



# Understanding the COD Process

## Responding to Non-Title IX Sexual Misconduct

The Committee on Discipline reviews multiple types of complaints, including academic, personal, organizational, and sexual misconduct. For non-Title IX reports, the COD works with the Institute Discrimination and Harassment Response (IDHR) office — here's how a case is resolved once the investigation concludes.

### The COD Chair Reviews the Case

As the IDHR investigation concludes, OSCCS invites both parties to an Initial Process Meeting, and each party accepts or rejects the investigator's recommended findings within three business days. The Chair then reviews the case and directs it to one of two paths.

#### PATH 1

### Administrative Resolution

**1**

#### WHEN IT APPLIES

#### No Suspension-Level Outcome

Used when suspension, expulsion, degree revocation, or loss of recognition is not appropriate.

**2**

#### WRITTEN RESPONSE

#### Parties Share Perspectives

Both parties may share their perspective in writing before the Chair resolves the case.

**3**

#### RESOLUTION

#### Chair Decides the Outcome

The Chair reviews all materials, determines responsibility, and sets any sanctions.

#### PATH 2

### Sexual Misconduct Panel Meeting

**1**

#### WHEN IT APPLIES

#### Suspension-Level Outcome Possible

Used when suspension, expulsion, degree revocation, or loss of recognition may be appropriate.

**2**

#### PANEL MEETING

#### A Panel Hears the Case

Three faculty or staff panelists (no students) hear the case; advisors may be attorneys. See Preparing for a Sanctioning Panel or Preparing for a Hearing Panel.

**3**

#### DECISION & APPEAL

#### Outcome and Appeal

The panel decides responsibility and any sanctions. Both parties have the right to appeal.

### Closing the Case

OSCCS delivers the outcome to both parties. If the respondent is found not responsible on all policies, the case closes with no disciplinary record. If found responsible, OSCCS works with them to complete any sanctions before closing. Panel outcomes are final pending any appeal.