

A decision will be rendered by CHRO or his/her designee can be appealed to the Executive Vice President for Finance & Operations. Appeals must be submitted to the Executive Vice President for Finance & Operations or his/her designee within 5 business days of the receipt of the decision from the CHRO. Such appeals must be in writing and be delivered to the Office of Executive Vice President for Finance & Operations with a copy to the Title IX Coordinator. The other party will receive written notification when an appeal is filed. If the appeal is not submitted within the allotted time, the decision of the CHRO becomes the final decision.

Upon receipt of a properly filed appeal, the Executive Vice President for Finance & Operations or his/her designee may do one or more of the following:

1. Review the record and render a written decision to the parties;
2. Solicit statements from the parties orally or in writing and then render a written decision to the parties;
3. Request that the Administrative Hearing Board clarify the original decision and then render a written decision to the parties;
4. Remand the case to the Administrative Hearing Board for a rehearing; or
5. Take any other action deemed appropriate in order to render a decision on the appeal

Faculty or staff with grievance rights provided by state law or the faculty manual may initiate any applicable grievances resulting from the final decision in the Employee Title IX Process only after a final decision is entered and any appeals relating to the Employee Title IX Process have been exhausted.

Faculty and staff must follow the grievance steps as outlined in those separate processes. Staff Grievance Steps: http://media.clemson.edu/humanres/policies_procedures/grievance/grievance-policy.pdf

Faculty Grievance Steps: http://www.clemson.edu/faculty-staff/faculty-senate/manual.html?_hstc=7959597.82af9c9a98fa600b1bb630f9cde2cb5f.1512604800065.151260480066.1512604800067.1&_hssc=7959597.1.1512604800068&_hsfp=528229161