



Simpson College Title IX Investigation and Resolution of Formal Complaints when the Accused Person is a Faculty or Staff Member

If the accused person is a faculty member or staff member and a Formal Complaint is filed, the faculty or staff member will be subject to the Grievance Procedure discussed above. If an employee's employment, contract, or tenure with Simpson College is adversely affected by the Review Board's determination, Simpson College will, if necessary, place the employee on paid leave and conduct any contractually necessary review through the applicable process in the faculty or staff handbook. The written investigative summary report and determination from the Review Board will form the basis for the Title IX Coordinator, Human Resources Director, Academic Dean, or their designee to make decisions and recommendations for faculty and staff and their employment status in addition to those mandated by the Review Board through the Grievance Procedure.