

## PARTIES' RIGHTS

### Complainant's Rights

Individuals who bring forward a complaint or report of misconduct have the right to expect:

- To be treated with dignity and respect.
- To be informed about the policies and procedures available to address misconduct.
- To be informed of options for notifying law enforcement.
- To be notified of counseling and support resources as well as the right to request disability accommodations and language translations at any stage of the resolution process.
- Preservation of privacy, to the extent possible and permitted by law.

In cases that proceed to a formal grievance process, complainants may additionally expect:

- The right to have up to two advisors providing support and assistance throughout the resolution process.
- A prompt, thorough, reliable, equitable, and impartial response, investigation, and resolution.
- To know the relevant and directly related evidence obtained and to respond to that evidence.
- To be notified of the outcome at or near the same time as the respondent.

For a complete list of procedural rights afforded to parties, see the [Section 4.23\(ag\)](#) of the Interim Policy on Sexual Harassment and Sexual Misconduct.

### Respondent's Rights

Individuals who have been named in a formal complaint alleging a violation of the Interim Policy on Sexual Harassment and Sexual Misconduct have a right to expect:

- To be treated with dignity and respect.
- Timely written notice of a formal complaint, including the identity of the complainant, the precise misconduct being alleged, the implicated policies and procedures, and possible sanctions.
- To be presumed not responsible for alleged misconduct and that no determination of responsibility will be made until the end of the grievance process.
- To be notified of counseling and support resources as well as the right to request disability accommodations and language translations at any stage of the resolution process.
- Preservation of privacy, to the extent possible and permitted by law.
- A prompt, thorough, reliable, equitable, and impartial response, investigation, and resolution.
- To know the relevant and directly related evidence obtained and to respond to that evidence.
- To have up to two advisors providing support and assistance throughout the resolution process.
- To be notified of the outcome at or near the same time as the complainant.

For a complete list of procedural rights afforded to parties, see the [Section 4.23\(ag\)](#) of the Interim Policy on Sexual Harassment and Sexual Misconduct.