The following chart outlines the Complaint Resolution process for Student Respondent(s) within the Policy on Sexual Misconduct and Sexual Violence Involving Students.

1. Case Manager receives Investigator's final report (from Complaint Procedure) and provides a copy to the Decision-Maker (ordinarily the Associate Vice-Provost (Student Affairs)) and to Parties (if requested) (Sec. 12.1). The Investigator report will containings their findings of fact and conclusion as to whether or not the respondent has violated this policy.

2. Decision-Maker gives Parties an opportunity to provide brief written input that addresses any concerns about the investigation process and conclusions and, if applicable, on the question of sanction (Sec. 12.3).

3. Decision-Maker will accept the Investigator conclusion unless a Party establishes (from 12.3) a defect in the fairness of the investigation. (Sec. 12.4)

4. If a defect in fairness is established, Decision-Maker will either substitute a new conclusion or decide to direct the matter to a new investigator for re-investigation (Sec. 12.5).

Information to Consider (12.6):
- The nature and severity of the breach;
- The respondent's acceptance of responsibility;
- The respondent's record of misconduct;
- The impact on the person who made the complaint;
- The risk to re-offend;
- The principle of general deterrence; and
- Any other relevant factors.

Possible sanctions Individually or in combination (12.7):
- A written warning or reprimand;
- A letter of behavioural expectation;
- Educational assignments;
- An apology;
- Community service;
- Restitution;
- A conditional or monetary fine;
- Loss of privileges;
- A no-contact Directive;
- Non-academic probation;
- A notice of prohibition;
- Suspension or expulsion;
- Or sanctions delineated in the Residence Contract and Athletics and Recreation Non-Academic Misconduct Policy.

5. Decision-Maker will provide a written decision (with reasoning) to the parties within two weeks of obtaining their input. (Sec. 12.9)

In addition to the sanctions above, the University may suspend or terminate the employment of students who are also employees of the University. (Sec. 12.8)