

**UNIVERSITY OF CALIFORNIA  
PPSM-COVERED STAFF AND REPRESENTED STAFF ADJUDICATION MODEL – ATTACHMENT 1.A**

Confidential CARE Advocate and other Confidential Resources are available to provide information about on- and off-campus resources, reporting options, and rights

**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 "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, Assessment and Consultation

Title IX investigates

Title IX preliminarily determines Respondent violated policy using preponderance of evidence standard; Assessment and Consultation occurs; Respondent's supervisor or other appropriate administrative authority 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 accept or not accept preliminary determination; if either party does not accept, matter goes to a hearing

Both parties accept preliminary determination

Either or both parties do not accept the preliminary determination

Preliminary determination becomes final; 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

Hearing officer determines Respondent did not violate policy

**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 PPSM-Covered Staff and Represented Staff Adjudication Model Process Flow Chart – Attachment 1**

Supportive Measures available to Complainant and Respondent throughout the process. Respondent may be placed on investigatory leave at any time in accordance with PPSM-63 and any investigatory leave article of the applicable collective bargaining agreement.