



Title IX Office

INFORMAL RESOLUTION OVERVIEW

Informal Resolution is a voluntary, remedies-based resolution process, grounded in principles of restoration through which the parties can acknowledge the harm caused by an incident and identify the actions needed to help repair the harm, prevent its recurrence, and address its effects. Informal Resolution will only be used when both individuals involved agree to engage in the process, and the Title IX Coordinator approves its use to resolve the Formal Complaint. Informal Resolution is not available to resolve allegations that an employee sexually harassed a student.

Grace recognizes that there is no single way to try to repair harm, so it will work with the parties to draft an Informal Resolution Agreement specific to the needs and circumstances of the parties. The Title IX Coordinator will assign a facilitator to lead the resolution process. The parties will not be required to meet directly with each other while negotiating an agreement.

Potential terms of the Informal Resolution Outcome Agreement include, but are not limited to:

- Voluntary restrictions on the Respondent from participation in particular campus student organizations or campus events
- Changes to on-campus housing, subject to availability
- Extension of Mutual No Contact Directives
- Participation in educational offerings on topics including, but not limited to, consent and communication, the use of alcohol or other drugs, respectful interpersonal relationships, stress management, and well-being
- Provision that the Respondent read an "impact statement" written by the Complainant describing the impact(s) that the Respondent's alleged conduct had on the Complainant
- Modifications in areas of overlap, such as chapel, parking, the dining commons, work settings, study abroad, athletics, and campus events
- Other measures deemed appropriate by the Facilitator and/or Title IX Coordinator

Additional Information:

- Informal Resolution does not involve an investigation and typically does not result in a determination regarding whether the Respondent violated a Grace policy.
- The terms of the Informal Resolution Outcome Agreement are typically remedies-based, not disciplinary actions. Disciplinary action is only included when both parties have agreed upon a sanction.
- Either party can withdraw from the process at any time before signing an agreement. If a party withdraws, the case may be referred to the Formal Resolution process for continuation of an investigation and hearing.
- Once the agreement is signed, it is considered final and binding. Violation of the agreement may result in disciplinary action.
- Information shared with the Title IX Coordinator or Facilitator can be used in a subsequent investigative resolution.
- Although the Informal Resolution Outcome Agreement is typically not considered a disciplinary record, information related to the violation of an Agreement may become part of a party's disciplinary record.
- The terms of the Informal Resolution Outcome Agreement will be shared only with those Grace officials who will help implement the terms of the agreement or, as required by law, such as in response to a lawful subpoena.
- Both parties may have an advisor of their choice present, including an attorney, to provide support through the process.
- It is not possible to predict how long the Informal Resolution process will take, but the typical process can take between 4-6 weeks.

More detailed information can be reviewed with you by the Title IX Coordinator.

TO KNOW CHRIST AND TO MAKE HIM KNOWN