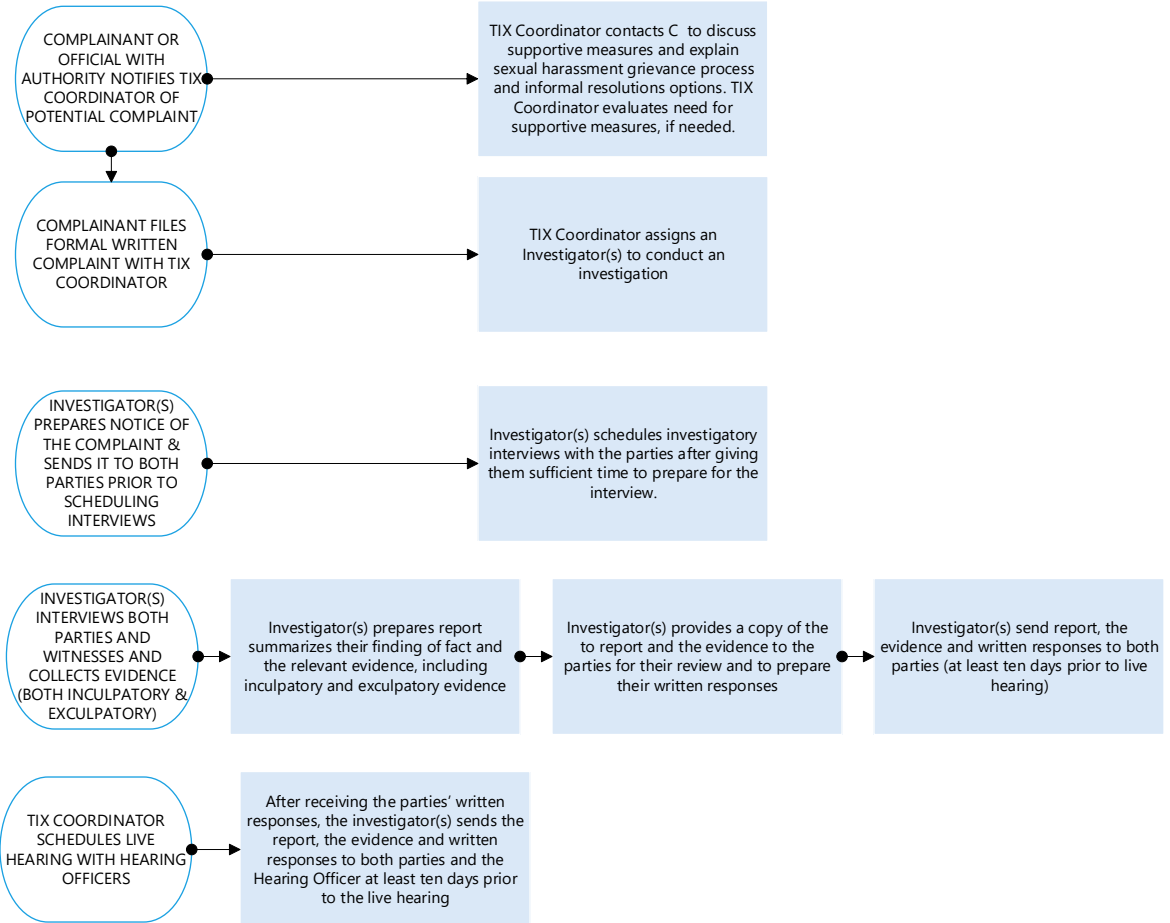


- C= Complainant (person is alleged to be the victim of conduct that could constitute sexual harassment)
- R= Respondent (person who has been reported to have engaged in conduct that could constitute sexual harassment)
- W= Witness(es)

REPORTING AND REVIEW PROCESS FOR ALLEGED SEXUAL HARASSMENT AT UMASS LOWELL

INVESTIGATION



INFORMAL RESOLUTION PROCESS
 At any time after the formal complaint has been filed but prior to final determination, both parties have the right to request that the university facilitates an informal resolution (both parties must agree to the informal resolution)

DISMISSAL
 If, at any point during the investigation, the Investigator(s) determines that the allegations should be dismissed from this process, or referred to another university process, the Investigator(s) may do so. Allegations must be dismissed when, if true, they could not result in a finding that sexual harassment occurred. Allegations may be dismissed if: 1) the C notifies the TIX Coordinator in writing that they would like to withdraw the complaint; 2) the R is no longer an employee or student of the university; or 3) specific circumstances prevent the university from gathering sufficient evidence to reach a determination.