For all cases of sexual misconduct, including sexual misconduct that falls within the UVA Sexual Misconduct Policy, handled by the UVA Title IX Office (UVATIX).

If the alleged behavior, taken as true, would not violate the Sexual Misconduct Policy, the case is closed. If UVATIX determines conduct implicates the Sexual Misconduct Policy, the case moves to an initial assessment. UVATIX might reach out to the Complainant in an effort to gather a more complete understanding of the allegations.

A report may be made to law enforcement at any time during this process, even if a University investigation is ongoing.

Employee Relations available at all times to Complainants, whether or not they go forward with an investigation. These measures are also available at all times during the response process for Complainants and Respondents.

Follow-up interviews occur.

If needed based on the parties’ comments to the DIR, the Investigator will conduct additional interviews and evidence collection.

The Investigator finalizes the Investigation Report, after consideration of feedback from all parties.

The Final Investigative Report (FIR) is sent to all parties. The parties have ten days to produce a written response to the FIR.

A live hearing, chaired by a single decision maker—the Hearing Chair—is scheduled for at least ten days following the issuance of the FIR. The parties and witnesses are interviewed. Evidence is gathered.

The Hearing Chair deliberates and prepares a Written Outcome that determines responsibility and, if there is a finding of responsibility, the appropriate sanctions.

The Written Outcome is sent from the Hearing Chair to the parties.

Parties accept Findings and Sanctions. The Hearing Chair’s Findings and Sanctions are affirmed.

The Appeal Office handles the Finding(s) and Sanctions (more info for Grievance Process, and here for Misconduct Procedures).