CASE STUDY #1: Multiple Complainants or Respondents

Two students (Student A and Student B) visit your office to report they are being harassed by Student C, the ex-partner of Student A. Student A tells you they are concerned about Student C because Student C has threatened suicide if they don't reconcile their relationship. Student B informs you Student C constantly reaches out to them to plead for help in getting Student A back. Student A also informs you that approximately a month ago, they were sexually assaulted by Student C, but they provide minimal information regarding the assault. Students A and B request support services, including counseling services and a no contact directive. However, neither student wishes to file a formal complaint at the time.

Based on the request, later the same day you issue a no contact directive to Student C, who is also a student. Upon receipt of the directive Student C immediately comes to your office. Student C asks what prompted the directive and discloses to you that Students A and B are actually harassing Student C and have been telling other classmates that Student C sexually assaulted Student A (Student C emphatically denies this allegation). Student C also tells you they haven't attended class in over a week because of the resulting rumors, and requests counseling services. After you offer resources and explain their rights and options, Student C elects to file a formal complaint of sexual harassment against their former partner, Student A.

Upon receipt of the Notice of Investigation, Student A, now a respondent, contacts you and informs you they would like to file a formal complaint against Student C regarding the sexual assault that they previously disclosed to you.

Discussion Questions:
1) What are the issues?
2) Given your institutional context (and the new Title IX regs), what would you need to consider if you were managing this case?
3) Who are the stakeholders involved and what needs to be communicated to them?
4) What are your next steps?