UWG PROCEDURE NUMBER: 9.9.1, Sexual Misconduct
Authority: UWG POLICY 9.9 (Abusive Behavior)

The Chief Human Resources Officer, pursuant to the authority of UWG Policy 9.9, establishes the following procedures for compliance with the Georgia Board of Regents Policy 4.1.7, Sexual Misconduct Policy.

A. Adoption by Reference

The University of West Georgia hereby adopts and incorporates by reference the Georgia Board of Regents Policy 4.1.7, Sexual Misconduct Policy (attached hereto as Appendix A), with clarifications or additional provisions as set forth in the remainder of this Procedure. Any conflicts between this Procedure and BOR Policy 4.1.7 will be decided by the provisions of the latest BOR policy on Sexual Misconduct.

NOTE: For issues involving complaints of discrimination not involving sex or gender, please refer to the UWG Student Code of Conduct or the Protocols for Employee Civil Rights Complaints.

B. Receipt of Complaints

Complaints regarding sex discrimination, sexual harassment or sexual misconduct can be reported to any of the following individuals:

- Social Equity Officer and Title IX Coordinator
  Aycock Hall, Room 112
  678-839-5344

- Chief Human Resources Officer and Title IX Deputy Coordinator for Faculty, Staff and Visitors
  Aycock Hall, Room 112
  678-839-6424

- Assistant Dean of Students and Title IX Deputy Coordinator for Students
  Strozier Hall, 2nd floor
  678-839-4729

- Assistant Athletics Director and Title IX Deputy Coordinator for Gender Equity in Athletics
  Athletic Operation Building, Room 242
  678-839-9364

- Report using our anonymous online form (“Incident Report” at www.westga.edu/UWGCares)

C. Investigations

Investigations will be coordinated through the Title IX Coordinator’s office. All complaints (including those involving claims of discrimination) will be investigated in accordance with the terms of BOR Policy 4.1.7. This includes complaints that do not involve a student (i.e., complaints between employees or vendors). For additional information, please contact the Title IX Coordinator’s office, who is authorized to establish further guidelines to assist with compliance.
D. **Investigation Report Findings**

The investigator will issue a written report to the parties (Complainant and Respondent) of the charges, findings of cause/no cause, description of evidence supporting the findings, and recommendations of sanctions, as applicable. The parties have the opportunity to respond within three business days and the investigator may supplement the report in accordance with BOR Policy 4.1.7.5. At such time as the investigator's report is finalized, the Title IX Coordinator will discuss the report and recommended sanctions, as applicable, with the parties and the Dean of Students or the appropriate supervisor. Any disagreements with the report or sanctions by either party will result in the forwarding of the complaint and the investigation report for hearing by a Panel assigned by the Title IX Coordinator. The Title IX Coordinator's office is authorized to establish further guidelines to assist with compliance.

E. **Hearing Procedures**

Hearings involving a student, either as a Complainant or as a Respondent, will be resolved in accordance with the University's Student Code of Conduct, which is based upon BOR Policy 4.1.7.5. In the event of any conflicts, the BOR Policy will prevail. All other hearings that do not involve a student as a Complainant or Respondent will follow the Protocols for Employee Civil Rights Complaints. The Title IX Coordinator's office is authorized to establish further guidelines on the hearing procedures.

F. **Appeals**

Appeals of hearing results for complaints involving a student, either as a Complainant or as a Respondent, will follow the procedures set forth in BOR Policy 4.7.1.6. All others will follow the Protocols for Employee Civil Rights Complaints. The Title IX Coordinator's office is authorized to establish further guidelines on appeals.

Issued by the Chief Human Resources Officer, the 1st day of July, 2016.

_Signature, Chief Human Resources Officer_

Reviewed by Vice President for Business & Finance: _Signature_

*Previous version dated: N/A*