# Potential Outcomes for Different Office of Equity Sexual Misconduct Processes

<table>
<thead>
<tr>
<th>Supportive Measures Only</th>
<th>Earlier Resolution or Formal Investigation Process</th>
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</thead>
<tbody>
<tr>
<td><strong>Supportive Measures</strong></td>
<td><strong>Earlier Resolutions</strong></td>
</tr>
<tr>
<td>Non-disciplinary, non-punitive individualized services</td>
<td>Claimant must sign a formal complaint Participation is voluntary</td>
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<tr>
<td>Does not require a formal complaint or participation in the investigation process</td>
<td>Mediated or facilitated discussions to resolve issues raised in the formal complaint Both parties may access supportive measures throughout this process</td>
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<tr>
<td>Claimant must complete an intake with the Office of Equity to access supportive measures</td>
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**Supportive Measures**

- No Contact Agreements
- Training and Education
  - Can be for a group and/or an individual
  - Can be general or tailored to address specific conduct
  - Can educate the respondent about the problematic behavior
- Specific to Claimant housing changes, work or class schedule changes, extensions or other academic course-related adjustments, campus security escort services, etc.
- Increased monitoring of certain areas of campus
- Assistance with a leave of absence
- Referrals to counseling, SAAVI advocacy

**Earlier Resolutions**

- An apology by Respondent, in-person or in writing
- Training and education for Respondent
- Agreed upon adjustments to work or school schedules to separate Claimant and Respondent: either party may agree to make adjustments as part of the resolution process.
- Admission by Respondent they violated Policy 339, 339A, or 33B with an agreed upon sanction.
- Voluntary disciplinary measures for Respondent (e.g., a written warning for an employee up to termination, probation for a student up to expulsion)
- Voluntary removal of Respondent from their education or employment

**Formal Investigation That Results in a Finding of a 339, 339A, or 339B Policy Violation**

- Sanctions (applies to a Respondent):
  - Formal disciplinary action
  - Student sanctions may include a warning up to and including expulsion, including a permanent notation on the transcript
  - Employee sanctions may include a warning up to and including termination
  - Educational training
  - Referrals to counseling
  - On-going no contact order

- Remedies (applies to a Claimant):
  - Academic accommodations
  - Assistance with preserving eligibility for federal financial aid and university programs
  - Assistance in employment

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1. These outcomes are based on USU’s interim policies 339, 339A, and 339B which are subject to change at any time. These outcomes are not guaranteed. The potential outcomes are included under each category as a list of possibilities that may be considered as a part of each particular process.

2. An Earlier Resolution is not an option in sexual misconduct cases involving a student claimant and an employee respondent.