

Roles of Advisor of Choice/Support Persons

The Complainant and Respondent at an OEO Hearing Panel may be accompanied by one Support Person; an Advisor of Choice/Support Person may attend an OEO Hearing Panel Adjudication or in any meeting with the OEO. However, specific to the OEO Hearing Panel Adjudication Process:

- Participants may have one Advisor of Choice/Support Person of their choice, which can be an Attorney, provided they follow the guidelines outlined in the OEO Formal Complaint Investigation Process and OEO Hearing Panel Protocols. The University does not provide parties involved in an OEO Hearing Panel with a Support Person. It is the participant's responsibility to determine a Support Person and coordinate their participation with the OEO when applicable.
- OEO does not consider the availability of an Advisor of Choice/Support Person when scheduling an OEO Hearing Panel, nor can OEO compel an Advisor of Choice/Support Person to attend. It is the participant's responsibility to coordinate their Advisor of Choice/Support Person's attendance in adherence to OEO guidelines and timelines detailed in its communications to all parties.
- A person who serves as a witness, named as a witness, OEO investigator, Respondent Party, Complainant Party, or Hearing Panelist cannot also serve as an Advisor of Choice/Support Person at any point in the OEO Hearing Panel for that specific case. A person who serves as an Advisor of Choice/Support Person in the Hearing Panel cannot serve in any other capacity at any point in the process for that specific case.
- Prior to an OEO Hearing Panel, the Advisor of Choice/Support Person may help the participant prepare for the case, which may include accompanying the Complainant or Respondent Party to any meetings or while reviewing the case file in the OEO and communicating with OEO about the case and/or procedures with the permission of the Complainant or Respondent.
- During an OEO Hearing Panel and any meeting with the OEO, the Advisor of Choice/Support Person accompanying a participant may not communicate for or speak on behalf of the participant. The Complainant, the Respondent, and witnesses, in sections of the process that allow for them, must present their statements or information themselves.
- During an OEO Hearing Panel, the Advisor of Choice/Support Person may consult with the participant on how to present their statements or information by whispering, providing notes, or taking notes as long as it does not disrupt the adjudication of the case.
- During an OEO Hearing Panel, the Advisor of Choice/Support Person may provide support by taking breaks with or requesting breaks on behalf of the participant they are accompanying.
- The OEO may remove an Advisor of Choice/Support Person from any meeting, and OEO Hearing Panel Adjudication if they are disruptive to the process or do not adhere to the requirements set forth by the OEO.