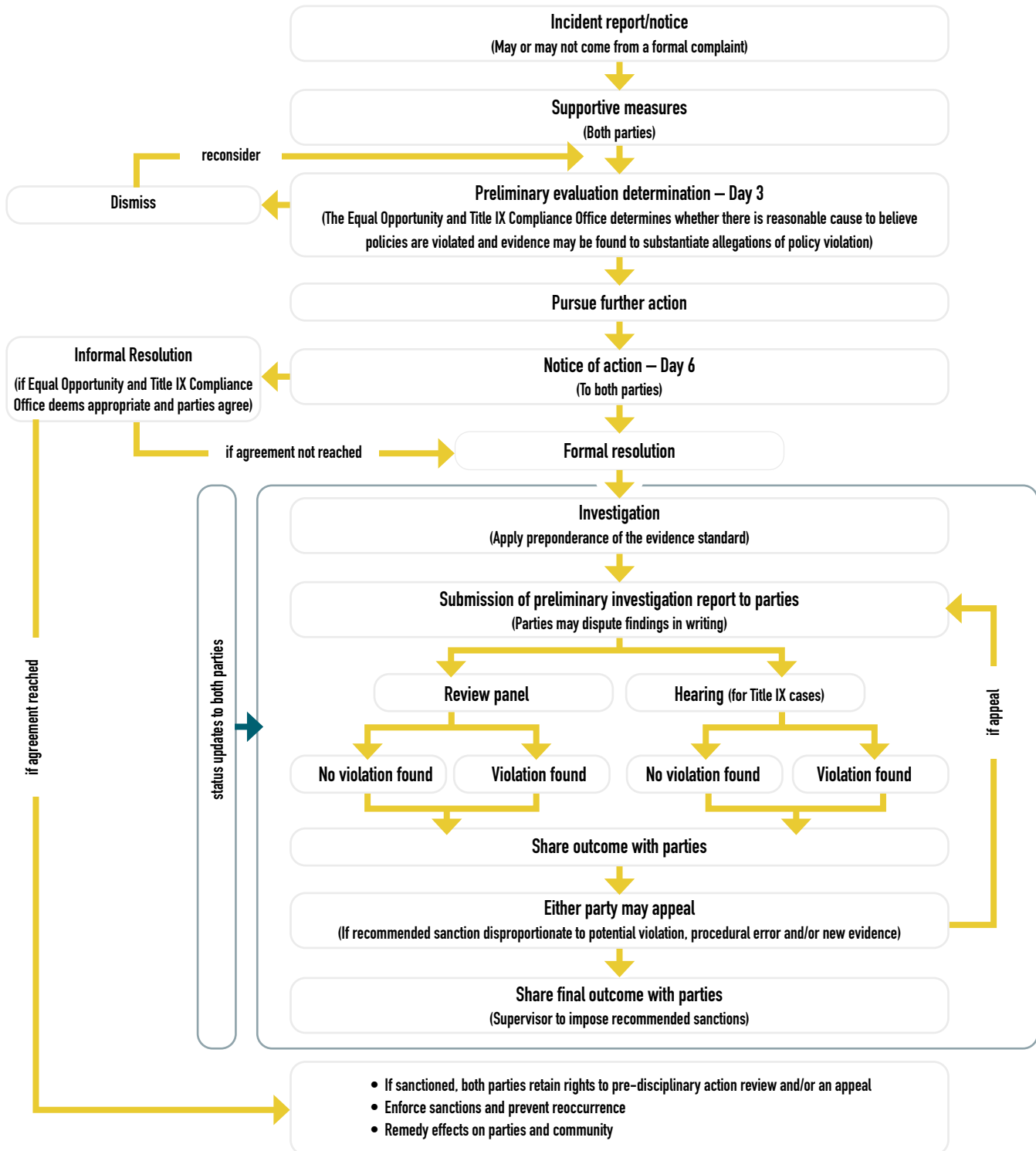


NDSU Policy 156 and Policy 156.1 EO/Title IX Investigation Process Chart for Employees Cases (modeled after ATIXA)



The formal resolution process shall be carried out using reasonable prompt time frames, including time frames for filing and resolving appeals, and for informal resolution processes if offered.

[Policy 156: Discrimination, Harassment, and Retaliation Complaint Procedures](#)
[Policy 156.1 Title IX Complaint Procedures](#)

In all cases, the applicable standard of proof for determining responsibility for an alleged violation is “preponderance of the evidence” meaning, in order for someone to be held responsible it must be determined that it is more likely than not that the person violated these procedures.