

IMPORTANT INFORMATION FOR COMPLAINANTS (ACCUSERS or VICTIMS) AND RESPONDENTS (ACCUSED)

This document contains important information for complainants (persons who are victims of discrimination, harassment or sexual violence) and respondents (persons accused of discrimination, harassment or sexual violence) of their rights during an investigation by the Office for Institutional Equity.

YOU HAVE THE RIGHT:

- To be treated fairly and with respect by University representatives.
- To be presumed not responsible for a policy violation until determined otherwise.
- To interim measures when possible and appropriate (e.g. change in living assignment, no contact order, academic arrangement, or other steps necessary to prevent unnecessary or unwanted contact with another person)
- To information and resources, including the nature of the complaint, OIE procedures and relevant University policies.
- To be informed of and have access to available campus resources for medical, counseling and advisory services.
- To the presence of an advisor or support person during all phases of the investigation process.
- To answer questions outside of the physical presence of the other party.
- To raise reasonable questions, either verbally or in writing, regarding the allegation(s) or information provided during the investigation process.
- To identify witnesses and expect that OIE will contact relevant witnesses during the investigation.
- To present relevant information, verbally and/or in writing, and to have that information considered during the investigation process.
- To an investigation and a timely, appropriate resolution of all good faith complaints of sexual violence, and protected class-based discrimination and harassment.
- To an investigation and determination process governed by the OIE procedures and applicable University policies.
- To have OIE complaints investigated and outcomes determined by administrators who have received appropriate training.
- To be informed in advance, when possible, of any public release of information regarding the complaint or investigation.
- To refuse to participate in, or speak or answer any question(s) during the investigation process, with the understanding that OIE will conclude the investigation based on the available information.