Navigating Chapman University’s Harassment, Discrimination and Retaliation Prevention Policy and Policy on Sexual Harassment Prohibited by Title IX

The following flowchart provides a visual representation of the processes available in these policies.

**What are my options?**

- **Report to Chapman Equal Opportunity Office (“EOO”)**
  - EOO requests meeting with Complainant
  - Report received and documented as required by the US Department of Education.

- **Seek Confidential Resources***
  - Discuss & implement supportive measures
  - Explain resolution options

- **Access Emergency Services***
  - No Formal Complaint (Title IX)/Complaint (DHR) Filed
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- **Contact Authorities***
  - No further action taken under the Title IX policy, unless DEO** signs a Formal Complaint or other policies are implicated.
  - Under the DHR policy, EOO may have a legal responsibility to process a report/complaint of prohibited conduct.

**Alternative Resolution*** by agreement of all parties and DEO

**Formal Resolution***

- Process for Sexual Harassment Prohibited by Title IX
  - Investigation Evidence Review
  - Investigative Report
  - Live Hearing, Decision, Remedies & Sanctions
  - Appeal

- Process for Discrimination, Harassment & Retaliation
  - Investigation
  - Investigative Report
  - Decision, Remedies & Sanction
  - Appeal

*See below for contact information.

**DEO represents Director of Equal Opportunity

***For definitions and a full understanding of these processes, please visit the applicable University policy.