
Acceptance of Findings/Waiver of Hearing Process and Appeal

I. Investigation Findings

At the conclusion of the investigation, an Investigation Report is created which contains the investigation findings and recommended sanctions. The Investigation Report also contain the investigators' rationale for their findings and recommended sanctions.

After reviewing the Investigation Report, each party (Complainant and Respondent) will have the opportunity to decide if they would like to accept the Investigation Report and the identified findings and recommended sanctions. "Accepting" the Investigation Report does not necessarily mean that the party enthusiastically agrees with everything, but typically is more of an indication and acknowledgement that the investigators have done their job and that their conclusions are fair and "acceptable," even if not exactly what each party would want.

II. Hearing Process

Acceptance by both parties of the investigation findings and recommended sanctions would mean that the matter ends (and the findings and any sanctions would be implemented) and no Hearing Panel is convened. The advantage of both parties accepting the Investigation Report is that it draws the matter to a close and there is immediate finality. The disadvantage is that a decision to accept the Investigation Report means that the parties are giving up both a right to a hearing and a right to appeal. Because it is voluntary for both parties, no one is forced to accept the findings/sanctions and give up a hearing or appeal right.

If either (or both) of the parties does not accept the Investigation Report findings and recommended sanctions, a Hearing Panel will be appointed to determine the findings and recommended sanctions. The Hearing Panel consists of a three-member hearing panel of faculty and staff members as well as a non-voting Hearing Chair.

During the hearing the complainant(s) and respondent(s) will have the following rights:

- The opportunity to present their version of the events in question to the Panel.
- Question any statements or witnesses presented.

After the hearing, the parties would have the right to file an appeal if the Hearing Panel decision is unacceptable. Additional information about the Title IX Hearing and Appeals processes (including the bases for appeal) can be found at www.redlands.edu/titleix.

III. Selection

_____ I ACCEPT the Investigation Report and the identified findings and recommended sanctions and do not wish to convene a Hearing Panel. I acknowledge that, if all parties agree to accept the Investigation Report, this decision means that I also am giving up a right to appeal.

_____ I DO NOT ACCEPT the Investigation Report and the identified findings and recommended sanctions and wish to convene a Hearing Panel.

Printed Name

Signature

Date