

## Reporting and Formal Complaint Rights - Victim/Survivor (Complainant)

**Reporting** -all UWO students, employees, or guests who have experienced sexual misconduct at any UWO campus or in any program or activity of the University **have the right to:**

- **Report to the University or not report to the University.**  
Note: Most UWO employees must report disclosures of crimes or sexual misconduct to the University and the University is required to promptly contact the individual named as victim/survivor in that report.
- **Report to law enforcement and/or decline to report to law enforcement.**
- **Access [confidential support resources](#) on or off campus.**
- **A prompt and compassionate response from the University** after a report has been received.
- **Be accompanied by a support person** of their choice beginning with the first outreach interview with the Title IX Coordinator or a Deputy (prior to a formal complaint, if any).
- **Pursue a criminal or civil process** outside the University process, if wanted and appropriate.
- **Request changes from their campus** (supportive/protective measures). Such measures may include changes to working, living, academic, or transportation situations or a no contact order. Victims/survivors have the right to these changes even if they choose not to file a formal complaint.
- **File a formal complaint and have it promptly and thoroughly investigated.**

After a **formal complaint** is filed, Complainant's **have the right to:**

- Written notice of the allegations/investigation.
- A fair and impartial grievance process including investigation, hearing, appeal, or informal resolution/settlement agreement.
- Be accompanied by an advisor to all meetings (who can be an attorney) once a formal complaint has been filed.
- Review UWO sexual misconduct policy (Students - [UWS 17](#)).
- Review [Title IX federal regulations](#).
- Review any evidence brought forth by the other parties.
- Be notified and updated throughout a grievance/conduct process.
- Be free from harassment, intimidation, or retaliation.
- Provide testimony (or not) at a hearing, and cross examine witnesses (by advisor).
- Protection from being asked about prior sexual history in cross examination.
- Be notified in writing of the outcome of hearing with rationale for decisions.
- Be notified of a dismissal of a case not meeting Title IX sexual harassment (case may/will continue under non-Title IX sexual misconduct).
- Appeal a Title IX dismissal or a hearing decision.
- Submit a *Victim Impact Statement* before sanctioning or as part of an informal resolution or settlement process.
- To voluntarily enter into an informal resolution or settlement process.
- To view all materials used to train Title IX personnel on the University website.



### **Formal Complaint Rights - Accused (Respondent)**

After a formal complaint is filed Accused individuals (Respondents) **have the right to:**

- Written notice of the allegations/investigation.
- A fair and impartial grievance process including investigation, hearing, appeal, or informal resolution/settlement.
- Be accompanied by an advisor to all meetings (who can be an attorney) once a formal complaint has been filed.
- Review UWO sexual misconduct policy (Students - [UWS 17](#)).
- Review [Title IX federal regulations](#).
- Review any evidence brought forth by the other parties.
- Be notified and updated throughout a grievance/conduct process.
- Be free from harassment, intimidation, or retaliation.
- Provide testimony (or not) at a hearing, and cross examine witnesses (by advisor).
- Be notified in writing of the outcome of hearing with rationale for decisions.
- Be notified of a dismissal of a case not meeting Title IX sexual harassment (case may/will continue under non-Title IX sexual misconduct).
- Appeal a Title IX dismissal or a hearing decision.
- To voluntarily enter into an informal resolution or settlement process.
- To view all materials used to train Title IX personnel on the University website.

All parties may contact the Title IX Coordinator at any time for questions or concerns.

The UWO Title IX Coordinator is Amy Andersen

Her email is [andersena@uwosh.edu](mailto:andersena@uwosh.edu)

Her phone is 920-424-0835