Title IX Hearing Flowchart

Updated April 2017

1. **Introductions**
2. **Instructions to Witnesses & Behavior Expectations**
3. **Statement of Charges**
4. **Presentation of Investigation Report**
5. **Opening Statement (5 minutes each)**

- **H.O. Questions to Responding Party**
- **Responding Party Narrative & Evidence**
- **Responding Party Questions to Complaint Party (in writing to H.O.)**
- **H.O. Questions to Complaint Party**
- **Complaint Party Narrative & Evidence**

- **Complaint Party Questions to Responding Party (in writing to H.O.)**
- **Clarifying Statements (if necessary)**
- **Complaint Party Fact Witnesses (narrative, questions from H.O., questions from parties)**
- **Responding Party Fact Witnesses (narrative, questions from H.O., questions from parties)**
- **Closing Statements (5 minutes each)**

- **Sanction Recommendations**
- **Submission of Written Documents**
- **Reading of Mitigating Factors**
- **Reading of Impact Statement**
- **Character Witness Testimony**

- **Deliberations**
- **Written decision within 48 hours**