Title IX Witness Rights & Guidelines

Individuals are not required to be a witness in a Formal Title IX Investigation or Hearing but that 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. Witnesses are typically only asked to attend one meeting with investigators.

Witness Rights:

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

- 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 sexual misconduct 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 a Title IX investigation.
- Right to a Support Person: Every witness can bring one support person with them to any Title IX meeting to feel more comfortable recounting explicit details.
- 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 from witnesses that were given during the investigation.
- 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 you are retaliated against for your participation, please contact the Title IX Coordinator, Erica Moorer via email at Erica_Moorer@redlands.edu, via phone at: 909-748-8916.