



Understanding the COD Process

Responding to Sexual Misconduct · Title IX Sexual Harassment

The Committee on Discipline works with the Institute Discrimination and Harassment Response (IDHR) office to resolve reports of sexual misconduct. Here's how a report involving the Institute's Title IX sexual harassment policy is resolved — from the close of the IDHR investigation through the hearing panel.

- 1** **INITIAL MEETING**
Schedule a Pre-Panel Meeting
As the IDHR Title IX investigation nears its close, OSCCS invites you to a Pre-Panel Meeting to explain how resolution works, help you prepare for the hearing panel, and connect you with resources.
- 2** **WRITTEN RESPONSE**
Submit Optional Documentation
When the investigation closes, parties receive the final report. You may submit a written response and an impact letter. Panelists and the other party see written responses before the hearing; impact letters are read only if the respondent is found responsible.
- 3** **FINAL PREPARATION**
Prepare for the Hearing Panel
You may request that witnesses attend and be accompanied by both an advisor and a support person. Submit the names of any witnesses, your advisor, and your support person by the given deadline.
- 4** **HEARING PANEL**
Attend the Hearing Panel
Parties give statements and answer questions from the panel and both advisors. Any permitted witnesses give a brief statement and answer questions as well.
- 5** **OUTCOME**
Hear the Outcome from OSCCS
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 — pending any appeal.