

Sanctioning Hearing Outline

Please note that hearings will start promptly at the time indicated on the hearing notice, please arrive 5-10 minutes early if possible. Additionally, the time frames provided below are estimates and do not have to be followed exactly.

Introduction (5-10 minutes)

The Independent Hearing Officer (IHO) goes over information to set up the rest of the hearing

- Introductions
- Confidentiality
- Overview of Hearing
- Determine method of questioning

Overview of Charges & Student's Statement of Acceptance (5-10 minutes total)

Center for Student Conduct Presentation

- Brief summary of the behavior reported to the Center for Student Conduct
- Explanation of the charged Code of Conduct Violations

Student Response

- Brief statement accepting responsibility for the charges outlined by the Center for Student Conduct

Sanctioning Phase (30-45 minutes total)

Each party has the opportunity to give a short presentation regarding sanctions. An outline of this phase can be found below:

- Center for Student Conduct Presentation
 - Offer sanction recommendations
 - Share any prior conduct reported to the Center for Student Conduct
 - Provide any factors that the Center for Student Conduct considered when reaching their recommendation
 - Share framework that the Center for Student Conduct utilized to reach their recommendation
- Questioning Period by the IHO and/or panel members
- Student Response to the Center for Student Conduct's Presentation
 - Offer thoughts on conduct's proposal
 - Share any mitigating or aggravating factors
 - Can propose alternative sanctions
 - Offer reflections on their actions, anything they've learned, steps the student has taken to address/repair the harm they've caused, etc.
- Questioning Period by the IHO and/or panel members

Sanction Deliberation & Next Steps

At this time the hearing will conclude to allow the hearing body to deliberate privately on the sanctioning recommendations. The sanction recommendations will be shared with all parties in a Hearing Report sent no later than 10 business days after the hearing date. The Dean of Students will review this report and the recommendations. After reviewing the recommendations, the Dean of Students will issue a written decision within 10 business days of receiving the Hearing Report.

Additional Information on the Role of Witnesses

Witnesses are not permitted to give live testimony during a Sanctioning Hearing. A student can, however, submit written statements authored by relevant witnesses or character witnesses for the hearing body's review. Any statements of this nature should be submitted according to the pre-hearing procedures.