WHAT TO EXPECT FROM ALTERNATIVE RESOLUTION

Alternative Resolution is a voluntary process that focuses on addressing harm, supporting accountability, and preventing further issues. It does not involve an investigation.

This option is only available in certain situations. It moves forward only if everyone involved agrees to participate.

It may include:

- Setting expectations or boundaries
- Educational steps for the other person
- Written agreements about future behavior
- Facilitated conversations, when appropriate

Alternative Resolution is not a disciplinary process. There is no finding of responsibility and no sanctions are given.

The IEX Office helps guide the process and makes sure everyone understands and agrees to the terms. You can ask questions or bring a support person at any time.

If the situation changes or the resolution is not successful, you may still pursue another option, including Formal Resolution.

OFFICE FOR INSTITUTIONAL EQUITY AND TITLE IX

The Office for Institutional Equity and Title IX is dedicated to promoting equity at Carnegie Mellon University, which includes coordinating the University's efforts to prevent and effectively respond to forms of discrimination, bias, and sexual misconduct, including sexual assault, sexual exploitation, sexual harassment, dating and domestic violence, and stalking. These behaviors may affect community members, including undergraduate and graduate students, staff, and faculty, across all of our programs and locations around the world.

CONTACT US

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Suite 401

Scan the QR code to learn more or submit a report.

Carnegie Mellon University
Office for Institutional Equity and Title IX

REPORTING & RESOLUTION OPTIONS

Understanding Your Options

IEX OFFICE

YOUR FIRST STEP

If you've experienced sexual misconduct, discrimination, harassment, or other harm, you can meet with a team member from the IEX Office.

This meeting is private, supportive, and not part of a disciplinary process. You don't have to decide anything during the meeting.

The IEX Team will:

- Ask about your safety and immediate needs
- Listen if you want to share what happened
- Explain your rights under CMU policy
- Walk through support and resolution options
- Connect you with campus or community resources

You can ask questions, bring a support person, or take time to think before making any decisions. An investigation will not begin unless you request one and it qualifies under CMU policy.

This meeting is focused on you, your needs, and what feels right for you.

WHAT ARE MY OPTIONS?

After meeting with the IEX Office, you can take time to decide what feels right for you. You are not required to file a Formal Complaint or begin a disciplinary process.

Depending on your needs and goals, you may choose one of the following:

NO FURTHER ACTION

You can choose not to move forward with any process. The door stays open if your needs change later.

SUPPORT WITHOUT A FORMAL PROCESS

You can get academic, housing, or workplace help through supportive measures. Naming the other person is not required in most cases.

ALTERNATIVE RESOLUTION

A voluntary process to address harm without an investigation. This may include boundary-setting, educational steps, or agreements about future interactions. All parties must agree to participate.

FORMAL RESOLUTION

A structured process that includes an investigation and may involve a hearing. More details are on the next panel.

You can change your mind at any time and explore a different option that better fits your needs.

WHAT HAPPENS IN A FORMAL RESOLUTION?

A Formal Resolution is a structured process used to determine whether a policy violation occurred. It includes an investigation and a hearing.

Step 1 – Formal Complaint
You file a Formal Complaint. If the report meets the policy criteria, an Investigator is assigned. Everyone involved receives written notice of the investigation

Step 2 – Investigation
The Investigator interviews parties and witnesses, collects evidence, and prepares a report. You can have an advisor or support person throughout.

Step 3 – Review
You can review the draft report and respond with corrections or additional information before the final version is shared with the decision-maker.

Step 4 – Outcome
A neutral decision-maker facilitates a hearing and reviews the evidence to determine if university policy was violated. If someone is found responsible, CMU assigns appropriate consequences. Supportive measures may also continue or be adjusted for either party.

You can ask questions at any time. The IEX Office will keep you informed and supported throughout the process.