

# University of Dallas Policy CRI-D

## CIVIL RIGHTS PROCEDURE - DISCIPLINARY PROCESS

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1. Purpose – This Procedure provides the exclusive process for disciplinary actions against Students and Employees accused of violations of the University Civil Rights Policy, including, but not limited to, Non-Title Sexual Harassment, Title IX Sexual Harassment, Sexual Assault, Dating Violence and Stalking.
2. Definitions – Relevant terms for implementation of this Procedure are set forth



the Civil Rights Coordinator a written list of individuals the party intends to call as witnesses.

6.2.1. The parties will not be permitted to call witnesses who were not identified in accordance with this subsection.

6.2.2. The Civil Rights Coordinator shall provide any witness lists from a



7.3.2. Only relevant questions may be asked of a party or witness.

7.3.3. The Chair of the Hearing Panel must first ask the other party and any witnesses all relevant questions and follow-up questions.

7.3.4. Before a Complainant, Respondent, or witness answers a question the Chair of the Hearing Panel must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.

7.3.4.1. Duplicative questions are not relevant.

7.3.4.2. All questions must be asked in a respectful, non-abusive manner. The chair of the Hearing Panel may reject a question that is harassing, intimidating, or abusive, even if the substance of the question would otherwise be relevant.

7.3.4.3. Evidence of a Complainant's predisposition or prior sexual behavior are not relevant, unless

7.3.4.3.1. such questions and evidence about the Complainant prove that someone other than the Respondent committed the conduct alleged by the Complainant, or

7.3.4.3.2. if the questions and evidence concern specific acts of sexual harassment or sexual assault.

determining responsibility. That is to say, the Hearing Panel will determine whether it is more likely than not that the Respondent committed the alleged Prohibited Conduct.

8.1.1. The Hearing Panel shall make an objective evaluation of all relevant evidence including both inculpatory and exculpatory evidence and determine the status of the individual as a Complainant, Respondent, or witness.

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