

**UNIVERSITY OF CALIFORNIA
NON-SENATE (NON-REPRESENTED) FACULTY ADJUDICATION MODEL – ATTACHMENT 2.A**

The following can be provided by the CARE advocate, licensed counselor, or other resource:
on/off campus resources, notice of rights, reporting options

STAGE 0
Resources and Reporting

Title IX oversees alternative resolution instead of investigation
END

Title IX receives report, conducts outreach and initial assessment, and decides how to proceed

Title IX investigates

Title IX “dismisses” allegations. They are no longer considered DOE-Covered Conduct, but Title IX may still continue with resolution. Parties can appeal.

STAGES 1 and 2
Investigation, Preliminary Determination, and Consultation

Title IX preliminarily determines Respondent violated policy using preponderance of evidence standard; Assessment and Consultation occurs; Chancellor or Chancellor’s designee proposes resolution

Title IX preliminarily determines Respondent did not violate policy using preponderance of evidence standard; Assessment and Consultation occurs

STAGE 2.A
Opportunity to Accept the Preliminary Determination

Parties have equal opportunity to accept or not accept preliminary determination and any proposed resolution; if either party does not accept, matter goes to a hearing

Both parties accept preliminary determination and any proposed resolution

Either or both parties do not accept the preliminary determination

Preliminary determination becomes final; any proposed resolution is imposed
END

Prehearing meeting and other procedures to promote fair, productive, and orderly hearing, including defining disputed and relevant issues, and discussing rules of conduct

STAGE 2.B
Prehearing and Hearing

Hearing

Hearing officer determines that Respondent violated policy using preponderance of evidence standard

Hearing officer determines Respondent did not violate policy using preponderance of evidence standard

STAGE 2.C
Appeal of Determination

Right to appeal on limited grounds

No appeal

Appeal
Appeal officer decides

In procedural error and new evidence appeals, appeal officer may remand to hearing officer and then decide

**If Respondent is found responsible:
Refer to Stage 3 of Non-Senate Faculty Adjudication Model Process Flowchart 2**

Support and interim measures available throughout the process.
Respondent may be placed on investigatory leave at any time in accordance with APM-150.
Notice of any proposed disciplinary action must be delivered no later than three years after the Chancellor is deemed to have known about the alleged violation.