

- 3) A statement of the outcome of the investigation, including disciplinary action or sanctioning recommendations, if any
- 4) A detailed statement of the basis for the appeal including the specific facts, circumstances, and argument in support of it, and requested action, if any

The non-appealing party will have an opportunity to provide a written response to the request for appeal to the Vice-President for Student Affairs/Dean of Students (or designee). The written response must be submitted within seven (7) calendar days of receipt of Request for Appeal.

*Per University policy, third parties are unable to utilize the institutional process as they are not under the University's jurisdiction, and must be addressed through appropriate administrators, Campus Police, and/or local enforcement.

2. Resolution of the Appeal

The Vice-President for Student Affairs/Dean of Students will generally resolve the appeal within fourteen (14) days of receiving it and may take any and all actions that they determine to be in the interest of a fair and just decision. The decision of the Vice-President for Student Affairs/Dean of Students is final. The Vice-President for Student Affairs/Dean of Students shall issue a short and plain, written statement of the resolution of the appeal, including any changes made to the Sexual Misconduct and Interpersonal Violence Hearing Board previous written determination and/or the sanctions and remedial measures imposed. The written statement shall be provided to the Complainant(s), Respondent(s), and the Title IX Coordinator within ten (10) days of the resolution. Sanctions imposed are then implemented immediately, pending the outcome.

R. Annual Training for Conduct and Disciplinary Proceedings

Annual training on issues related to sexual misconduct and interpersonal violence is provided for all university officials involved in Walsh University's Title IX process and conduct and disciplinary proceedings. Any investigative procedures implemented will be conducted by officials who have received annual training on issues related to sexual misconduct and interpersonal violence and how to conduct an investigation that protects the safety of victims and promotes accountability.

Title IX Coordinator, Title IX Deputies, Chief Conduct Officer, Conduct Officers, Sexual Misconduct and Interpersonal Violence Hearing Board, and Appellate are annually trained in:

- Title IX, VAWA, Clery legislation and statutes
- Neurobiology of trauma
- Definitions of sexual assault, domestic violence, dating violence, and stalking
- Information about the causes and effects of sexual assault, domestic violence, dating violence and stalking
- The ways victims respond to trauma/tactics of offenders
- Information on the issue of consent in sexual assault cases
- Confidentiality
- Supportive/interim measures
- Conduct and Hearing Procedures
 - Basic Procedure for proceedings
 - Addressing conflicts of interest
 - Evidence gathering and use
 - Questioning witnesses
- Disciplinary action and sanctioning
- Grievance appeals process

The Director of Human Resources, President, Vice-President for Academic Affairs, Vice Presidents, are annually trained in:

- Title IX, VAWA, Clery legislation and statutes
- Definitions of sexual assault, domestic violence, dating violence, and stalking
- Information about the causes and effects of sexual assault, domestic violence, dating violence and stalking
- The ways victims respond to trauma/tactics of offenders
- Information on the issue of consent in sexual assault cases
- Confidentiality
- Supportive/interim measures
- Conduct and hearing procedures
 - Basic procedure for proceedings
- Disciplinary action and sanctioning
- Grievance appeals process

Student Conduct Board is annually trained in:

- Title IX, VAWA, Clery legislation and statutes
- Definitions of sexual assault, domestic violence, dating violence, and stalking
- Information about the causes and effects of sexual assault, domestic violence, dating violence and stalking
- Confidentiality
- Supportive/interim measures
- Conduct and Hearing Procedures
 - Basic procedure for proceedings
 - Addressing conflicts of interest
 - Evidence gathering and use
 - Questioning witnesses
- Disciplinary action and sanctioning
- Grievance appeals process