

## **Hearing Board Procedures**

All hearings will be held virtually. The complainant and the respondent may both attend the hearing, but not at the same time.

The Hearing Officer is responsible for ensuring that the hearing follows the established hearing procedures.

The SRRO Director will be present throughout the hearing to present the finding and answer questions posed by the Hearing Board.

### **Part I**

The complainant will join the hearing. They may bring an advocate to the hearing, but the advocate will not be allowed to speak at the hearing.

The Hearing Officer will open the hearing by introducing themselves, the Hearing Board members and the SRRO Director to the complainant.

If the complainant has brought an advocate, the Hearing Officer will reiterate that the advocate is there for support and is not allowed to speak at the hearing.

An opening summary will be presented by the Hearing Board Officer.

The complainant may choose to present a summary of the incident if they wish to do so.

The Hearing Office and Hearing Board Members may ask the complainant questions regarding the incident.

The Hearing Officer will conclude the discussion and the complainant will leave the hearing.

### **Part II**

The Respondent will join the hearing. They may bring an advocate to the hearing, but the advocate will not be allowed to speak at the hearing.

The Hearing Officer will open the hearing by introducing themselves, the Hearing Board members and the SRRO Director to the complainant.

If the respondent has brought an advocate, the Hearing Officer will reiterate that the advocate is there for support and is not allowed to speak at the hearing.

An opening summary will be presented by the Hearing Officer. The Hearing Officer will state the violation(s) of the EC standards of conduct and the policy violated. Each of the violations will be read to the respondent who will indicate if they are accepting responsibility for each violation with a yes, no, or no comment.

The SRRO Director will report the investigation findings.

The respondent may choose to present a summary of the incident if they wish to do so.

The Hearing Officer and Hearing Board Members may ask the SRRO Director questions regarding the investigation findings and they may ask the respondent questions regarding the incident. The Hearing Officer will conclude the discussion and the respondent will leave the hearing.

### **Part III**

Any Witnesses will join the hearing, sequentially.

The Hearing Officer will open the hearing by introducing themselves, the Hearing Board members and the SRRO Director to the complainant.

The Hearing Office and Hearing Board Members may ask the witness(es) questions regarding the incident.

The Hearing Officer will conclude the discussion and the witness(es) will leave the hearing.

### **Part IV Deliberation**

The Hearing Board decides all cases by using the preponderance of the evidence standard to determine if the respondent is responsible or not responsible for the alleged violations(s).

If the respondent is found responsible for violating College policy/Student Behavioral Standards of Conduct, the hearing board will impose or recommend an appropriate behavioral sanction based on the severity of the incident. Any recommendations for behavioral dismissal will be forwarded to the Dean of the respective School in which the student is enrolled for a decision.