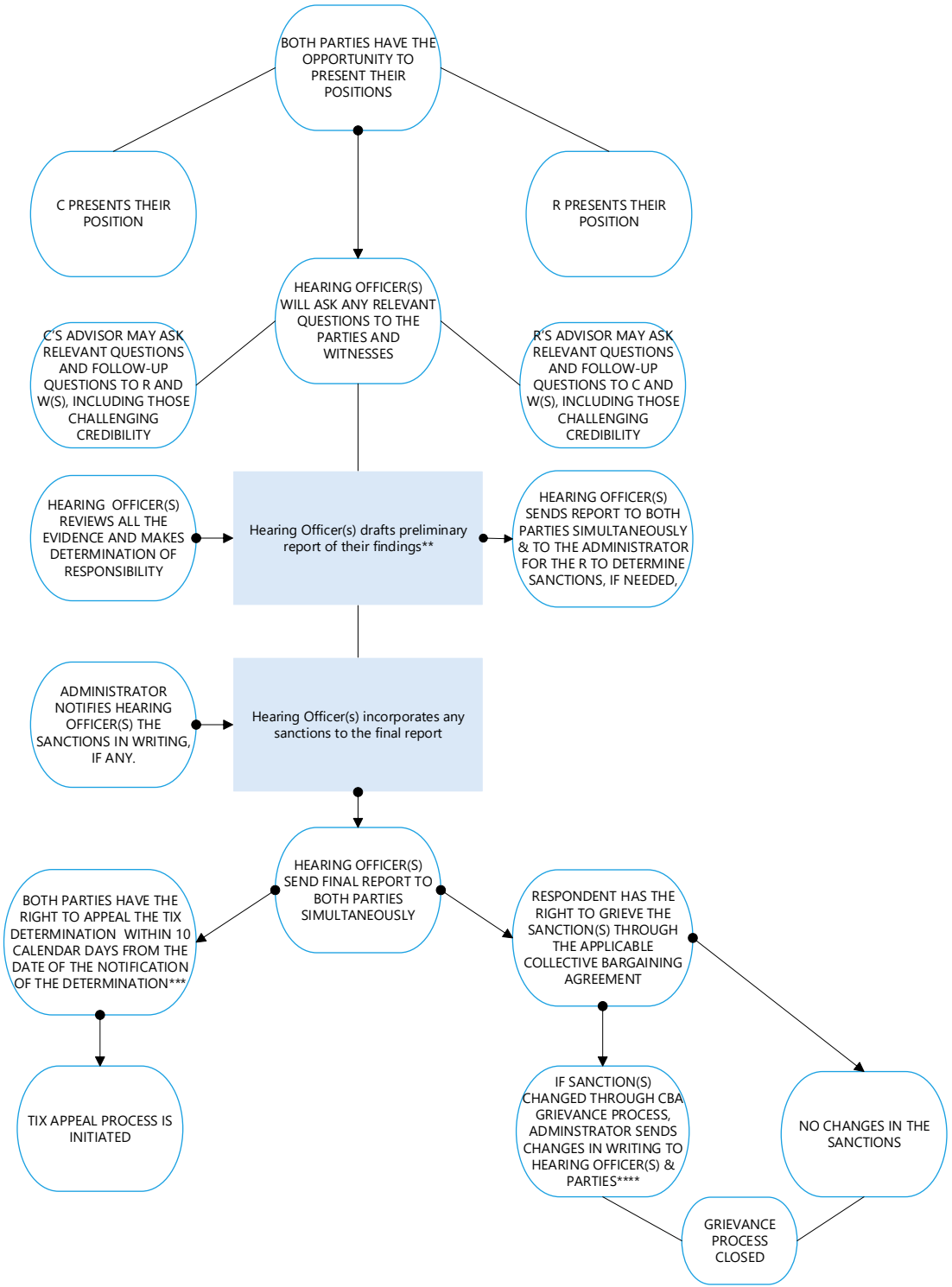


**REVIEW PROCESS FOR
ALLEGED SEXUAL HARASSMENT AT UMASS, LOWELL**

**LIVE HEARING
HEARING OFFICER(S) FACILITATES LIVE HEARING**

- C= Complainant (person is alleged to be the victim of conduct that could constitute sexual harassment)
- R= Respondent (person who has been reported to have engaged in conduct that could constitute sexual harassment)
- W= Witness



*Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent. If a party or witnesses does not agree to participate in the cross-examination, the Hearing Officer(s) may not rely on any statements of that party or witnesses.

**The written report must include the following: the identification of the allegations potentially constituting sexual harassment; a description of the procedural steps taken from the receipt of the formal complaint through the determination; findings of fact supporting the determination, conclusions regarding the application of the Non-Discrimination and Harassment Policy to the facts; and a statement of, and rationale for, the result as to each allegation. The results will include a determination regarding responsibility.

***The parties can appeal the Hearing Officer(s) determination on the following bases: (1)Procedural irregularity that affected the outcome of the matter; (2)New evidence that was not reasonably available at the time the determination was made, and that could affect the outcome of the matter; or (3)The Title IX Coordinator, investigator(s), or Hearing Officer(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

****Labor provides the Hearing Officers with the documentation supporting the changes related to the sanctions.