



Simpson College Title IX Filing a Formal Complaint of Sexual Misconduct

Individuals who believe that sexual misconduct has occurred may file a Formal Complaint of sexual misconduct. A Formal Complaint of sexual misconduct is subject to the Grievance Procedure in this policy, discussed below, and must be investigated. Simpson College students, faculty, staff, administrators, and others may be subject to a Formal Complaint of sexual misconduct.

To file a Formal Complaint, a complainant must sign, by hand or by digital signature, a document that alleges sexual misconduct against a respondent and request that Simpson College investigate the allegations of sexual misconduct. Title IX only permits individuals who are participating, or are attempting to participate, in an educational program or activity of Simpson College to file a Formal Complaint. This would include, but is not limited to, current students of Simpson College, applicants for enrollment to Simpson College, and other individuals who participate, or are attempting to participate in Simpson's educational programs or activities, such as faculty, coaches, or other College employees.

Individuals who wish to file a Formal Complaint may do so by contacting the Title IX Coordinator:

Keyah Levy

titleix@simpson.edu

515-961-1675

Upon receipt of a report of sexual misconduct, discussed above, Simpson College's Title IX Coordinator may sign a Formal Complaint to initiate the grievance process in the Sexual Misconduct Policy, even where no person who alleges to be the victim of sexual misconduct wishes to file a Formal Complaint. Before doing so, the Title IX Coordinator will consider the Complainant or reporting party's wishes and evaluate whether investigation is reasonable under the circumstances. Factors that may cause Simpson College to file a Formal Complaint include campus safety, when multiple individuals have reported

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assaults involving the same individual, or other conditions indicating a high risk of further sexual misconduct occurring. In deciding whether to file a Formal Complaint, the Title IX Coordinator may consult with other College administrators, including but not limited to the Vice President for Student Development, Dean of Students, Director of Human Resources, and/or Academic Dean. Reporting parties will be notified prior to Simpson College filing a report of sexual misconduct.