
Acceptance of Hearing Panel Report or Appeal Request

I. Hearing Panel Report Findings

At the conclusion of the Hearing, a Hearing Panel Report is created which contains the Hearing findings and sanctions. The Hearing Panel Report also contain the Hearing Panelist rationale for their findings and sanctions.

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

II. Appeal Process

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

If either (or both) of the parties does not accept the Hearing Panel Report findings and sanctions, an Appeal Officer is appointed.

Both the complainant(s) or respondent(s) will have the right to appeal any decision made by a Hearing Panel on the following grounds:

1. Evidence not previously available to, and not withheld by the appealing party from, the investigators (or Hearing Panel) that could influence the outcome;
2. Material defects in the process leading to the decision; or
3. Consideration of whether the sanction is disproportionate to the findings.

Appeals must be filed within seven (7) calendar days of receiving the Hearing Panel Report Decision. All appeals need to be sent to the Title IX Coordinator via email at pat_caudle@redlands.edu. The official considering the appeal has seven (7) calendar days to provide a written response to the appeal.

Decisions of an Appeal Officer may be appealed to the President (using the same grounds for appeal identified above) by submitting a second appeal within seven (7) calendar days of receiving the Appeal Officer’s decision. The second appeal needs to be sent to the Title IX Coordinator via email at pat_caudle@redlands.edu. The President (or the President’s designee) will issue a written decision to any second appeal within seven (7) calendar days. All decisions of the President are final.

III. Selection

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

_____ I DO NOT ACCEPT the Hearing Panel Report and the identified findings and sanctions and wish to appeal.

Printed Name

Signature

Date