

GLOSSARY OF DEFINED TERMS

1. **Advisor:** A person selected by a Complainant or Respondent or appointed by SCS to support a Complainant or Respondent during the grievance process. The Advisor of choice would accompany the Complainant or Respondent to a hearing; asking cross-examination questions during the hearing process.
2. **Appeal:** An objective review of the prior process and outcome unless new evidence must be considered.
3. **Complainant:** The seminarian, employee, or third party who is reported to have experienced Title IX Misconduct in violation of this Policy.
4. **Confidential Resource:** The information shared is protected by federal and state laws and cannot be shared without explicit permission. Confidential Resources may provide reporting options, share information available for support services and resources.
5. **Consent:** Some forms of Title IX Misconduct involve the issue of Consent. For purposes of this Policy, Consent is clear and unambiguous agreement, expressed outwardly through mutually understandable words or actions, to engage in Sexual Activity.
6. **Credibility:** The worthiness of belief of information shared by a Party or a Witness
7. **Decision-maker:** A person or persons designated to conduct Live Hearings, to decide whether or not a violation of this Policy has or has not occurred, to determine disciplinary sanctions and Remedies when a violation has occurred, and/or to decide Appeals. Decision-makers may or may not be employees of SCS. Decision-makers are trained on the definition of Title IX Sexual harassment, the scope of SCS's program or activity, the Grievance Process, Relevance, the technology to be used at a hearing, how to conduct hearings and Appeals, and how to serve impartially.
8. **Exculpatory Evidence:** Evidence, such as a Statement, tending to excuse, justify, or absolve the alleged fault or responsibility of a Respondent.
9. **Formal Complaint:** A document signed by a Complainant or by the Title IX Coordinator alleging that a Respondent engaged in Title IX Misconduct and requesting initiation of SCS's Title IX grievance process.
10. **Grievance Process:** The process for investigating and resolving a formal complaint.
11. **Hearing Board:** A single Decision-maker or group of Decision-makers who conduct the Live hearing. The hearing Board cannot be the same per(s) as the Title IX Coordinator or the Investigator.

12. **Information Resolution:** Informal resolution includes a spectrum of facilitated, structured, and adaptable processes that seek to identify and meet the needs of the Complainant while providing an opportunity for the Respondent to acknowledge harm and seek to repair the harm (to the extent possible) experienced by the Complainant and/or the SCS Community. Informal resolution does not include an investigation, hearing, or formal disciplinary action against a Respondent.
 13. **Notice of Dismissal:** written notice of the Title IX coordinator's decision to dismiss a formal Complaint, including the basis of the decision.
 14. **Official With Authority (OWA):** an individual with the authority to institute corrective action on behalf of SCS and notice to whom causes SCS to respond to Title IX Misconduct.
 15. **Protected Activity:** Includes most elements of participation in SCS's processes related to this Policy, including but not limited to reporting Title IX Misconduct, pursuing resolution of a report of Title IX Misconduct, providing evidence in any investigation or hearing, or intervening to protect others who may have suffered Title IX Misconduct.
 16. **Reasonable Person:** A person using average care, intelligence, and judgment in the known circumstances.
 17. **Respondent:** An individual who is reported to have engaged in conduct that could constitute Title IX Misconduct in violation of this Policy.
 18. **Retaliation:** Any adverse action, directly or through others, taken against a person for engaging in Protected Activity.
 19. **Sexual Activity** for purposes of this section refers to any conduct of a sexual nature for which Consent is required under this Policy (e.g. Sexual Assault). A person who initiates Sexual Activity is responsible for obtaining Consent for that conduct.
 20. **Supportive Measures:** Non-disciplinary and non-punitive services that are offered, with fee or charge, by SCS on an individualized basis to a complainant or Respondent that are designed to restore or preserve equal access to SCS's Education Program or Activity without reasonably burdening the other party.
 21. **Witnesses:** Persons who have factual information about alleged violation(s) of this Policy.
 22. **Written Determination:** A letter delivered simultaneously to the parties that describe the Hearing Board's decision regarding responsibility, which must be supported by evidence.
- Additional terms are defined within the text of the St. Charles Borromeo Seminary Policy Against Title IX Misconduct.