



## St. Norbert College's Statement of Rights and Expectations

### Statement of Rights

1. The right to a prompt investigation and appropriate resolution of all credible complaints of sexual misconduct made in good faith to college officials;
2. The right to be treated with respect by campus officials throughout this process;
3. The right to be informed of rights under Title IX and any available resources for counseling, mental health or student services for victims of sexual assault, both on campus and in the community;
4. The right to notification of options for any available assistance in changing academic and living situations if such changes are reasonably available Accommodations may include:
  - a. Change of an on-campus student's housing to a different on-campus location or discontinue a housing contract
  - b. Classroom accommodations including assignment and exam rescheduling, taking an incomplete in a class, and/or transferring class sections
  - c. Alternative course completion/withdrawal options
5. The right to be protected under Title IX, regardless of disability, international or undocumented status, and sexual orientation or gender identity;
6. The right to be informed in advance of any public release of information regarding the incident;
7. The right **not** to have released to the public any personally identifiable information. This includes meetings and interviews that are closed to the public;
8. The right to preservation of privacy to the extent possible and permitted by law;
9. The right to be fully informed of college policies and procedures as well as the nature and extent of all alleged violations in the complaint, including the nature of the violation and possible sanctions;
10. The right to have college policies and procedures followed without material deviation;
11. The right **not** to have any Title IX complaint resolved through mediation;
12. The right to be informed by college officials of the option to notify local law enforcement, and to be assisted by campus personnel in notifying law enforcement, if the reporting party so chooses. This includes the right **not** to report to law enforcement, if this is the reporting party's desire;
13. The right to have **one (1)** adult within St. Norbert College (ex: a trained student conduct Process Advisor) OR outside the College and have parent(s)/guardian(s) accompany him or her during a hearing.
14. The right to ask the Investigator(s) to identify and question relevant witnesses, including expert witnesses;
15. The right to regular updates on the status of the investigation and/or resolution and to be notified of timeframes for all major stages of the investigation;
16. The right to review all documentary evidence available regarding the allegation, including the investigation report, subject to the privacy limitations imposed by state and federal law, at least **three (3) business days** prior to the hearing;
17. The right **not** to have irrelevant prior sexual history admitted as evidence in the investigation and investigation report;
18. The right to have the complaint resolved based on a preponderance-of-the-evidence standard of proof. The school may not use a higher standard of proof;
19. The right to a Hearing Panel consisting of representatives of all genders, whenever possible, who have received applicable training;
20. The right to petition that any member of the Hearing, Appellate Panel or the Investigator be recused on the basis of demonstrated bias or conflict of interest;



21. The right to provide evidence by means other than being in the same room (Reporting Party only);
22. The right to be present for all testimony given and evidence presented during the hearing;
23. The right to provide an impact statement and **three (3)** character statements in writing to a hearing panel at least **forty-eight (48) hours** prior to the hearing;
24. The right to appeal the finding and/or sanction of the conduct body, in accordance with the standards for appeal established by the institution;
25. The right to be informed of the outcome and rationale, the applicable sanctions in writing and to be informed when a decision of the College is considered final.

### Statement of Expectations

1. To refrain from any form of retaliation, direct or indirect, against any party involved in the process.
2. To maintain the confidentiality of the allegations and information to the extent possible, including refraining from discussing or publicizing the matter on social media or any other form of media.
3. To refrain from any form of interference in the investigation process, including any attempt to directly or indirectly influence witnesses or those involved in the process.
4. To refrain from any secret or unauthorized recordings, audio or visual, of the investigation and hearing process.
5. To be truthful and open and provide complete and non-misleading information to Investigators and Hearing Panel members.

*I have been notified of my rights by St. Norbert College Staff and understand the information shared with me and have received a copy of this form.*

Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

CC: Case File  
Student