

**Employee, Trustee, Third Party Rights
before the
Title IX Hearing Panel**

A	Both the Complainant and the Respondent may choose to participate in a manner that does not require their presence in the same room as the other party.
B	Both the Complainant and the Respondent are entitled to have one Support Person present. This Support Person may be an attorney. During the Hearing, the Support Person may confer only with the party she/he is advising and is not permitted to speak to the Hearing Panel members or to any other Hearing participant before, during, or after the Hearing.
C	Both the Complainant and the Respondent have the right to testify on their own behalf. Neither the Complainant nor the Respondent is required to testify or be present at the Hearing.
D	Both the Complainant and the Respondent may hear and question adverse witnesses. Both the Complainant and the Respondent may choose to direct their questions through the Chair.
E	Both the Complainant and the Respondent may rebut unfavorable inferences.
F	Both the Complainant and the Respondent may provide an Impact Statement.
G	Both the Complainant and the Respondent shall receive concurrent notification of any sanctions imposed by the Title IX Hearing Panel.
H	Records shall be maintained in the Title IX Coordinator's Office in accordance with the Manhattanville College Record Retention Policy.
I	Reports involving Staff, Faculty, as well as any other members of the College Community will follow a due process procedure specific to violations of the Sexual Misconduct Policy, which fall outside the jurisdiction of the Problem Resolution Procedures in the College Employee Handbook; the Code for Manhattanville Community, Section VII including applicable procedures in the College Faculty Handbook; the Grievance Procedures, Section IX, in the College Faculty Handbook; and II.F.ii (a) and (b), Review Committee in the College Faculty By-Laws.
J	Either party may appeal the sanctions imposed by the Hearing Panel for violation of the Sexual Misconduct Policy on limited grounds to the Title IX Appeal Officer.

FAILURE TO APPEAR FOR THE HEARING

In the event you should fail to appear before the Title IX Hearing Panel on the date specified, the Hearing will be held in your absence.

Signature

Date

I have read and understand all of the above statements.