

Decorum Guidelines for Title IX Hearings

The guidelines set forth below apply to all persons participating in a Title IX hearing, including parties, witnesses, Advisors, Title IX staff, the Hearing Officer, and any other person present at the hearing (collectively referred to as "participants"). Any participant that repeatedly or intentionally violates these guidelines or otherwise interferes with the hearing process may be asked to leave the hearing.

- All participants will refer to one another using the name specified by each participant and shall not intentionally mis-name any participant in communication or questioning.
- No participant will act abusively or disrespectfully toward any other participants.
- All questions must be conveyed in a neutral tone.
- While an Advisor may be an attorney, no duty of zealous advocacy should be inferred or enforced within this forum.
- Advisors may not yell, badger, or, if present in the same physical location, physically "lean in" to a party or witness' personal space.
- Advisors may not use profanity or make irrelevant ad hominem attacks upon a party or witness.
- Questions will be phrased as interrogative statements used to test knowledge or understand a fact; accusations may not be included within the text of the question.
- Advisors may not ask repetitive questions. This includes questions that have already been asked by the Hearing Officer, another Advisor in cross-examination, or statements made by a party or witness in direct testimony. When the Hearing Officer determines a question has been "asked and answered" or is otherwise not relevant, the Advisor must move on.
- The Hearing Officer must approve all questions posed to parties and witnesses before the party or witness responds.
- The Hearing Officer will determine when breaks or pauses to the hearing may occur. Parties (not Advisors) may request a break for physical necessity and/or a brief break to confer with their Advisor. However, breaks will not be provided after a question has been asked until that question has been answered.
- Parties and Advisors may take no action at the hearing that a reasonable person in the position of the affected party would see as intended to intimidate that person (whether party, witness, or other participant) into not participating in the process or meaningfully modifying their participation in the process.