

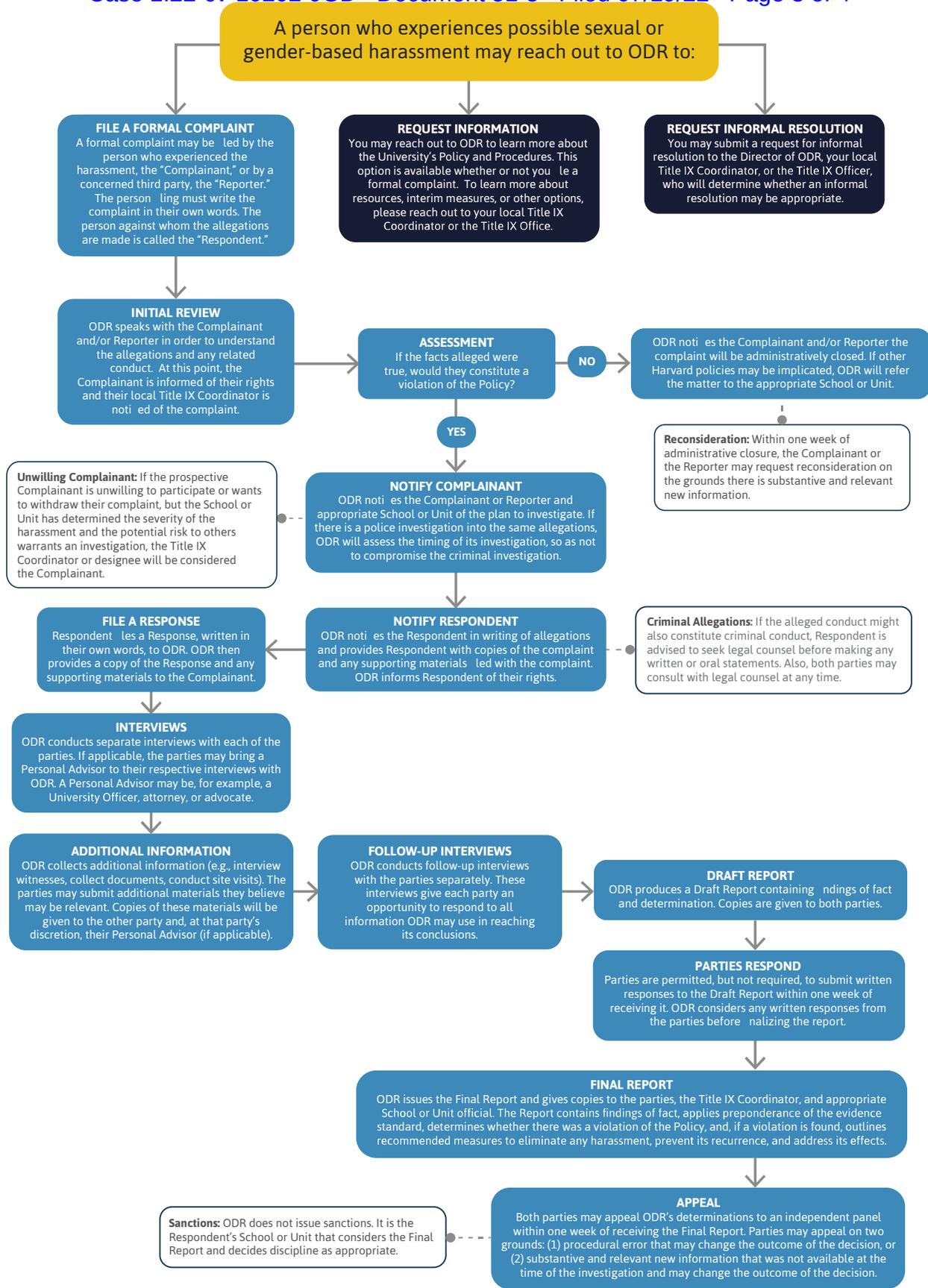
# **EXHIBIT 04**

# THE INVESTIGATIVE PROCESS

For alleged violations of the University  
Sexual and Gender-Based Harassment Policy



HARVARD UNIVERSITY  
Office for Dispute Resolution



For a complete description of the process, please refer to the [University Sexual and Gender-based Harassment Policy](#) and related [Procedures](#).

The [Harvard Law School \(HLS\) Sexual Harassment Resources and Procedures for Students](#) will apply only when both the complainant and the respondent are HLS students. Otherwise, the [University Procedures](#) will apply.

The investigation may be completed ordinarily within six weeks of receipt of the complaint. There may be circumstances requiring longer timeframes, for example, in the interest of the integrity and completeness of the investigation, to accommodate party or witness availability, to comply with requests by or not to prejudice investigations or processes of external law enforcement, or for other legitimate reasons, including the complexity of the investigation and the severity or extent of alleged misconduct. Please note that the investigator may impose reasonable timeframes on the parties to ensure a prompt and equitable investigation. ODR will keep the parties informed of the progress of the investigation.

[Interim measures](#) may be assessed at any time during the investigative process, including after a disciplinary decision is made. For more information on interim measures, please contact your local [Title IX Coordinator](#).

