ALTERNATIVE RESOLUTION

A voluntary option for resolving a formal complaint before a determination of responsibility

PROCESS AT-A-GLANCE

1. REQUEST

Either party may request alternative resolution after a formal complaint is filed and before a determination—including after a hearing is scheduled.

Contact OCR or the Hearing Coordinator.

2. REVIEW

OCR decides whether the matter is appropriate after considering safety, equity, policy, and the University's obligations.

AR is not offered to resolve allegations that an employee sexually harassed a student.

3. NOTICE + CONSENT

Both parties receive written notice of the allegations and information about the process and rights under the process.

Both parties must voluntarily consent in writing; participation is completely voluntary.

4. FACILITATED PROCESS

A trained, impartial facilitator may use separate preparation meetings, shuttle negotiation, or facilitated dialogue.

An advisor may attend; direct interaction is not required. Either party may withdraw before signing.

5. AGREEMENT OR RETURN

Agreement: approved terms are written and signed; covered allegations are resolved as described in the notice and agreement.

No agreement or withdrawal: the formal complaint process resumes.

IF A HEARING IS SCHEDULED

Before both parties consent, the formal process continues. After both consent, the Hearing Coordinator informs the Decision Maker and the hearing may be paused or rescheduled. A completed agreement cancels the hearing for the covered allegations; otherwise, the hearing resumes. Any good-cause delay or extension is confirmed to both parties in writing.

EXAMPLES OF REQUESTS PARTIES MAY PROPOSE*

CONTACT + COMMUNICATION

No-contact or limited-contact terms; agreed communication channels; an exchange of impact statements or responses.

LEARNING + ACCOUNTABILITY

Education, coaching, policy training, reflection, or voluntary acknowledgment.

SUPPORT + REPAIR

Academic or workplace supports and resource referrals.

ACCESS + SCHEDULING

Course, lab, work, housing, dining, activity, or event arrangements, subject to availability and University authority.

PARTICIPATION BOUNDARIES

Voluntary limits on particular organizations, events, or spaces; a plan for navigating shared spaces.

CUSTOMIZED TERMS

Other lawful, feasible, non-retaliatory terms both parties accept and OCR can implement or monitor.

*Requests are proposals and not guaranteed outcomes. Every term must be voluntary, mutually accepted, lawful, feasible, and within University authority.

KEY PROTECTIONS AND PRACTICAL NOTES

VOLUNTARY + SUPPORTED

- Alternative resolution is voluntary, and parties may withdraw at any time.
- Supportive measures remain available, and retaliation is prohibited.

ADVISORS + ACCESS

- Each party may have an advisor of choice, including an attorney.
- Request disability, language, or other access support at any point. A FERPA authorization may be needed before education records are shared with an advisor.

NEUTRALITY + RECORDS

- The facilitator must be trained and free of conflict of interest or bias.
- OCR maintains minimal records related to alternative resoluton. Agreements reached are maintained in accordance with University policy.

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