CONVERSE UNIVERSITY

TITLE IX POLICY & RESOLUTION PROCEDURES - ONE-PAGE GUIDE | Revised July 1, 2026

Condensed reference: Consult the full Title IX Policy and Resolution Procedures for complete requirements, definitions, and procedures.

REPORTING & IMMEDIATE HELP

Campus Safety (24/7): 864.596.9026
Title IX Coordinator: Karen Medlin, MiM | Montgomery 206E | 864.596.9027 | karen.medlin@converse.edu
Any person may report sex discrimination or harassment in person, by mail, telephone, email, or another method that results in the Title IX Coordinator receiving the report.

CONFIDENTIAL RESOURCES

Wellness Center & Counseling Services: 864.596.9258
University Chaplain: Eliza Smith DeBevoise | Montgomery 201
Designated confidential resources generally do not disclose a report except in limited circumstances or as required by law.

WHAT THE POLICY PROHIBITS

Sex discrimination and harassment, retaliation, and interference with the Resolution process. Title IX Sexual Harassment includes **quid pro quo harassment, hostile environment sexual harassment, sexual assault, dating violence, domestic violence, and stalking.**

CONSENT

Consent is informed, freely and actively given, and communicated through mutually understandable words or actions. It cannot be inferred from silence, passivity, lack of resistance, a relationship, or prior consent. Consent may be withdrawn at any time. A person who is incapacitated cannot consent.

SUPPORTIVE MEASURES

Individualized, non-disciplinary and non-punitive services may be available **with or without a Formal Complaint.** Examples include counseling, deadline/course adjustments, modified work or class schedules, escorts, mutual contact restrictions, housing/work changes, leaves, and increased security or monitoring.

RETALIATION

Retaliation is prohibited for exercising Title IX rights, reporting or filing a complaint, assisting or participating in a process, or refusing to participate. Report concerns promptly to the Title IX Coordinator.

AFTER A REPORT

The Title IX Coordinator contacts the Complainant, if known, to explain rights and options, discuss Supportive Measures, consider the Complainant's wishes, address safety concerns, and explain how to file a Formal Complaint.

FORMAL COMPLAINT & INVESTIGATION

Parties receive written notice of allegations. Trained investigator(s) may interview parties and witnesses and collect relevant evidence. Parties receive directly related evidence and have **10 days** to respond. The final investigative report is provided at least **10 days before the hearing.**

PARTY RIGHTS

Complainants and Respondents are treated equitably. The Respondent is presumed not responsible until a determination is made. Converse bears the burden of proof and evidence gathering. Each party may have an advisor of choice. Title IX personnel must be impartial and free from conflicts of interest or bias.

HEARING & STANDARD OF PROOF

If not dismissed or informally resolved, the matter proceeds to a hearing. Advisors conduct cross-examination. Converse records the hearing. Responsibility is determined using the **preponderance of the evidence** standard - more likely than not.

OUTCOME & APPEAL

A final outcome letter is generally issued simultaneously within **14 days after the hearing.** Appeal grounds include qualifying procedural irregularity, new evidence, or conflict of interest/bias. Appeals are due within **5 days**; the other party has **3 days** to respond.

INFORMAL RESOLUTION

May be available before a responsibility determination when both parties voluntarily consent in writing and the Title IX Coordinator determines it is appropriate. It is **not available for a student Formal Complaint against an employee.** Either party may withdraw before completion.

ON-CAMPUS RESOURCES	OFF-CAMPUS RESOURCES
Wellness Center & Counseling Services - Behind Andrews Hall | 864.596.9258 **University Chaplain** - Eliza Smith DeBevoise | Montgomery 201 **Campus Safety** - Carnegie Hall, ground floor | 864.596.9026 | 24/7 **Residence Director On-Call** - 864.621.7114	**Project R.E.S.T.** - 24/7 domestic/sexual assault support | 864.583.9803 **RAINN** - National Sexual Assault Hotline | 800.656.HOPE (4673) **Love is Respect** - dating violence support | 866.331.9474 | TTY 866.331.8453 **Spartanburg City Police** - 911 emergency | 864.582.2222 non-emergency **Spartanburg County Office of Victim Services** - 864.503.4625

For complete definitions, procedures, dismissal rules, sanctions, evidence requirements, resources, and forms, consult Converse University's full July 2026 Title IX Policy and Resolution Procedures.