St. Norbert College’s Statement of Rights for the Respondent

- The right to investigation and appropriate resolution of all credible complaints of sexual misconduct made to college administrators and have complaints of sexual misconduct responded to quickly and with sensitivity by campus law enforcement;

- The right to be treated with respect by college officials;

- The right to be informed of and have access to campus resources for medical, counseling and advisory services;

- The right to be informed of the outcome and sanction of any disciplinary hearing involving sexual assault, usually within 24 hours from the conclusion of a conduct hearing;

- The right to be informed in advance, when possible, of any public release of information regarding the complaint;

- The right to be fully informed of the campus conduct process and to timely written notice of all alleged violations within the complaint, including the nature of the violation, possible sanctions, and be given adequate time for preparation;

- The right to bring a Staff Advocate to all phases of the investigation;

- The right to a fundamentally fair hearing, as defined in these procedures;

- The right to a campus conduct outcome based solely on the evidence presented during the conduct process. Such evidence shall be credible, relevant, based in fact, and without prejudice;

- The right to a hearing closed to the public;

- The right to have a Staff Advocate accompany and assist in the campus hearing process.

- The right to have a Staff Advocate and Parent(s)/Guardian(s) present during a campus conduct proceeding as a non-speaking, support role;
  - The Advocate must be provided by the college at the request of the student. The Advocate may not speak in the hearing itself, though they may communicate with the respondent as necessary.
  - Members of the legal profession are not permitted to be included in the conduct process on the student’s behalf, nor are members of the legal profession permitted to attend the hearing;

- The right to review all documentary evidence available regarding the complaint, subject to the privacy limitations imposed by state and federal law, at least 3 business days prior to the hearing;

- The right to be informed of the names of all witnesses who will be called to give testimony,
within **3 business days** of the hearing, except in cases where a witness’ identity will not be revealed to the respondent for compelling safety reasons (this does not include the name of the complainant, which will always be revealed);

- The right to ask the investigators to identify and question relevant witnesses, including expert witnesses;

- The right to petition that any member of the conduct body be removed on the basis of demonstrated bias;

- The right to have the college compel the presence of student, faculty and staff witnesses, and the opportunity (if desired) to ask questions, directly or indirectly, of witnesses (including the complainant), and the right to challenge documentary evidence.

- The right **not** to have irrelevant prior sexual history admitted as evidence in a campus hearing;

- The right to make a Closing Character Statement at the campus conduct hearing and to have that statement considered by the board in determining its sanctions;

- The right to be informed of the outcome and sanction of any disciplinary hearing involving sexual assault, usually within 24 hours from the conclusion of a conduct hearing;

- The right to a conduct panel comprised of representatives of both genders and to have college policies and procedures followed without material deviation;

- The right to have complaints heard by conduct and appeals officers who have received annual sexual misconduct training;

- The right to appeal the [finding and] sanction of the conduct body, in accordance with the standards for appeal established by the institution.

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

Today’s Date: ____________________

Student Signature: ________________________________________________

Student Printed Name: _____________________________________________