
THE PARTIES' STATEMENT OF RIGHTS

1. The right to an equitable investigation and resolution of all credible allegations of prohibited sex-based harassment, discrimination, and/or retaliation made in good faith to UNC Pembroke officials.
2. The right to timely written notice of all alleged violations, including the identity of the parties involved (if known), the precise misconduct being alleged, the date and location of the alleged misconduct (if known), the implicated policies and procedures, and possible sanctions.
3. The right to timely written notice of any material adjustments to the allegations (e.g., additional incidents or allegations, additional Complainants) and any attendant adjustments needed to clarify potentially implicated policy violations.
4. The right to be informed in advance of any public release of information by UNC Pembroke regarding the allegation(s) or underlying incident(s), whenever possible.
5. The right not to have any personally identifiable information released by UNC Pembroke to the public without consent provided, except to the extent permitted by law.
6. The right to be treated with respect by UNC Pembroke officials.
7. The right to have UNC Pembroke Policy and these procedures followed without material deviation.
8. The right not to be pressured to mediate or otherwise informally resolve any reported misconduct involving violence, including sexual violence.
9. The right not to be discouraged by UNC Pembroke officials from reporting sexual harassment, discrimination, and/or retaliation to both on-campus and off-campus authorities.
10. The right to be informed by UNC Pembroke officials of options to notify proper law enforcement authorities, including on-campus and local police, and the option(s) to be assisted by UNC Pembroke in notifying such authorities, if the party so chooses. This also includes the right not to be pressured to report.
11. The right to have allegations of violations of this Policy responded to promptly and with sensitivity by UNC Pembroke law enforcement and/or other UNC Pembroke officials.
12. The right to be informed of available supportive measures such as counseling, advocacy, health care, legal, student financial aid, visa, and immigration assistance; and/or other services, both on campus and in the community.
13. The right to a UNC Pembroke-implemented Mutual No-Contact Order (or a no-trespass order against a non-affiliated third party) when a person has engaged in or threatens to engage in stalking, threatening, harassing, or other improper conduct.
14. The right to be informed of available assistance in changing academic, living, and/or working situations after an alleged incident of sexual discrimination, harassment, and/or retaliation, if such changes are reasonably available. Neither formal report nor investigation, whether campus or criminal, needs to occur before this option is available. Such actions may include, but are not limited to:
 - a. Relocating an on-campus student's housing to a different on-campus location
 - b. Assistance from UNC Pembroke staff in completing the relocation
 - c. Changing an employee's work environment (e.g., reporting structure, office/workspace relocation)
 - d. Transportation accommodations
 - e. Visa/immigration assistance
 - f. Arranging to dissolve a housing contract and provide a pro-rated refund

- g. Exam, paper, and/or assignment rescheduling or adjustment
 - h. Receiving an incomplete in, or a withdrawal from, a class (may be retroactive)
 - i. Transferring class sections
 - j. Temporary withdrawal/leave of absence (may be retroactive)
 - k. Campus safety escorts
 - l. Alternative course completion options.
15. The right to have UNC Pembroke maintain such actions for as long as necessary and for supportive measures to remain confidential, provided confidentiality does not impair UNC Pembroke's ability to provide the supportive measures.
 16. The right to receive advanced written notice of any meeting or interview involving the other party, when possible.
 17. The right to have the Investigator(s), Advisors, and/or Hearing Board members to identify and question relevant available witnesses, including expert witnesses.
 18. The right to provide the Investigator and Hearing Board members with a list of questions that, if deemed relevant by the Investigator and/or Hearing Board Chair, may be asked of any party or witness.
 19. The right to have inadmissible evidence of prior sexual predisposition/history or irrelevant character excluded by the Hearing Board Chair.
 20. The right to know the relevant and directly related evidence obtained and to respond to that evidence.
 21. The right to a fair opportunity to provide the Investigator with their account of the alleged misconduct and have that account be on the record.
 22. The right to receive a copy of all relevant and directly related evidence obtained by the investigation, subject to privacy limitations imposed by state and federal law and ten (10) business days to review and comment on the evidence.
 23. The right to receive a copy of the final investigation report, including all factual, policy, and/or credibility analyses performed, and to have at least ten (10) business days to review and comment on the report prior to the hearing.
 24. The right to be informed of the names of all witnesses whose information will be used to make a finding, in advance of that finding, when relevant.
 25. The right to regular updates on the status of the investigation and/or resolution.
 26. The right to have reports of alleged Policy violations addressed by Investigators, the Title IX Coordinator, and Hearing Board members who have received at least five (5) hours of relevant annual training.
 27. The right to a Hearing Board that is not single sex in its composition¹.
 28. The right to preservation of confidentiality/privacy, to the extent possible and permitted by law.
 29. The right to attend and participate in meetings, interviews, and/or hearings that are closed to the public.
 30. The right to petition that the Title IX Coordinator and/or any member of the Grievance Process Pool be recused on the basis of disqualifying bias and/or conflict of interest.

¹ UNC Pembroke will make best effort to comply with non-single-sex hearing boards, however, this may prove problematic during summer months when most faculty are not available for participation on hearing boards and our Grievance Process Pool is limited.

31. The right to have an Advisor of their choice to accompany and assist the party in all meetings and/or interviews associated with the resolution process.
32. The right to have an attorney/non-attorney advocate of their choice to accompany and assist the party in all meetings and/or interviews associated with the resolution process.
33. The right to the use of the appropriate standard of proof, preponderance of the evidence, to make a finding regarding responsibility after an objective evaluation of all relevant evidence.
34. The right to be present, including presence via remote technology, during all testimony given and evidence presented during a grievance hearing.
35. The right to have an impact statement considered by the Hearing Board Members following a determination of responsibility for any, but prior to sanctioning.
36. The right to be promptly informed in a written Notice of Outcome letter of the finding(s) and sanction(s) of the resolution process, if any, and a detailed rationale of the decision (including an explanation of how credibility was assessed), delivered simultaneously to the parties without undue delay.
37. The right to be informed in writing of when a decision by UNC Pembroke is considered final and any changes to the final determination or sanction(s) that occur post Notice of Outcome.
38. The right to be informed of the opportunity to appeal the finding(s) and sanction(s) of the resolution process, and the procedures for doing so in accordance with the standards for appeal established by UNC Pembroke.
39. The right to a fundamentally fair resolution as defined in these procedures.

By signing this form, I acknowledge this *Statement of Rights* has been provided to, and discussed, with me.

Print Name

Date

Signature

Banner ID#