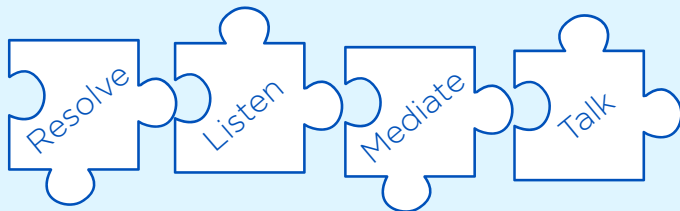


INFORMAL RESOLUTION (IR) PROCESS

- The informal resolution process is a voluntary, structured interaction between involved parties (complainant and respondent) to resolve the allegations of discrimination, harassment, sexual misconduct, or related retaliation.
- IR encourages prompt resolution of disputes using consultation, problem-solving, facilitated discussion, mediation, shuttle diplomacy, and restorative justice practices.
- IR processes apply to all members of the University of Kansas, including faculty, staff, residents, fellows, and students on all campuses.

If you have questions, reach out to civilrights@ku.edu and we will help you.



Office of Civil Rights & Title IX
civilrights@ku.edu

785-864-6414 | civilrights@ku.edu

IR SERVICES

MEDIATION

This requires parties to be in the same physical room. The parties communicate directly to each other with a trained facilitator guiding the conversation and maintaining mutually agreed upon expectations. Mediation concludes when the parties establish mutually agreed upon resolution or when it is determined mediation will not be effective.

RESTORATIVE JUSTICE

Restorative Justice focuses on repairing the harm caused, the behavior that caused the harm and the impact of the harm on individuals and relationships. The parties communicate directly to each other, with one or more trained facilitators guiding the conversation and maintain mutually agreed upon expectations. Restorative Justice concludes when the parties establish mutually agreed upon resolution or when it is determined restorative justice process will not be effective.

SHUTTLE DIPLOMACY

The parties are in separate rooms with a trained facilitator acting as an intermediary. The facilitator relays information between the parties until a resolution is reached, or it is determined shuttle diplomacy will not be effective.