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Penalties for violations of this policy or the internal policies of Platt College by employees or students may include termination or expulsion for instances of sexual assault or attempted sexual assault, and lesser penalties, including suspension, probation and assessment of financial penalties for other offenses, as appropriate.

How to Report:

If you believe that you have experienced or witnessed Sexual Harassment (including Sexual Harassment), sexual discrimination or retaliation, Platt College encourages you to notify the Title IX Coordinator as soon as possible. All complaints involving a student will be referred to the Title IX Coordinator. All complaints involving an employee will be referred to both the Title IX Coordinator and Human Resources. Complaints can be filed in person, by mail, by telephone, or by electronic mail.

Platt College Campus Presidents, Academic Deans, Department Directors, and faculty have a duty

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party, When the allegations of sex discrimination arise out of the same facts or circumstances. When more than one complainant or more than one respondent is involved, references below to a party, complainant, or respondent include the plural, as applicable.

Requirements of Title IX Grievance Procedures

- Platt College will treat complainants and respondents equitably
- Platt College requires that any Title IX Coordinator, investigator, or decision maker not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. A decision maker may be the same person as the Title IX Coordinator or investigator.
- Platt College presumes that the respondent is not responsible for the alleged sex discrimination until a determination is made at the conclusion of its grievance procedures
- Platt College has established the following timeframes for the major stages of the grievance procedures:

Total Duration: Approximately 3-3.5 weeks (1 month maximum)

- Initial stages (reporting, notice): 3 days
- Investigation: 7 days
- Decision: 1 day

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Privacy during Investigations

- Platt College will take reasonable steps to protect the privacy of the parties and witnesses during its grievance procedures. These steps will not restrict the ability of the parties to obtain and present evidence, including by speaking to witnesses, consult with their family members, confidential resources, or advisors, or otherwise prepare for or participate in the grievance procedures. The parties cannot engage in retaliation, including against witnesses.
- Platt College will objectively evaluate all evidence that is relevant and not otherwise impermissible—including both inculpatory and exculpatory evidence. Credibility determinations will not be based on a person's status as a complainant, respondent, or witness.

The following types of evidence, and questions seeking that evidence, are impermissible (i.e., will not be accessed or considered),

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- Ensure that the decision maker for the appeal has been trained consistent with the Title IX regulations;
- Provide the parties a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and
- Notify the parties of the result of the appeal and the rationale for the result.

When a complaint is dismissed, Platt College will, at a minimum:

- Offer supportive measures to the complainant as appropriate;
- If the respondent has been notified of the allegations, offer supportive measures to the respondent as appropriate; and
- Take other prompt and effective steps, as appropriate, through the Title IX Coordinator to ensure that sex discrimination does not continue or recur within Platt College's education program or activity.

Investigation:

- Platt College will provide for adequate, reliable, and impartial investigation of complaints.
- The burden is on Platt College—not on the parties—to conduct an investigation that gathers evidence and provides a prompt and effective resolution.

- **Preparation for Live Hearing**
 - Prior to the live hearing, the decision-maker review

Written Determination

○ The decision-maker issues a written determination regarding responsibility, which includes

- Findings of fact
- Conclusions regarding the apportionment

- Not discip

Platt College has adopted Title IX grievance procedures that provide for the prompt and equitable resolution of complaints made by students, employees, or other individuals who are participating or attempting to participate in its education program or activity, or by the Title IX Coordinator. These grievance procedures address complaints of sex-based harassment that involve a student party.

Sanctions and Remedies qen
Sanctions will be determined

more than one complainant or more than one respondent is involved, references below to a party, complainant, or respondent include the plural, as applicable.

Grievance Process

Platt College will treat complainants and respondents equitably.

Platt College requires that any Title IX Coordinator,

complainant and respondent does not by itself demonstrate or imply the complainant's consent to the alleged sex-based harassment or preclude determination that sex-based harassment occurred.

Rights of the Complainant:

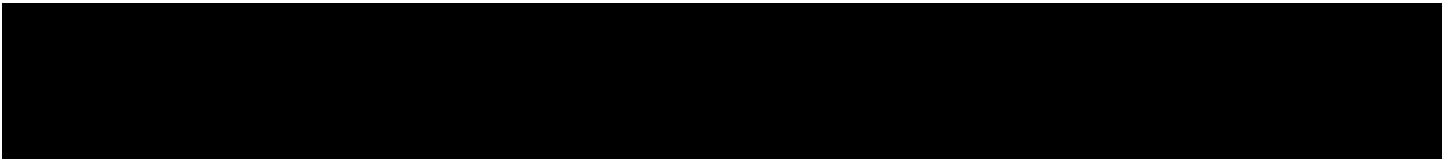
If you are submitting a Formal Complaint of a Sexual Harassment, you can expect:

- To be

determination, the parties will have an opportunity to present relevant and not otherwise impermissible evidence to a trained, impartial decision maker;

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[When Platt College chooses not to conduct a live



At the conclusion of the Live Hearing the Decision Maker will:



Additional Information

Questions related to this Policy should be directed to the Title IX Coordinator. In addition, the U.S. Department of Education Office for Civil Rights (“OCR”) investigates complaints of unlawful harassment in educational programs or activities. This agency may serve as a neutral fact finder and

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Complainant means a complainant or respondent.

Allegation means related to the allegations of

