

Title IX Sexual Harassment Formal Complaint Process

Formal Complaint and Threshold Review Process

(Process to Determine if Formal Complaint Meets Title IX Requirements)

Contact Information and Links to Related Processes:

1. **Alesia Smith is the Clemson University Title IX Coordinator responsible for this Title IX Formal Complaint and Threshold Review Process. The Title IX Coordinator's office is located in 223 Holtzendorff. Phone number - 864-656-3181. Email – alesias@clemson.edu**
2. **The Student Code of Conduct process, which includes the Title IX Process for students (investigation hearing and appeal), can be found here https://www.clemson.edu/studentaffairs/student-handbook/code-of-conduct/student_code_of_conduct.pdf.**
3. **The Employee Title IX Process (investigation, hearing and appeal) can be found here <http://wwwdev.clemson.edu/campus-life/campus-services/access/title-ix/policies.html>.**

Title IX Formal Complaint and Threshold Review Process:

This process is intended to comply with Title IX of the Education Amendments of 1972 (hereinafter "Title IX") and the related federal regulations regarding the review of sexual harassment complaints by higher education institutions. All Title IX Formal Complaints will be initially filed following this process. If the Formal Complaint is determined to meet the requirements of Title IX, complaints against respondents who are students will follow the Student Code of Conduct process, and complaints against respondents who are employees will follow the Employee Title IX process. If the complaint does not meet the Title IX requirements, complaints against students will be referred to the Office of Community and Ethical Standards (OCES) and complaints against employees will be referred to the Office of Human Resources (HR) to determine if the allegations violate other applicable policies if proven true.

Title IX is a civil rights law that prohibits discrimination based on sex in education programs or activities that receive federal financial assistance. Title IX states "No person in the United States shall, on the basis of sex, be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

Clemson University is committed to responding promptly and effectively when it learns of complaints of possible discrimination based on sex. If a student, employee or visitor has questions or concerns regarding possible discrimination based on sex, contact the Title IX Coordinator's Office.

The following process applies to anyone who believes (s)he has experienced sexual harassment or knows of someone who has experienced sexual harassment in violation of Title IX and (s)he wants to learn about filing a Title IX Formal Complaint or wants to file a Title IX Formal Complaint. This process also applies to anyone identified as a Respondent in a Title IX Formal Complaint alleging sexual harassment in violation of Title IX:

- I. **Definitions Related to Title IX Sexual Harassment Complaint Process (34 CFR 106.30 D(a))**
 - A. **Advisors**– Complainants and Respondents can have advisors at all meetings and hearings regarding Title IX complaints. At any hearing, both parties are required to have advisors, as

it is the advisor who will cross-examine witnesses on behalf of the Complainant and Respondent. The advisor can be an attorney, but does not have to be an attorney. Upon the request of the Complainant or Respondent, the University will select and provide an advisor at no cost. This information about advisors will be included on the Formal Complaint form.

- B. **Complainant** - The individual who is alleged to be the victim of conduct that could constitute sexual harassment.
- C. **Consent** – See definition included in Policies and Procedures Related to Sexual Harassment and Sexual Violence - https://media.clemson.edu/humanres/policies_procedures/policy-and-procedures-related-to-sexual-harassment-and-sexual-violence-VAWA.pdf
- D. **Education Programs and Activities** – The Title IX statute applies to persons in the United States with respect to education programs or activities that receive federal financial assistance. Education programs or activities includes locations, events, or circumstances over which the school exercised substantial control over both the Respondent and the context in which the sexual harassment occurred, and also includes any building owned or controlled by a student organization that is officially recognized by a postsecondary institution (such as a fraternity or sorority house). Title IX applies to all of a school’s education programs or activities, whether such programs or activities occur on-campus or off-campus.
- E. **Formal Complaint** - A document filed by a Complainant or signed by the Title IX Coordinator alleging sexual harassment against a Respondent and requesting that the school investigate the allegation of sexual harassment. The following requirements apply:
 - i. At the time of filing a formal complaint, the complainant must be participating in or attempting to participate in the education program or activity of the school with which the formal complaint is filed.
 - ii. A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail.
 - iii. A formal complaint must contain the Complainant’s physical or digital signature, or otherwise indicate that the complainant is the person filing the formal complaint.
 - iv. Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a complainant or party during the grievance process, and must comply with requirements for the Title IX Coordinator to be free from conflicts and bias.
- F. **Grievance Process** – After the Formal Complaint is filed and reviewed under this process, if it is determined to be a valid Title IX complaint, it will go through one of two grievance processes depending on whether the respondent is a student or employee. If the respondent is a student, the Student Code of Conduct process https://www.clemson.edu/studentaffairs/student-handbook/code-of-conduct/student_code_of_conduct.pdf will apply. If the respondent is an employee, the Employee Title IX grievance process will apply.
- G. **Person Filing a Formal Complaint** - Any third party (including parents or guardians) as well as the Complainant may report sexual harassment. However, the Complainant is the person alleged to be the victim. If a third party files a complaint that person will be referred to as

the “Person Filing a Formal Complaint”. Third parties do not have the same right to information, participation, advisors and other rights given to the Complainant in this procedure and under the Title IX regulations.

- H. **Presumption of No Responsibility Until Final Determination** – There is a presumption in the process that the Respondent is not responsible for the alleged conduct until a final determination regarding responsibility is made at the conclusion of the grievance process.
- I. **Remedies** – Remedies must be provided to a complainant only after a respondent is found responsible for the alleged sexual harassment. They must be designed to maintain the complainant’s equal access to education and may include the same individualized services already provided as supportive measures. Remedies need not be non-punitive, non-disciplinary and need not avoid burdening the respondent like supportive measures.
- J. **Respondent** - An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.
- K. **Retaliation** – No student or employee shall retaliate against anyone who makes a Title IX Formal Complaint or participates in any process related to a Title IX Formal Complaint. Retaliation is any conduct causing any interference, coercion, restraint or reprisal against a person making a Formal Complaint or against a person assisting in any way in the investigation, hearing and/or resolution of the complaint.
- L. **Sexual Harassment** for purposes of Title IX
 - 1. Sexual Harassment for Title IX purposes covers three types of misconduct based on sex.
 - i. Any instance of quid pro quo harassment by a Clemson University employee which is defined as an employee conditioning the provision of an aid, benefit, or service of the university on an individual’s participation in unwelcome sex. [Note: Quid pro quo offenses are not evaluated for severity, pervasiveness, offensiveness, or denial of equal educational access because the misconduct is sufficiently severe to deprive a person of equal access.]
 - ii. Any unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal educational access to a Clemson education program or activity.
 - iii. Any instance of sexual assault (as defined in 20 USC 1092(f) (6) (A) (v)), dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (as defined in 34 USC 1229(a) (8, 10 or 30). See definitions of Sexual Assault and/or Battery, Dating Relationship Violence, Domestic Violence and Stalking included in Clemson University’s Policies and Procedures Related to Sexual Harassment and Sexual Violence - https://media.clemson.edu/humanres/policies_procedures/policy-and-procedures-related-to-sexual-harassment-and-sexual-violence-VAWA.pdf
- M. **Standard of Evidence** – A preponderance of evidence standard will be used in both the student and employee grievance processes.

- N. **Supportive Measures** - Individualized services reasonably available that are non-punitive, non-disciplinary, available without fee or charge to complainant or respondent, and not unreasonably burdensome to the other party while designed to ensure equal educational access, protect safety, or deter sexual harassment. Supportive measures may include counseling, extension of deadlines or other course related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus and other similar measures.

II. **Options Before Filing a Formal Complaint**

- A. Any individual who would like to speak with someone to learn more about the Title IX Complaint process, learn how to file a Formal Complaint, learn more about the applicable grievance process or any other Title IX issues or questions should contact the Title IX Coordinator's Office via telephone, e-mail or submit a Title IX Inquiry/Incident Report Form found here https://cm.maxient.com/reportingform.php?ClemsonUniv&layout_id=39
See paragraph III C. below for more information about what will happen after contacting the Title IX Coordinator's Office regarding the Title IX process or submitting a Title IX Inquiry/Incident Report Form.
- B. Filing a Title IX Inquiry/Incident Report Form is not required. The individual may simply call, e-mail or schedule an appointment with the Title IX Coordinator's office to get more information about the Title IX process.
- C. Typically contacting the Title IX Coordinator's Office or the submission of a Title IX Inquiry/Incident Report Form will not start the Formal Title IX Complaint process. The Complainant normally must file a Formal Complaint to begin the process. However, there may be situations where the Title IX Coordinator submits a Formal Complaint based only on information contained in a Title IX Inquiry/Incident Report Form or in a verbal discussion. Examples of such situations include but are not limited to:
- Incidents involving a weapon or other forms of physical violence.
 - Incidents involving a Respondent who has been implicated in other sexual violence matters.
 - The Title IX Coordinator believes there may be a potential threat of harm to other members of the university community.
 - The incident involved more than one respondent.
 - The University possesses other means to obtain relevant evidence (e.g. security cameras, witnesses or physical evidence)
 - Any other relevant factors.
- D. Any Complainant also has the option of reporting any illegal conduct (such as sexual assault, sexual violence, stalking etc.) to an appropriate law enforcement agency. The Clemson University Police Department (CUPD) has a victim's advocate who can be reached at 864.656.5251 <https://www.clemson.edu/cusafety/cupd/services.html>. The general phone number for CUPD is 864.656.2222.

III. **Filing a Formal Complaint**

A. Any individual who would like to initiate the Formal Title IX Complaint process and ask Clemson University to evaluate, investigate and adjudicate allegations of sexual harassment pursuant to Title IX must complete, sign and submit a Formal Complaint.

B. To file a Title IX Formal Complaint, fill out the form at this link

https://cm.maxient.com/reportingform.php?ClemsonUniv&layout_id=38

sign the complaint and return it to the Title IX Coordinator's Office. The Formal Complaint will explain in writing to both the Complainant and the Respondent the information about advisors explained in the definition above.

C. Whether the Complainant first contacts the Title IX Coordinator's office to learn more about the Title IX process, submits a Title IX Inquiry/Incident Report Form or files a signed Formal Complaint, the Title IX Coordinator will contact the Complainant and:

- i. Explain that supportive measures are available whether a Formal Complaint is filed or not. The Title IX Coordinator will consider Complainant's wishes when determining supportive measures, but may not be able to grant the specific supportive measures requested, as they must meet the definition described above. The Title IX Coordinator will also consult with the Office of Community and Ethical Standards (OCES) and/or the Office of Human Resources (HR) regarding supportive measures depending on whether the Complainant(s) and Respondent(s) are students or employees. Please note that once a Formal Complaint is filed it is typical to impose a No Contact Order for both the Complainant and the Respondent so the parties are not interacting during the process.
- ii. The Title IX Coordinator will explain the process for filing and reviewing a formal complaint and the grievance process to the Complainant.
- iii. Remind the Complainant about the availability of an Advisor as described above.
- iv. Typically, this meeting will either be held in person, virtually or by phone. However, if the Complainant does not respond to requests for a meeting in a reasonable amount of time, the information explained in this section can be sent to the Complainant via university e-mail and via regular mail to the address in the university system.

IV. Providing Formal Complaint to the Respondent. Once a Formal Complaint is filed, it will be provided to the Respondent via university e-mail and regular mail to the address on file with the university within two (2) business days of receipt. After sending the Formal Complaint to the Respondent, the Title IX Coordinator will contact the Respondent and:

- i. Explain supportive measures available to the Respondent. The Title IX Coordinator will consider Respondent's wishes when determining supportive measures, but may not be able to grant the specific supportive measures requested, as they must meet the definition described above.
- ii. Explain any supportive measures imposed that impact the Respondent. For example, once a Formal Complaint is filed it is typical to impose a No Contact Order for both the Complainant and the Respondent so the parties are not interacting during the process.
- iii. The Title IX Coordinator will explain the process for filing and reviewing a formal complaint and the grievance process.
- iv. Remind the Respondent about the availability of an Advisor as described above.

- v. Typically, this meeting will be held in person, virtually or by phone. However, if the Respondent does not respond to requests for a meeting in a reasonable amount of time, the information explained in this section can be sent to the Respondent via university e-mail and via regular mail to the address in the university system.

V. **Review of Formal Complaint** – The Formal Complaint will be reviewed by the Title IX Coordinator or designee within three (3) business days of the meeting or conversation between the Title IX Coordinator and the Respondent to determine if it meets the requirements of the federal Department of Education (DOE) Title IX regulations. This level of review is NOT a determination of the merits of the complaint. The review only determines if the complaint can proceed as a Title IX complaint under applicable federal regulations.

- A. Threshold Questions that will be evaluated during the review of the Formal Complaint:
 - 1. At the time the Formal Complaint was filed, was the Complainant participating in or attempting to participate in a school’s program or activity? If not, the Formal Complaint must be dismissed for purposes of Title IX.
 - 2. Was the Complainant in the United States at the time of the alleged incident? If not, the Formal Complaint must be dismissed for purposes of Title IX.
 - 3. Did the alleged conduct occur during a school’s program or activity? If not, the Formal Complaint must be dismissed for purposes of Title IX.
 - 4. Does the alleged conduct meet one of the definitions of sexual harassment as described above? If not, the Formal Complaint must be dismissed for purposes of Title IX.
- B. After reviewing the threshold questions the Title IX Coordinator or designee will determine if the complaint 1. meets the Title IX requirements and will move forward and be handled as a Title IX Formal Complaint or 2. will be dismissed for purposes of Title IX. Once this decision is made, The Title IX Coordinator or designee who reviewed the complaint will notify both parties of the decision in a Notice of the Title IX Threshold Decision. The Notice will indicate either 1. the Formal Complaint is dismissed for Title IX purposes or 2. the Formal Complaint will proceed as a Title IX Formal Complaint.
- C. Appeal - There will be a limited right to appeal this decision. Within three (3) business days of receiving the Notice of the Title IX Threshold Decision, either party can appeal the decision. The party appealing the decision will provide a written explanation of the basis for the appeal to the Title IX Coordinator’s Office. Any appeal must explain why the appealing party believes the matter either does or does not meet the requirements of a Title IX Formal Complaint as described in paragraph IV. A. The Assistant Vice President for Access & Equity (or designee) will review the appeal. In the event the Assistant Vice President and his/her designee are not available for any reason, the Chief Diversity Officer (or designee) will review the appeal. The reviewer of the appeal will have three (3) business days to make a decision on the appeal and send notice to the Complainant, Respondent, the Title IX

Coordinator and either OCES or HR depending on whether the Respondent is a student or an employee.

- D. Depending on the outcome of the appeal, OCES or HR will either handle the matter as a Title IX Formal Complaint or determine if any further action is warranted under their respective policies and procedures.

VI. Grievance Processes –

- A. If the Respondent is an employee and the Formal Complaint is determined to meet the federal requirements for a Title IX Formal Complaint, the Employee Title IX process will apply.
- B. If the Respondent is a student and the Formal Complaint is determined to meet the federal requirements for a Title IX Formal Complaint, the Student Code of Conduct process will apply.

VII. Emergency Removal/Administrative Leave – If the Title IX Coordinator or other university administrator believes the Respondent represents a danger to campus and either Emergency Removal of a student or Administrative Leave for an employee is appropriate, the Title IX Coordinator will send a recommendation to the Director of OCES for Respondents who are students or the Chief Human Resource Officer for Respondents who are employees to review the Title IX Coordinator or other university administrator’s recommendation.

VIII. Voluntary Dismissal – If at any time during the investigation or hearing of a Formal Complaint under Title IX, (1.) a Complainant notifies the Title IX Coordinator that Complainant would like to withdraw the Formal Complaint or any allegations therein; (2) the Respondent is no longer enrolled or employed by Clemson; or (3) specific circumstances prevent Clemson from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein, the Title IX Coordinator may dismiss the Formal Complaint or any allegations therein.

FORM #1

Title IX Inquiry Form

IMPORTANT NOTE: This form should be used to initiate inquiries and discussions with Clemson’s Title IX staff regarding applicable policies and procedures and your options. If you wish to file a formal complaint, please use the “TITLE IX SEXUAL HARASSMENT FORMAL COMPLAINT” form.

Name: _____

E-mail: _____

Phone number: _____

Are you a Clemson University student or employee? Please check appropriate item below:

____ Student

____ Employee

____ Other _____

Questions or other information for the Title IX Coordinator:

For Internal Office Use:

Date Received _____

How Received _____

Name of person who received form _____

Date and how responded to Inquiry _____

FORM #2

TITLE IX SEXUAL HARASSMENT FORMAL COMPLAINT

The procedures for the Title IX Sexual Harassment Formal Complaint Process can be found here - <https://www.clemson.edu/campus-life/campus-services/access/title-ix/>.

IMPORTANT NOTE: By filing this Formal Complaint document, I understand that I am asking the university to 1. Determine if this Formal Complaint meets the requirements of Title IX and

if it does meet those requirements, I am asking the university to 2. Investigate, hold a hearing and adjudicate the Formal Complaint in accordance with Title IX and the related federal regulations. If you have questions about the Title IX Formal Complaint process that you would like answered before filing a Formal Complaint, please contact the Title IX Coordinator's Office or submit a Title IX Inquiry Form.

FILING A FORMAL COMPLAINT - If you believe you have experienced behavior that constitutes sexual harassment under Title IX and want Clemson University to review the Formal Complaint as explained in the IMPORTANT NOTE above, complete the form below, sign it and return it to the Title IX Coordinator's Office.

The Formal Complaint will be reviewed to determine if it satisfies the requirements for Title IX. A copy of the Formal Complaint will be shared with the Respondent. If the Formal Complaint does not meet the requirements of the Title IX regulations, the Formal Complaint will be dismissed for purposes of Title IX. The document will be referred to OCES (Respondent is a student) or to HR (Respondent is an employee) to determine if further action under a different policy is required. If the Formal Complaint does meet the requirements of the Title IX regulations, the Formal Complaint will proceed to either the OCES Title IX grievance process (Respondent is a student) or the HR Title IX grievance process (Respondent is an employee).

A. Name of Person Filing Complaint: _____
E-mail _____
Phone Number _____
Mailing Address _____

Relationship to Complainant: _____

B. Name of Complainant: _____
E-mail _____
Phone Number _____
Mailing Address _____
CUID if applicable _____

C. Name of Respondent: _____
Is the Respondent a student, employee or other? _____
If other, explain connection to Clemson University _____

D. What type of sexual harassment complaint are you making (place an "X" next to the appropriate number):

1. _____ Quid pro quo harassment by a Clemson University employee which is defined as an employee conditioning the provision of an aid, benefit, or service of the university on an individual's participation in unwelcome sex. [Note: Quid pro quo offenses are not evaluated for severity, pervasiveness, offensiveness, or denial of equal educational

access because the misconduct is sufficiently severe to deprive a person of equal access.]

2. _____ Unwelcome conduct of a sexual nature that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access.
3. _____ An instance of sexual assault (as defined in the Clery Act), dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (VAWA). Add links to these policies
_____.

E. What was the date of the alleged sexual harassment? _____

F. What was the location of the alleged sexual harassment?
_____ (Please note that according to the Title IX regulations, if the Complainant was not in the United States at the time of the alleged incident, the matter must be dismissed for purposes of Title IX.)

G. What Clemson University education program or activity was the Complainant participating in when the alleged sexual harassment occurred?

H. At the time of the filing of this Formal Complaint, what Clemson University education program or activity is the Complainant participating in or attempting to participate in?

I. Describe in detail the conduct by the Respondent you allege constitutes sexual harassment in violation of Title IX?

- J. If alleging unwelcome conduct of a sexual nature that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access, identify the specific facts that make the conduct “severe, pervasive, and objectively offensive” and how it has denied Complainant equal educational access.

I submit this Formal Complaint voluntarily and confirm that the information contained herein is true and accurate to the best of my knowledge.

Signature Date

This Title IX Formal Complaint form was transmitted to the Respondent in the following way(s) and on the following date(s):

___ E-mail - _____ Date _____

___ Regular mail - _____ Date _____

___ In person - _____ Date _____

Name of and signature of individual transmitting report to Respondent _____

Signature Date

Important Notices to the Complainant(s) and Respondent(s) to the Title IX Formal Complaint:

- 1. Advisors:** Complainants and Respondents can have advisors of their choice at all meetings and hearings regarding Title IX complaints. At any hearing, both parties are required to have advisors, as it is the advisor who will cross-examine witnesses on behalf of the Complainant and Respondent. The advisor can be an attorney, but does not have to be an attorney. Upon the request of the Complainant or Respondent, the University will select and provide an advisor at no cost.
- 2. Presumption of No Responsibility for Respondent:** There is a presumption that the Respondent is not responsible for the alleged conduct until there is a final decision in the matter.
- 3. Knowingly False Statements by Students or Employees:** The Clemson Student Code of Conduct and the Clemson Human Resources Manual prohibit any student or employee from knowingly making false statements or knowingly submitting false information in this Complaint or during this process or the grievance process.

FORM #3
Notice of Threshold Decision Regarding Title IX Formal Complaint

Mailing addresses and e-mail addresses for Complainant and Respondent

Dear Complainant and Respondent:

I have reviewed the Title IX Formal Complaint submitted by _____ and attached hereto. I find the Formal Complaint:

_____ **Does meet the requirements for a Title IX Formal Complaint.**

_____ **Does not meet the requirements for a Title IX Formal Complaint.**

The rationale for my decision is _____.

Either party may appeal this decision by submitting a written appeal to the Title IX Coordinator's Office within 3 business days of receiving this Notice. Please provide a written explanation for the basis for your appeal. There will be no hearing or verbal testimony taken in connection with this appeal. The written appeal is solely based on whether the information set forth in the attached Formal Complaint meets the requirements for a Title IX Formal Complaint.

Sincerely,

Important Notices to the Complainant(s) and Respondent(s) to the Title IX Formal Complaint:

- 1. Advisors:** Complainants and Respondents can have advisors of their choice at all meetings and hearings regarding Title IX complaints. At any hearing, both parties are required to have advisors, as it is the advisor who will cross-examine witnesses on behalf of the Complainant and Respondent. The advisor can be an attorney, but does not have to be an attorney. Upon the request of the Complainant or Respondent, the University will select and provide an advisor at no cost.
- 2. Presumption of No Responsibility for Respondent:** There is a presumption that the Respondent is not responsible for the alleged conduct until there is a final decision in the matter.
- 3. Knowingly False Statements by Students:** Section _____ of the Clemson Student Code of Conduct prohibits any student from knowingly making false statements or knowingly submitting false information in this Complaint or during this process or the grievance process. [I cannot provide this provision in the Student Code of Conduct]

FORM # 4
Outcome of the Appeal of Decision Regarding Title IX Formal Complaint

Mailing addresses and e-mail addresses for Complainant and Respondent

Dear Complainant and Respondent:

I have reviewed the appeal of the Decision Regarding the Title IX Formal Complaint filed by _____ . The appeal is:

____ denied

____ upheld

The rationale for my decision is:

_____.

This matter will:

____ handled as a Title IX matter

____ dismissed for purposes of Title IX

The Title IX Formal Complaint is being forwarded to the _____ office via copy of this letter. Please see the _____ procedures for more information about how this complaint will be handled.

Sincerely,

cc: Either the HR Office or OCES Office
Title IX Coordinator

If the Formal Complaint is found to meet the federal requirements for a Title IX Formal Complaint – include the following notice:

Important Notices to the Complainant(s) and Respondent(s) to the Title IX Formal Complaint:

- 4. Advisors:** Complainants and Respondents can have advisors of their choice at all meetings and hearings regarding Title IX complaints. At any hearing, both parties are required to have advisors, as it is the advisor who will cross-examine witnesses on behalf of the Complainant and Respondent. The advisor can be an attorney, but does not have to be an attorney. Upon the request of the Complainant or Respondent, the University will select and provide an advisor at no cost.
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- 5. Presumption of No Responsibility for Respondent:** There is a presumption that the Respondent is not responsible for the alleged conduct until there is a final decision in the matter.
- 6. Knowingly False Statements by Students:** The Clemson Student Code of Conduct and the Clemson Human Resources Manual prohibit any student or employee from knowingly making false statements or knowingly submitting false information in this Complaint or during this process or the grievance process.