative Resolution Process



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A. Equitable Process for Reporting Party and Responding Party

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C. Role of Support Person

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- 3. <u>Determination of Whether Live Hearing is Required in Non-Title IX-Based Sexual</u> <u>Misconduct Matters</u>
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4. Notice to Complainant and Respondent

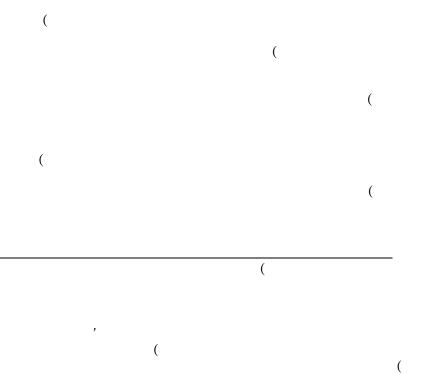
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5. <u>Opportunity to Meet with Response Manager</u>

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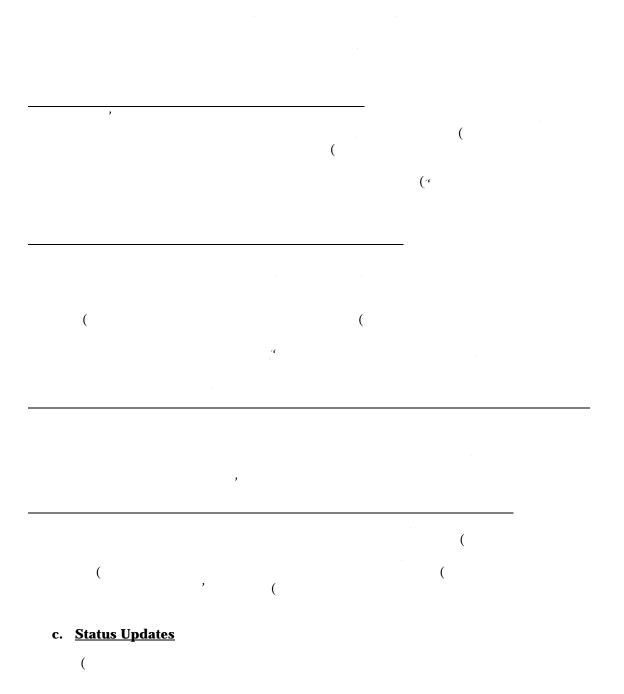
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b. <u>Principles for the Collection and Consideration of Evidence</u>



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g. Final Factfinding Report

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i. <u>Hearing Panel Questions</u>.

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ii. <u>Cross-Examination</u>

iii. <u>Determinations of Relevance</u>.

16

iv. Evidence and Information Generally Considered Irrelevant or Not Appropriate for Use in the Live Hearing.

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- v. Options When a Party Disagrees with a Relevance Determination.

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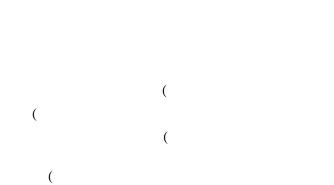
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- viii. Determination When No Party Appears for Hearing.
- ix. Determination Regarding Responsibility.

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G. Appeal Process

1. Grounds for Appeal

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2. <u>Submitting an Appeal</u>

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- 4. **Opportunity to Review the Request for Appeal**
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- 5. <u>Appointment of Appeal Officer</u>

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Appendix A to Sexual Misconduct Policy

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