



Administrative Board: Disciplinary Process for alleged violations of the Sexual and Gender-Based Harassment Policy

The Complainant may choose to meet with the Secretary at any point to learn about the Board process that may follow the ODR investigation, including possible outcomes.

During the disciplinary process, the Complainant (if a Harvard student) and Respondent will have a Board Representative available as a resource. If the Complainant is not a Harvard student, the Secretary of the Board or a designee will serve that role.

Interim Measures

Interim measures may be considered or implemented at any time, including during a request for information or advice, informal resolution, or a formal complaint proceeding.

The application of interim measures does not assume that misconduct has occurred. Please consult with ODR or a College Title IX Coordinator for more information about interim measures.

Because the facts and conclusions in the ODR report are binding, statements may not challenge the validity of the findings and conclusions and may not introduce facts that could have been presented to ODR or that conflict with the findings in the ODR report.

The Complainant and Respondent will be notified by their Board Representative of the decision of the Board. If the Complainant is not a Harvard College Student, the Secretary will notify that person of the outcome.

ODR opens a formal investigation and the Secretary of the Administrative Board is notified that an ODR investigation has begun

Secretary notifies the Respondent that the ODR investigation may result in a disciplinary outcome and meets with the Respondent to discuss the Board process

ODR completes its investigation and issues a Final Report, which includes a finding of fact and determination of whether or not there was a violation of the policy, and provides a copy to the Secretary

Secretary notifies the Complainant and the Respondent that the Final Report has been received

Secretary meets with Respondent to discuss possible outcomes

Complainant and Respondent may each write a statement addressing the possible disciplinary actions and submit it to the Secretary

All materials are sent to the full Administrative Board, which meets and decides the outcome