

TITLE IX GRIEVANCE PROCESS: DISCIPLINARY ACTION

Disciplinary actions against the Respondent will not be imposed before completion of Chamberlain's grievance process. Following a determination of responsibility, appropriate corrective action will be taken and Chamberlain will take steps to prevent recurrence. Disciplinary actions taken will be determined on a case-by-case basis. Any Colleague determined by Chamberlain to be responsible for an act of Sexual Harassment will be subject to appropriate disciplinary action, up to and including termination. Colleagues are also subject to processes and discipline determined by the Human Resources Department. The HR process is separate and apart from the Title IX process and not constrained by the outcome of the Title IX process. Remedies for student-related claims may include but are not limited to, additional training, a restriction on contact, suspension or termination.

Failure to abide by imposed disciplinary actions (whether by refusal, neglect or any other reason), may result in additional disciplinary action, including suspension or termination.

Individuals who make a materially false statement in bad faith in the course of a Title IX grievance process will be subject to Chamberlain's Code of Conduct policies.