Formal Hearing Process

Terms:

Hearing Officer
A neutral party that leads the hearing, reviews evidence, and makes the final decision.

Hearing Advisor
Someone who supports a student during the hearing process. They can help explain the process, provide guidance, and will ask questions on the student's behalf during the hearing.

Complainant
The student who initiates a report or is the person who experienced the reported discrimination, harassment, or sexual misconduct.

Respondent
The student accused of alleged misconduct.

Invitation

Hearing officer will email both parties, inviting them to the prehearing conference.

Prehearing Conference

Takes place via Zoom.

Opportunity to talk about procedure, what to expect at the hearing including what witnesses want to be called.

Hearing date will be confirmed.

Hearing Commences

Takes place via Zoom.

Process

Each parties hearing advisor can make statements, ask questions to witnesses, and review the evidence.

In a Title IX Formal Hearing, "cross examination" will occur and be handled by each party's advisor.

In a non Title IX Formal Hearing, the Hearing Officer will ask questions of the parties.

Hearing Officer Makes Determination

After the hearing, the hearing office will review the evidence and make a final determination regarding responsibility.

This will be provided in writing to both parties.

Appeal Available

An appeal process is available for either party following the Hearing Officer's final determination.

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