

Witness Rights and Guidelines

Individuals are not required to be a witness in a Formal Equity or Title IX Investigation or Equity or Title IX Hearing but can if they wish to.

The role of a witness:

If there is a formal investigation and you had witnessed the initial incident or have relevant information about an incident, either the complainant(s) or the respondent(s) may request that you be contacted during the investigation. The duty of a witness is not to support one side or the other, but to share what you witnessed in relation to the investigation. The objective of a witness is to provide clarity and understanding about the incident being investigated.

Witness Rights:

Every student reserves the right not to participate in an investigation; however, the University encourages every person asked to be a witness to consider the following:

1. **One meeting to report:** Witnesses are typically only asked to attend one meeting with investigators.
2. **Receive Limited Amnesty:** The University does not want concerns about getting into trouble to inhibit the reporting of sexual misconduct. A person who is reporting an incident of Equity or Title IX will receive limited amnesty for other violations of the University's code of conduct. This means, that if you admit to drinking alcohol or smoking underage you will not receive a conduct violation for telling the truth about these behaviors during an Equity or Title IX investigation.
3. **Allowed one Advisor:** Every witness can bring one Advisor with them to any Equity or Title IX meeting to feel more comfortable recounting explicit details.
4. **Witnesses do not have the right to confidentiality:** Both the complainant(s) and respondent(s) have the right to view all notes taken during an investigation. This includes any statements given by witnesses during the investigation.
5. **Protected by the Retaliation Policy:** The policy prohibits retaliation against any individuals filing a complaint or participating in the investigation of the complaint. As a witness, you are protected by and subject to this retaliation prohibition. You may not retaliate against any person participating in this process. If you feel retaliation for your participation, please contact the Office of Equity & Title IX.
6. **Interim Supportive Measures:** Witnesses can request support from the Director of Equity and Title IX Coordinator during an Equity or Title IX process or as it relates to your role as a witness.

For support or additional questions contact:
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