

DISCLOSURE

Student or employee shares that harm occurred

REPORT

The disclosure is reported to the University

Messiah Provides

Rights
Resources
Options

Messiah Documents

Report
Outreach
Response

OUTREACH

The University reaches out to the complainant

INTAKE

The complainant reviews their rights, resources, and optional response processes with a designated & trained University employee.

CONFIDENTIAL PROCESS

Complainant may provide minimal information
Anonymous report option available
Access to ongoing safety & support measures
Complainant receives rights, options & resources
Informal or formal processes remain available

Respondent is not notified

Institutional response is limited, no sanctions permitted

INFORMAL PROCESS

Complainant must sign complaint summary
Anonymous report option may be available
Access to ongoing safety & support measures
All parties receive rights, options & resources
Formal processes remain available

Respondent is notified & must willingly participate

Institutional response is limited, no sanctions permitted

FORMAL PROCESS

Restorative Justice | Investigation & Hearing
Complainant must sign complaint summary and provide initial statement
Anonymous report option is not available
Access to ongoing safety and support measures
All parties receive rights, options & resources

Respondent is notified & must willingly participate

Thorough preparation

All parties must agree to the terms of resolution

Does not result in a disciplinary record

Investigation may remain available

Thorough interviewing & evidence collection

Live hearing

Outcome based on evidence

May result in a disciplinary record

Rights to appeal

CIVIL & CRIMINAL PROCESSES

Complainants have the right to report to the police **or** not report to the police

Civil & criminal processes are separate from University response processes

The University may provide complainants assistance in reporting to local authorities

All University process requests are subject to approval depending on the nature of the report.

Complainants may request to pause or terminate any response process at any time.

Complainants and respondents may bring their advisors/support persons of choice to any meeting.