

TITLE IX

PANEL HEARING

1

Hearing=

Questioning

•

Credibility Assessment

•

Determination & Rationale

•

Sanctions

•

Remedies

2

Decision-Making

- Decision-makers determine what occurred based on the standard of evidence

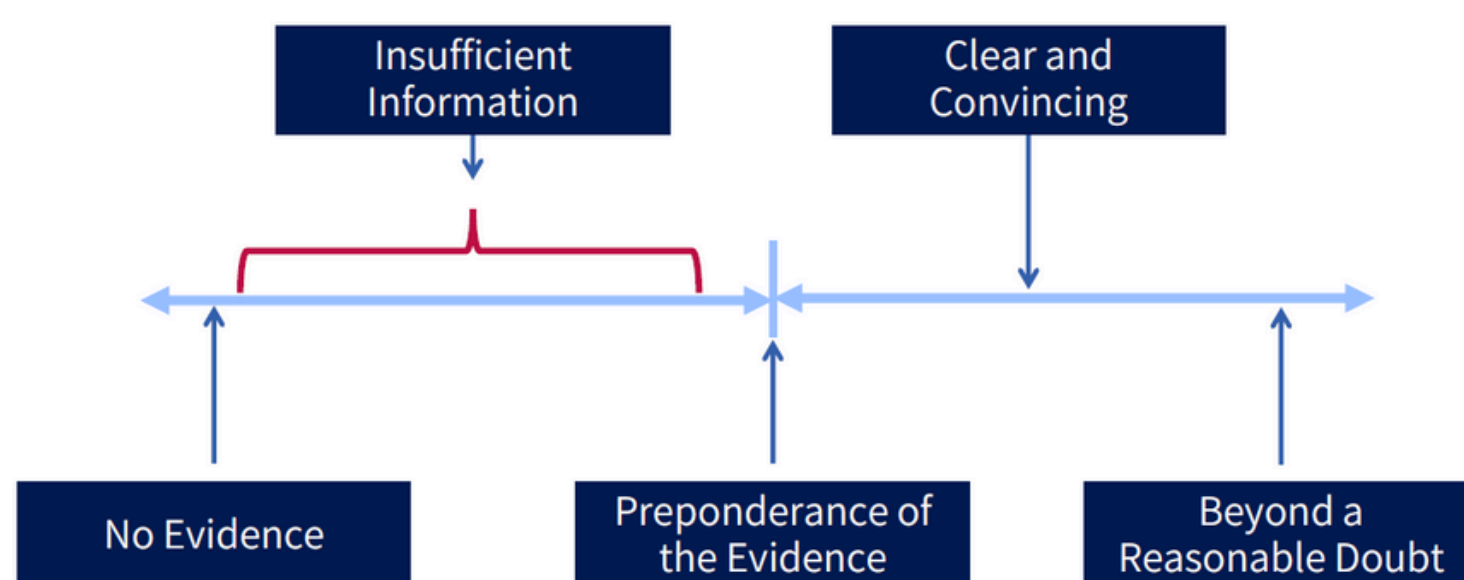
3

Making a Final Determination

- Decision-makers determine whether what occurred is a policy violation applying the standard of evidence
- Consider each allegation individually for each Respondent

4

Standard of Evidence



Preponderance of the Evidence is the current industry standard

- Apply either the preponderance of the evidence standard or the clear and convincing evidence standard.
- Standard of evidence must be consistent for all formal complaints of sexual harassment.