

**Title IX Informal Resolutions** offer an alternative to the formal grievance process for resolving allegations of sexual harassment or discrimination. They provide a more collaborative and less adversarial way for parties to address the issue, often emphasizing communication, education, and mutual agreements.

### **Key Features of Informal Resolutions**

#### **1. Voluntary Participation:**

- Both the complainant (the person who filed the complaint) and the respondent (the person accused) must agree to pursue an informal resolution.
- Parties can withdraw from the process at any time before reaching an agreement and return to the formal grievance process.

#### **2. When It Can Be Used:**

- Informal resolutions are available only after a formal complaint has been filed.
- They cannot be used in cases where the complainant is a student and the respondent is an employee, due to potential power imbalances.
- Must be deemed appropriate by the Title IX Coordinator.

#### **3. Process:**

- Facilitated by a trained mediator or facilitator designated by the institution.
- The resolution may involve mediation, restorative justice, or other agreed-upon methods.
- Discussions and agreements are typically confidential unless disclosure is required by law.

#### **4. Agreement Terms:**

- Resolutions can include actions like educational programs, voluntary agreements to avoid contact, or changes in housing or class assignments.
- Once an agreement is reached, it is binding, and the formal grievance process is typically no longer available for the same complaint.

#### **5. Advantages:**

- Often quicker and less stressful than a formal process.

- Focuses on repairing harm and restoring relationships when appropriate.
- Can be more cost-effective and flexible.

**6. Limitations:**

- Both parties must feel comfortable and safe participating.
- It does not involve a formal determination of responsibility.
- Not suitable for all situations, particularly those involving severe allegations or significant power imbalances.

Institutions offering informal resolutions must ensure the process is fair, impartial, and adheres to Title IX requirements for transparency and equity. Before proceeding, both parties must receive a written explanation of their rights, the process, and potential outcomes.