



Policy 923 Grievance Process Training

Stephannie Gambill

August 6, 2026

Agenda



1. **Introductions**
2. Our “Why”
3. Title IX Requirements
4. Definitions & Terminology
5. University Policies & Procedures
6. Statistics

Introductions



1. Name
2. Division/Department
3. # of Years at Indiana State
4. # of Years on Policy 923 Committee
5. What are you most eager to learn about today?

Policy 923 Hearing Panel Members & Advisors

Policy 923 Hearing Panel Members and Advisors



Azizi Arrington-Slocum
Chair & Professor



Laura David
University Bursar



Meredith Ditz
Technical Services Supervisor



Laura Froelicher
Data Analysis, Communication, and Out...



Christian Gallagher
Assc Professor



Timothy Hawkins
Professor



Alicia Jay
Asst Professor



David Kachman
Assistant Director for Housing Operatio...



Shana Kopaczewski
Chair & Assc Professor



Joel McMullen
Senior Associate Athletic Director for C...



Ben Meier
Communications Officer



Farman Moayed
Acting Associate Dean, College of Tech...



Christopher Moghadam
Assistant Director of First-Year Undergr...



Orion Palmetto
Interim Assistant Director of Advising, C...



Bridget Roberts-Pittman
Professor



Joseph Tinsley
Director of Undergraduate Admissions

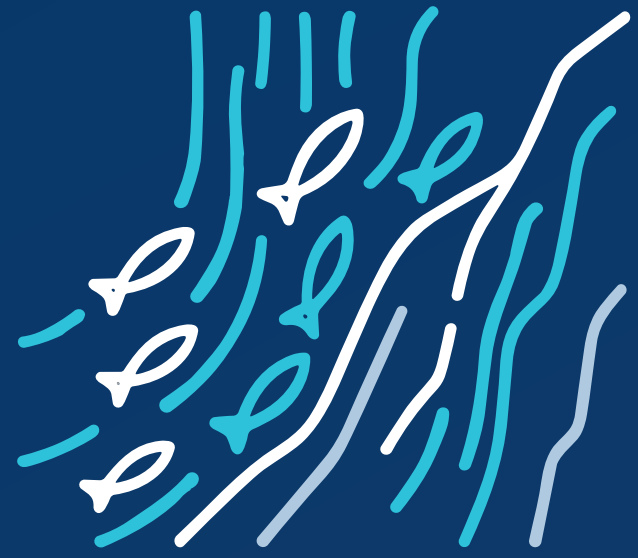


Kelly Wright
Personnel Manager

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Violence Prevention

Moving Upstream Story

“Upstream Thinking”





Advocacy



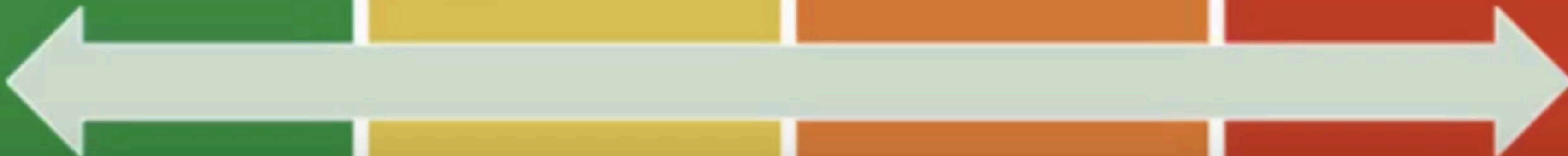
Outreach
and
Awareness



Risk
Reduction



Primary
Prevention



Upstream Thinking

Advocacy

First Responders.
Fisherman willing to
jump in the river
and save the
person.

Outreach & Awareness

Post signs informing
people the bridge is
not safe or proceed
with caution.

Risk Reduction

Teach people how
to swim. Provide life
preservers.

Primary Prevention

Fix the bridge.

Violence Prevention

Advocacy

Law Enforcement
Victim Advocate
Title IX Office
Mandatory Reporters
Counseling Center
Hospital

Outreach & Awareness

Training Presentations
Training Modules
SAAM Posters
Tabling Events
Class Presentations

Risk Reduction

Self Defense Class
Bystanders
Drink Safety
Buddy System

Primary Prevention

Change the Norms
Not OK to Hurt Others
Alcohol-not a free pass

Outreach & Awareness 2025-26



195 Student Meetings

128 Faculty & Staff Meetings

35 Classroom Presentations

14 Student Organization Presentations

42 Employee & Student Staff Training

18 Athletics Presentations

35 Programs & Tabling Events

25 Bridge Week Presentations

Outreach & Awareness 2025-26



86 Campus Partner Meetings

28 Community Partnership Engagements

9 One Love Student Org Meetings

Residence Hall Based Programs

- Host a Movie Night
- Speak with Hall Leadership Teams
- Individual Floor Meetings
- Encourage Attendance at Scheduled Programming
- Discussions on Topical Subjects

OCTOBER is Domestic Violence
AWARENESS
MONTH



**APRIL IS
SEXUAL
ASSAULT
AWARENESS MONTH**



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Title IX



“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Title IX of the Higher Education Amendments of 1972
20 U.S.C. §1681 & 34 C.F.R. Part 106

Who Must Be Trained?

- Title IX Coordinators
- Investigators
- Decision-makers
- Informal Resolution Facilitators

Training Materials

- May not rely on sex stereotypes
- Must promote impartial investigations and adjudications

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Title IX

Sexual Harassment

Quid Pro Quo

“This for That”
Conditioning benefit
on unwelcome
sexual conduct

Unwelcome Conduct of a Sexual Nature

- Severe
- Pervasive AND
- Objectionably
offensive

that denies access

Sexual Assault
Dating Violence
Domestic Violence
Stalking

Sexual Assault

Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent, and includes the sex offenses of rape, attempted rape, sodomy, sexual assault with an object, fondling, incest, and statutory rape.

Title IX Sexual Misconduct

May also be a crime

Sexual Assault

Rape
Fondling
Incest
Statutory Rape

**Dating/
Domestic
Violence**

Stalking

Rape

The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim and regardless of the gender of the individuals.

Fondling

The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.

Incest

Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape

- Sexual intercourse with a person who is under the statutory age of consent.
- Age of Consent is 16 in the State of Indiana.

Educational Program or Activity



- Locations, events, or circumstances over which Indiana State exercised substantial control over both the Respondent and the context in which the sexual harassment occurs.
- Includes any building owned or controlled by a student organization that is officially recognized by Indiana State.

Examples of Education Programs or Activities

- Classrooms: Virtual & Face-to-Face
- Employment
- Internships/Clinicals
- Student Teaching
- Residence Halls
- Service learning trips in the U.S.
- Field Research
- Intercollegiate Competitions
- Registered Greek Life Events
- ISU Flight Academy
- ISU Baseball Field
- Community Garden
- Memorial Stadium
- Landsbaum Center
- Sycamore Outdoor Center

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Hostile Environment

- Unwelcome verbal or physical conduct
- Purpose or effect of substantially interfering with education or workplace performance; or
- Creating an intimidating, hostile or offensive working or academic environment.

Hostile Environment

- A person's subjective belief that behavior is intimidating, hostile, or offensive does not make that behavior harassment.
- Behavior must create a hostile environment from both a subjective and objective perspective.

Hostile Environment

Behavior must be so severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives opportunity to participate or receive benefits, services, or opportunities.

Hostile Environment

When evaluating, consider:

- Context
- Nature
- Scope
- Frequency
- Duration
- Location
- Relationship of involved parties

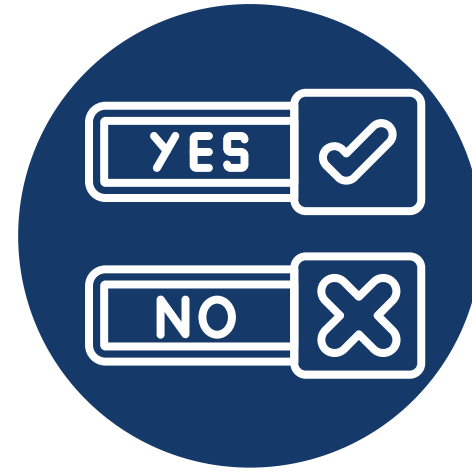
Policy 923 Sexual Misconduct

Sexual assault, domestic violence, dating violence, or stalking that occurs off-campus, in a private setting, and/or outside the scope of the University's Education Programs or Activities.

Consent is...



Knowing, Voluntary, and Clear
Mutual Agreement



Consent to some sexual activity
may not be presumed as consent
for other sexual activity



Freely and Actively Given



May be withdrawn at any time



Clearly communicated in
mutually understandable words
or actions



Silence or absence of resistance
is not the same as consent.

Not Consent When...



Person is not old enough.



Person is not sufficiently conscious to give consent.



Force is used or threatened.

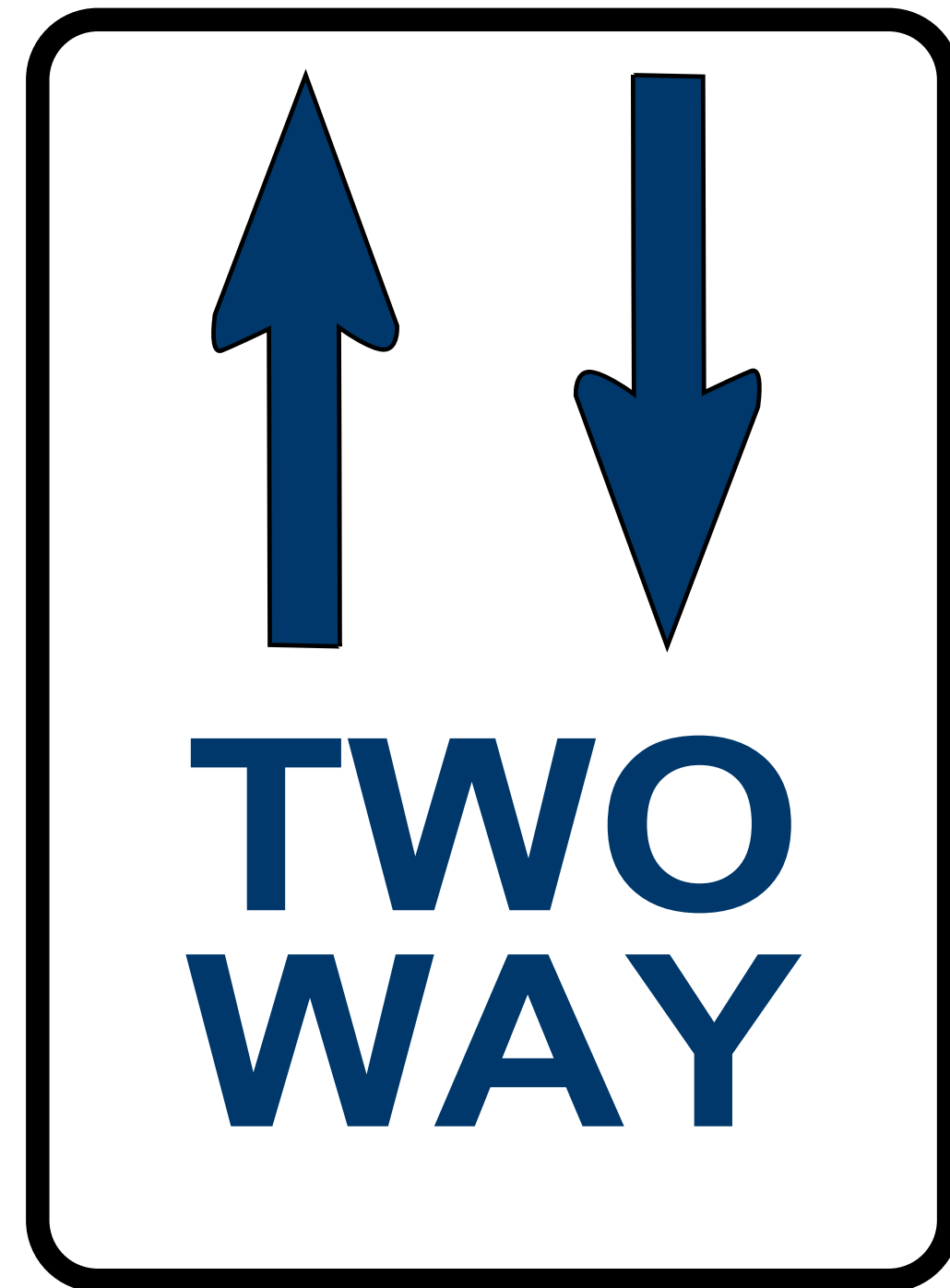


Person is incapable of giving consent due to judgment inhibiting intoxication.



Person is incapable of giving consent because of a mental, developmental, or physical disability.

Shared Responsibility



Dating Violence



Social relationship of a romantic or intimate nature

- Reporting party's statement
- Length of relationship
- Type of relationship
- Frequency of interaction between parties



May include sexual or physical abuse



May include threats of sexual or physical abuse

Domestic Violence



Felony or misdemeanor crime of violence committed against:



Current/former spouse or intimate partner



Person with whom a victim shares a child in common



Cohabiting/cohabitated with victim/spouse as intimate partner



Person similarly situated to a spouse/victim



Any other person (adult or child) who is protected from a perpetrator's actions under Indiana domestic or family laws.

Stalking



Engaging in a course of conduct (2 or more acts) directed at a specific person that would cause a reasonable person:

- Fear for their safety or the safety of others; or
- Suffer substantial emotional distress



May be direct, indirect, or through a 3rd party.



May be by any action, method, device, or means to follow, monitor, observe, surveil, threaten, or communicate to or about a person or interfere with their property.

Mandatory Reporter

ISU Employees Required to Report Concerns



Increases Campus Safety



Connects Victims to Support

How to File a Report



Scan QR Code
EO/TIX Website



(812) 237-8580



Stephannie.Gambill
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Rankin Hall
Room 426

Retaliation Prohibited



Reporting own concern



Reporting another's concern



Participating in investigation

Maxient Reports



Always write the report! Even if you believe someone else knows about it.



Speak to individuals one-on-one in a private setting. Avoid group discussions.



It's OK if you make a mistake in the report. Just let Title IX Office know.



If you receive more information at a later time or date, let Title IX Office know.



Please include best telephone number to reach you. Someone from Title IX Office may need to call.

Amnesty



- Students should not fear “getting in trouble” so that it deters them from seeking help.
- Policy violations will not be forwarded for disciplinary action.

Policy 923 Formal Complaint

- Must have a Formal Complaint to begin investigative/resolution process.
- Complainant or Title IX Coordinator may file the Formal Complaint.
- Complainants have a right to privacy and can request that no formal investigation or action be taken.
 - BUT, the Title IX Coordinator may file a Formal Complaint when a need is determined.
 - The Complainant has no obligation to participate.

Supportive Services



Even if a Complainant does not want to participate in the Policy 923 process or a criminal process, Indiana State is still obligated to provide supportive services.

Supportive Services



- Non-disciplinary
- Non-punitive
- Individualized

Supportive Services



Victim Advocate



Law Enforcement



Counseling Center



Campus Health Center



Timely Care



Hospital

Supportive Services

- Class/Course Modifications.
- Housing or Campus Workplace Modifications.
- Referral to Victim Advocate/Ombudsperson/Student Counseling Center.
- Campus Escort Services.
- Leave of Absence.
- Educational Discussions.
- Campus Trespass Orders.
- Mutual No Contact Orders.

Emergency Removal

May remove Respondent from educational program/activity on an emergency basis if:

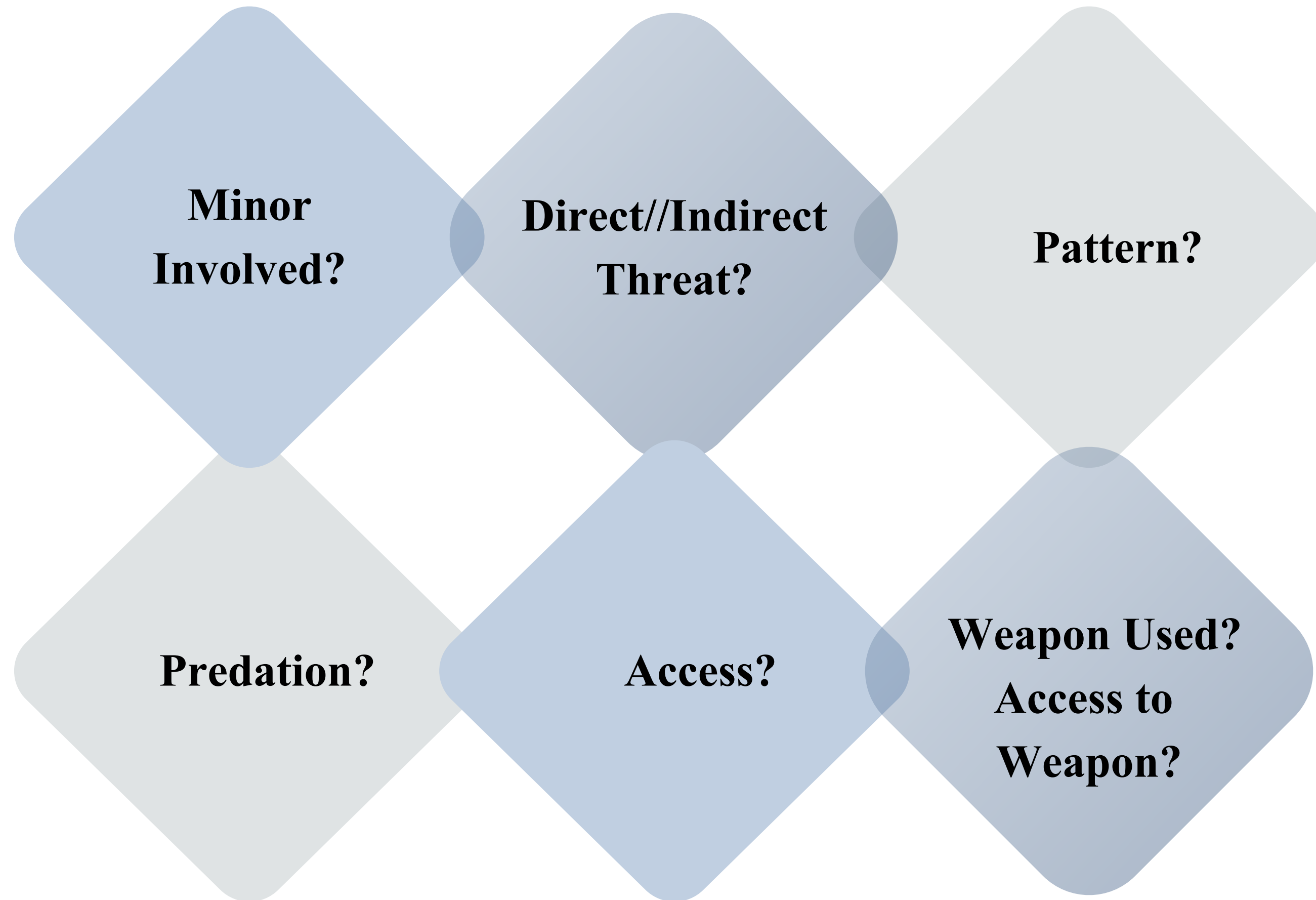
- Conduct individualized safety and risk analysis;
- Determine there is an immediate threat to the physical safety or safety of a student or other individual that justifies removal; and
- Respondent must receive notice of rationale and opportunity to appeal.

Threat Assessment Committee



- Title IX Coordinator
- General Counsel
- Chief of Police
- Dean of Students*
- Director of Student Accountability*
- Executive Director of Residential Life*
- Executive Director of Human Resources*

Threat/Risk Assessment

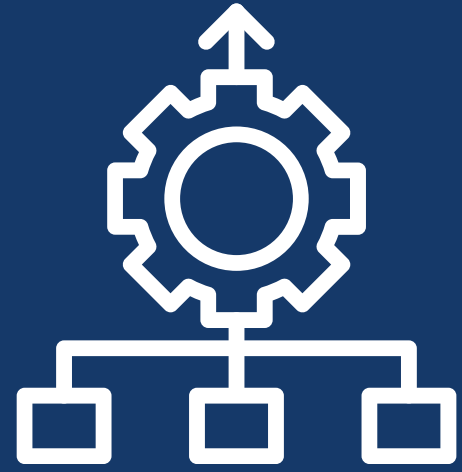


Written Notice of Allegations



Must include:

- Sufficient details known at the time
 - Identities of the parties involved
 - Conduct allegedly constituting the violation
 - Date and location of alleged incident
- Notice that Respondent is presumed not responsible for the alleged incident.
- Determination only made after grievance process.
- May have an advisor of their choice.
- May inspect and review evidence.
- Policy on knowingly making false statements.



Consolidation

When allegations of sexual harassment arise out of the same facts or circumstances, ISU may consolidate the formal complaint.

- Against more than one Respondent;
- By more than one Complainant against one or more Respondents; or
- By one party against another party.



Due Process Guarantees

- Equal opportunity to present witnesses, inculpatory and exculpatory evidence
- May not restrict ability to discuss allegations to gather/present evidence
- Opportunity to have advisor present during hearing
- Equal protocols on advisor participation
- Sufficient time to prepare to participate
- Equal opportunity to inspect and review evidence
- 10 days to review Prelim Report and submit written response
- Final Report provided at least 10 days prior to hearing



Hearing Participants

Role	Definition
Investigator	Tasked with conducting the investigation and creating an investigative report that fairly summarizes relevant evidence.
Advisor	Chosen by each party to accompany them to meetings or hearings; conducts cross examination at hearing on behalf of their party.
Hearing Officer	Member of the 3-person decision-making panel that presides over the hearing.
Panel Member	Member of the 3-person decision-making panel.
Hearing Administrator	Attends the hearing panel to address technical or administrative concerns.



Hearing Participants

Role	Definition
Complainant	Alleged victim of conduct that could constitute discrimination or harassment.
Respondent	Reported to be the perpetrator of conduct that could constitute discrimination or harassment
Reporting Party	Submits information to Title IX Coordinator of alleged discriminatory or harassing conduct (could also be a witness).
Witness	Has information relative to the allegation that may be relevant to the investigation.
Support Person	Provides comfort or support to one of the parties; is not permitted to speak on behalf of or advocate for party (may be Victim Advocate/Ombudsperson).

Preliminary Investigative Report



- Prepared by Investigator to summarize all relevant information.
- Does not include any findings or determinations.
- Parties get 10 days to review and respond in writing.
- Opportunity to make corrections/address new info.
- Panel members do not receive or review this report.

Final Investigative Report



- Prepared by Investigator and incorporates responses from the parties.
- May include information that was not in the Preliminary Investigative Report.
- Parties must have this Final Report in hand at least 10 days prior to the hearing.
- Panel members do receive this report.

Preparing for the Hearing



- Title IX Coordinator will send calendar poll to panel members with possible dates & times.
- Please respond to as many dates/times that work.
- Once a date/time is identified in which at least 5 members are available, Title IX Coordinator will contact members with names of parties.
- Opportunity to disclose conflict of interest/bias.

Pre-Hearing Conferences



- Hearing Administrator will schedule a date/time to meet with Complainant/Respondent and their Advisor.
- Opportunity for party to “meet” Advisor.
- Hearing Administrator reviews steps of the hearing and answers questions.
- Advisor and party may discuss questions to ask during the hearing.

Pre-Hearing Activity



- Panel Members and Advisors will receive access to the Final Investigative Report and Exhibits through a One Drive link to a shared document folder.
- Access the folder, review report and exhibits, and prepare questions you'd like to ask of parties, witnesses, or investigator.
- Do not discuss or conduct additional investigation.

Hearing Day



- Hearings are conducted via Teams.
- Hearing must be recorded.
- Participants must have cameras on and microphone muted when not speaking.
- Hearing Officer will facilitate introductions by calling on individual people.
- Hearing Officer will review hearing protocols.

Hearing Order



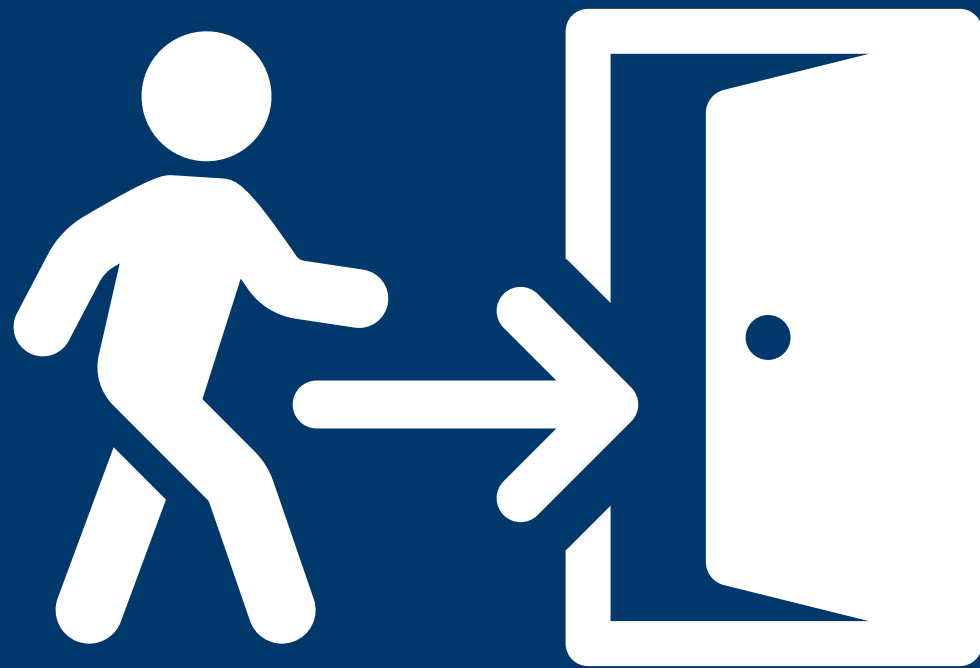
- Panel asks questions of Complainant.
- Respondent Advisor asks questions of Complainant.
- Panel asks questions of Respondent.
- Complainant Advisor asks questions of Respondent.
- If there are witnesses, opportunity for Panel and Advisors to ask questions of witnesses.

Closing Statements



- Parties are encouraged during Pre-Hearing Conference to prepare a statement, if they wish.
- Advisors may assist the party with this statement.
- Parties are allotted 4-minutes to provide statement.

Conclusion of Hearing

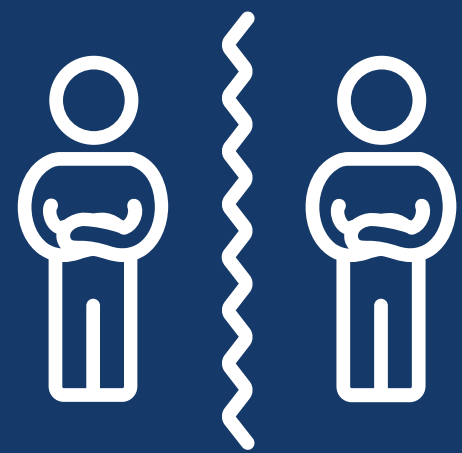


- Parties, Advisors, Investigator, Hearing Administrator exit hearing.
- Panel members may stay in hearing to deliberate on findings, determinations, and disciplinary sanctions.

Standard of Evidence

Preponderance of the Evidence

“More likely than not that the Respondent violated the policy.”



Disciplinary Sanctions

- Conduct Warning
- Conduct Probation
- Mandated Assessments
- Educational Requirements
- Limited/restricted Access (Housing/Classroom/Campus)
- No Contact Order
- Temporary or Permanent Separation

Bases for Appeal

1. **Procedural Irregularity** that affected the outcome.
2. **New Evidence** not reasonably available at the time of determination that could reasonably affect the outcome.
3. **Conflict of Interest or Bias** that affected the outcome.

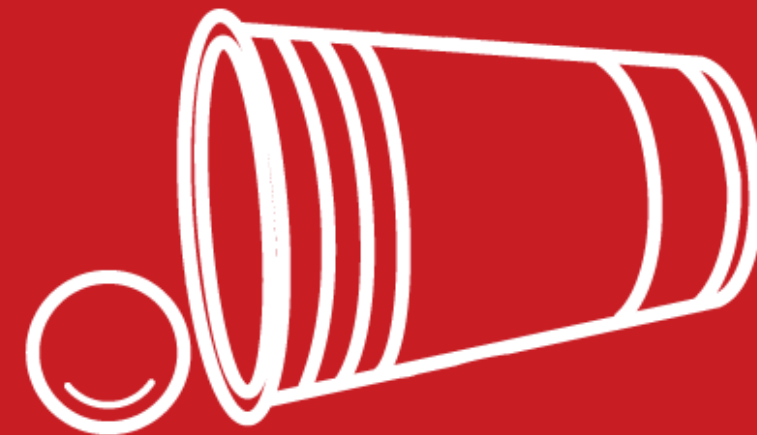
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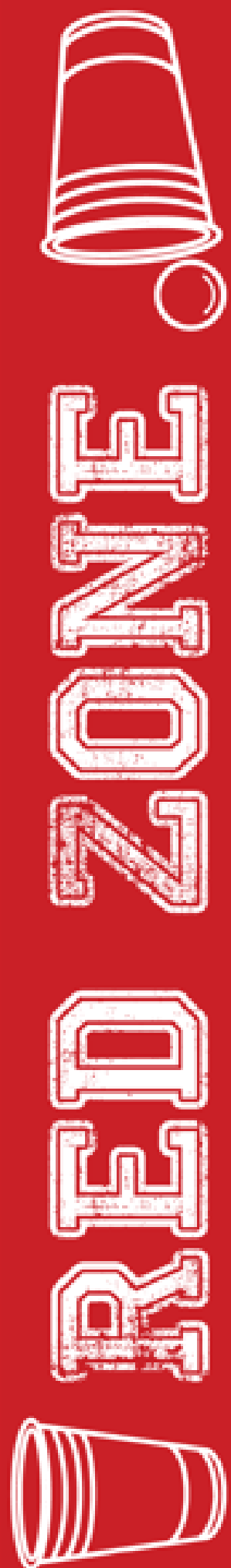
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RED ZONE



- ◆ More than 50% of college sexual assaults occur in Aug. - Nov. **52% IN 2025**
- ◆ Most college students who are sexually assaulted are victimized by someone they know.
- ◆ Freshman are likely to be targeted as they are new to the area, have less parental supervision, and may participate in new activities such as alcohol and drug use as they try to meet new people.



BE RESPECTFUL. BE INFORMED. ASK FOR CONSENT.

USE THE BUDDY SYSTEM.

MORE THAN 50% OF COLLEGE
SEXUAL ASSAULTS OCCUR
BETWEEN MOVE-IN AND
THANKSGIVING BREAK.



SCAN THE QR
CODE TO LEARN
MORE ABOUT
THE "RED ZONE"



BE RESPECTFUL. BE INFORMED. ASK FOR CONSENT.

CONSENT SHOULD BE CLEAR.

IF YOU AREN'T SURE, CHECK IN.



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BE RESPECTFUL. BE INFORMED. ASK FOR CONSENT.

MORE THAN 50%

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BE RESPECTFUL. BE INFORMED. ASK FOR CONSENT.

IF IT'S NOT YOUR BODY PART

DO NOT TOUCH

WITHOUT CONSENT.



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