Student Services for Gender-Based and Sexual Misconduct

Formal Investigative Process Flow Chart

Even Before the Process Begins...
- Students may meet with SSGBSM staff any time to discuss resources, options, and questions about the process

Report is Filed
- Report is filed online (ssgbsm.columbia.edu) or by telephone (212-854-1717)
- Reports may come from survivors, friends, faculty, staff, Public Safety

Intake Meeting with SSGBSM Assistant Director
- May bring a supporter
- Discuss resources and options
- Discuss interim measures, accommodations
- No obligation to participate further

Investigation
- Two trained Title IX investigators
- Interview parties and witnesses
- Take interview notes and collect evidence
- If reasonable cause exists, continue to investigative report

Investigative Report
- Narrative written by investigators
- Both parties review and correct any errors

Respondent Responds to Report in One of Three Ways
- Accepts responsibility (go to Sanctions)
- Denies responsibility (go to Hearing Panel)
- No response (go to Hearing Panel)

Hearing Panel
- Only parties and supporters allowed
- Three trained panelists (administrators and students)
- Parties always separated; can view proceedings through closed-circuit television

Hearing Panel Findings
- Preponderance of the evidence standard: is it “more likely than not” that policy was violated?
- Decision made within 5 days
- If not responsible, charge dismissed (may go to Appeals)
- If responsible, go to Sanctions

Sanctions (continued)
- Range of sanctions may include reprimand or warning, probation, suspension, dismissal
- Sanction decision rendered within 5 business days of receipt of hearing panel decision

Appeals (continued)
- Grounds for appeal: procedural error, substantive new evidence, severity of sanction
- Decisions rendered in 10 business days to both parties
- Decision is final

Appeals
- Either party may appeal decision or sanction
- Appeals submitted within 5 days of date of sanction letter
- Decided by Dean of Respondent’s School

Sanctions
- Rendered by Dean of Students of Respondent’s School
- Factors may include nature and circumstance of violation, prior disciplinary actions, precedent cases, safety concerns

See the full policy at ssgbsm.columbia.edu or titleix.columbia.edu

Confidential, On-Campus, and Off-Campus Resources

Confidential On-Campus Resources
- Health Services – Clinician-on-Call
  Barnard – (877) 941-1695
  Columbia – (212) 854-9797
  CUMC – (212) 305-3400
  Teachers College – (212) 854-9797

- Counseling and Psychological Services
  Barnard (Furman Counseling Center) – (212) 854-2092
  Columbia – (212) 854-2878
  CUMC – (212) 305-3400

- Rape Crisis/Anti-Violence Support Center
  Peer Advocacy – (212) 854-HELP (4357)
  Business Line – (212) 854-4366

- Office of the University Chaplain
  Clergy – (212) 854-6242

Non-Confidential On-Campus Resources
- Student Services for Gender-Based and Sexual Misconduct
  (212) 854-1717

- Office of Equal Opportunity and Affirmative Action
  (212) 854-5511

- Columbia Residential Programs
  (212) 854-6805

- Department of Public Safety
  Barnard – (212) 854-3362
  Columbia – (212) 854-2796
  CUMC – (212) 305-8100
  Teachers College – (212) 678-3340

- Columbia Health Alice! Health Promotion, Morningside Heights Campus
  (212) 854-5453

Center for Student Wellness, CUMC
(212) 304-5560 or (212) 304-5564

Off-Campus Resources
- NYC Domestic Violence Hotline
  (800) 621-HOPE (4673)

- Gay and Lesbian Anti-Violence Project
  (212) 714-1141

- NYPD/Police Sex-Crimes Unit
  (212) 267-RAPE (7273)

- St. Luke’s-Roosevelt Crime Victims Treatment Center
  (212) 523-4728

- Safe Horizon Hotline
  (212) 577-7777