

APPENDIX D

MEMBERSHIP—Title IX Team, Grievance Pool, and Resolution Pool

I. Overview

Both the Formal Grievance Process (Process A) and the Resolution Process (Process B) set forth by the Bethel College *Equal Opportunity, Harassment & Non-Discrimination Policy and Procedures* rely on a pool of

administrators (“the Pool”). Members of the Pool, sometimes referred to as the Title IX Team, are announced in an annual distribution of this policy to all students, employees, prospective students, and prospective employees.

Members of the Pool receive annual training jointly and/or based on their respective roles. Members of the Pool may serve in any of the following roles, at the direction of the Title IX Coordinator:

- To provide sensitive intake for and initial advice pertaining to the allegations
- To act as optional process Advisors to the parties
- To facilitate Informal Resolution
- To investigate allegations
- To serve as a Decision-maker(s)
- To serve as an Appeal Decision-Maker

The Title IX Coordinator, in consultation with the Bethel College President, may also utilize external, trained third-party neutral professionals to serve roles within the Pool.

II. Membership

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