University of Florida Title IX Process
EMPLOYEE CASES

- Title IX allegations received through multiple channels

- Title IX Coordinator notified and reviews allegations

- Title IX Coordinator or designated Title IX staff member conducts intake meeting with Reporting Party and refers for interim measures and accommodations (if needed)

- Reporting Party wishes to pursue a Formal Title IX investigation or an Informal Resolution

- Formal Investigation: Title IX Coordinator or designated Title IX staff member notifies Responding Party of allegations and subsequent formal investigation

- Informal Resolution: Title IX Coordinator informs Responding Party of allegations and discusses the informal resolution process

- Title IX Coordinator assigns case to investigator(s), investigation is conducted and report is drafted

- Title IX report review is conducted

- Final Title IX report is sent to Employee Relations (ER) and the appropriate Department Leadership

- Final Title IX report is sent to Reporting and Responding Parties, who will have ten (10) business days from receipt to provide a written response of any errors/omissions material to the report. Responses will be included in the investigative file.

- Allegations unsubstantiated or inconclusive – No further action probable by ER

- Allegations substantiated – further action probable, including possible disciplinary action(s) implemented by ER

- Not enough information to proceed or does not fall under Title IX – Case closed or referred to appropriate entity

Support services will continue to be provided. However, no investigation will be conducted unless the Reporting Party makes that request.

Exception: The Title IX Coordinator will further assess reported allegations involving violent behavior, use of a weapon, a significant health/safety concern and the presence of multiple reports of the same Responding Party. It may be determined that further action is warranted to ensure the safety of the UF Community. This action may include an investigation.