Informal Problem Solving Website Language
(Final) 9.28.20

Non-disciplinary Informal Problem Solving Options

Notice and Resource Letter
The Office for Equal Opportunity and Affirmative Action (EOAA) can send a Notice & Resources letter to the respondent that communicates some or all of the following:

- the complainant's report that the respondent engaged in unwelcome or nonconsensual sexual conduct;
- the negative impact of this conduct on the complainant;
- that EOAA is not initiating an investigation at this time because the complainant does not want one or for another identified reason;
- information about the University's policies prohibiting sexual misconduct and retaliation;
- information about resources for education and personal support, potentially including an invitation for the respondent to meet with a resource to discuss the reported conduct; and
- at the complainant's request, a statement that the complainant does not want any further contact with the respondent.

Complainants should contact EOAA to learn more about this option.

Voluntary Agreements
In cases where both parties are students at the University of Minnesota, Twin Cities, The Aurora Center can work with complainants (those reporting) and Student Advocate Services can work with respondents (those accused) to help both parties come up with a voluntary agreement instead of pursuing an investigation which may lead to disciplinary outcomes. The voluntary agreement process is initiated by a complainant and moves forward if the respondent agrees to participate.

The voluntary agreement process provides complainants and respondents with a structured process in which they can reach a voluntary written agreement aimed at addressing concerns of sexual misconduct. This process is intended to 1) inform the respondent that the complainant believes that the respondent engaged in sexual misconduct; 2) help the respondent to avoid engaging in behavior that has a further negative impact on the complainant or has a similar impact on others in the future; and/or 3) address the harm caused to the complainant and possibly to the community by the respondent's conduct. The complainant and the respondent are not required to meet face-to-face during the voluntary agreement process.

Participation in a voluntary agreement process does not impact either party's rights to initiate a University or law enforcement investigation into the behavior at issue. However, the voluntary agreement process is not available if a University or law enforcement investigation of the reported sexual misconduct is in process or has been pursued to conclusion.

Complainants must contact The Aurora Center to discuss if their situation is eligible to pursue a voluntary agreement.