

Frequently Asked Questions re Interim Revised Title IX Policy¹

Why has the CSU revised its Title IX student policy?

A California Court of Appeal recently ruled (in a case involving another university) that students accused of sexual misconduct who face severe discipline (expulsion or suspension) at any California university have the right to a hearing to cross-examine (question), directly or indirectly, their accusers and other witnesses if witness credibility is “central” to the case. Until now, the University process did not include a hearing.

Why is this policy an “interim” policy?

This interim policy was prepared in response to the recent California court of appeal ruling described above and to ensure that pending matters move forward as quickly as possible under the circumstances. This area is constantly evolving and we expect to revise the Executive Orders shortly.

What kinds of cases are impacted by this interim revised policy?

The interim revised policy applies only to cases that meet the following three criteria:

- Student (respondent) is accused of Sexual Misconduct as defined by Executive Orders (EOs) 1096/1097 (Revised October 5, 2016);²
- Student accused of Sexual Misconduct faces suspension or expulsion; and
- The credibility of the accuser (complainant) or other witnesses is central to a determination of whether the accused student engaged in Sexual Misconduct.

What policy applies if the circumstances of my Title IX (sex discrimination/harassment) case do not meet these three criteria?

If the circumstances of your case do not meet all three of the criteria described above, a single investigator model will be utilized and EOs 1096/1097 (Revised October 5, 2016) applies to your case. The investigator makes findings of fact and the Title IX Coordinator makes the final determination about whether CSU policy was violated.

How will these changes most directly affect me?

Your Role in the Case	Most Significant Effects of Interim Revised Policy
Complainant/Accuser	<ul style="list-style-type: none">✓ After the investigator has completed the investigation report, you may ask to resolve your complaint (with the assistance of the campus Title IX Coordinator) without a hearing -- through the Early Resolution Process.✓ If the case does not resolve, a hearing will be scheduled. You will identify witnesses and prepare questions that you want the hearing officer to ask of the respondent and other witnesses.✓ You will participate in the hearing.

¹ The purpose of these FAQs is to provide an overview of CSU’s interim revised Title IX policy (effective April 2, 2019) and to answer frequently asked questions. **These FAQs do not constitute CSU policy nor do they purport to represent a comprehensive statement of CSU policy.** Please direct any questions about CSU Title IX-related policy to your campus Title IX Coordinator.

² <http://www.calstate.edu/eo/EO-1097-rev-10-5-16.pdf>

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Respondent/Accused	<ul style="list-style-type: none"> ✓ After the investigator has completed the investigation report, you may ask to resolve the complaint (with the assistance of the campus Title IX Coordinator) without a hearing -- through the Early Resolution Process. ✓ If the case is not resolved, a hearing will be scheduled. You will identify witnesses and prepare questions that you want the hearing officer to ask of the complainant and other witnesses. ✓ You will participate in the hearing.
Advisors	<ul style="list-style-type: none"> ✓ The interim revised policy does not change the role of the advisor. The advisor may help you to prepare for the hearing and may consult with you during the hearing, but not speak for or on behalf of the complainant or respondent.
Support Person	<ul style="list-style-type: none"> ✓ The complainant and respondent may also be accompanied at the hearing by a friend or other person to provide emotional support.

Overview of People Involved in the Process

Title IX Coordinator: facilitates an early resolution, if requested by the Parties; attends the hearing and submit formal recommendation to Hearing Officer regarding sanctions if there is a violation found.

Investigator: will be the first witness and will describe the complaint, investigation process, and summarize the evidence.

Advisor: may be anyone the Complainant or Respondent chooses to assist them through the process, provided the Advisor is not a person with information relevant to the allegations. Advisors may not speak on behalf of the Parties.

Support Person: may be anyone the Complainant or Respondent chooses to have at the hearing for emotional support through the process. The Support Person may not speak on behalf of the Parties.

Hearing Coordinator: responsible for coordinating the hearing process; and serves as liaison between the Parties and the Hearing Officer on procedural matters.

Hearing Officer: will ask all questions; make a finding of fact and conclusions about whether the Respondent violated University Policy by a preponderance of the evidence; and if a violation, recommend sanctions.

Student Conduct Administrator: attends the hearing and submit formal recommendation to Hearing Officer regarding sanctions if there is a violation found.

Witnesses: individuals identified by the Parties to have relevant information regarding the allegations.

Please note: Absent extenuating circumstances, these individuals should have been identified to the investigator during the investigation process. The Hearing Officer will make the final determination as to which of the identified witnesses are needed to participate in the hearing.

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When will my case go to hearing?

If your case is in the investigation phase, the investigator will interview witnesses, gather the evidence, show you the evidence, invite you to respond to the evidence, and then prepare a report of the evidence. If you would like, you may explore Early Resolution with your campus Title IX Coordinator during this time. As soon as the interim policy becomes effective, cases that have been investigated will begin to be scheduled for a hearing.

Is there any alternative to having a hearing?

Yes, you have the option of pursuing an Early Resolution.

What is an Early Resolution Process?

An Early Resolution is an agreement between you and the other party that would resolve the matter without a hearing.

- ✓ It is a completely voluntary process that can occur at any time up to the point where the hearing officer makes a final decision.
- ✓ Neither the complainant nor respondent should feel pressured to agree to an Early Resolution.
- ✓ Both parties and the campus Title IX Coordinator, in consultation with the Student Conduct Administrator, have to agree with the terms of the Early Resolution before it can become final.

If you would like to pursue an Early Resolution agreement, you can discuss this option with your campus Title IX Coordinator.

What will the hearing be like?

The hearing is a meeting at which the hearing officer (the individual who will oversee the hearing) listens to the witnesses and analyzes the evidence. The hearing officer asks questions (including questions proposed by the complainant and respondent) of the witnesses and makes a decision about whether the Executive Order was violated.

Who will be present at the hearing?

The hearing is closed to all persons except the Parties; the Parties' respective Advisors; one Support Person per Party; appropriate witnesses while they are testifying; the Student Conduct Administrator; Title IX Coordinator; Hearing Officer; and Hearing Coordinator. A CSU administrator may also be present, but will not participate in the hearing. Campus police or a security officer may also be present if deemed appropriate or necessary by the Vice President for Student Affairs, Hearing Coordinator or Hearing Officer.

Do I have to be in the same room as the other Party (Complainant or Respondent)?

Not necessarily. If you do not want to be in the same room with the other person involved in the complaint, please discuss your request with the campus Hearing Coordinator in advance of the hearing so that arrangements can be made.

Frequently Asked Questions re Interim Revised Title IX Policy (Students)

What does cross-examination mean?

Cross-examination means asking questions of a witness (including the complainant or respondent) to challenge that witness's statements or credibility. In the hearing process, the respondent and complainant will "cross-examine" by submitting questions to the hearing officer who will then ask questions of the witnesses. The university's process of providing for "indirect" questioning by the hearing officer is designed to minimize anxiety for the participants in the hearing.

What if I don't want to participate in the hearing?

You are not required to participate in a hearing, but there is risk in not attending.

- If you are a complainant and do not participate in the hearing, the University's ability to take action will be limited. The hearing will happen, but statements you made during the investigation (even if described in the investigation report) might not be considered at the hearing because you won't be available to answer questions about those statements.
- If you are a respondent and do not participate in the hearing, the hearing will happen, but statements you made during the investigation (even if described in the investigation report) might not be considered at the hearing because you won't be available to answer questions about those statements.
- If you are a witness and do not attend the hearing, you subject yourself to discipline (as a student or employee) and a hold may be placed on any student witness's transcript. The hearing officer will likely not rely on what that witness told the investigator (even if it is described in the investigation report) because the witness won't be available to answer questions about those statements.

Can I submit new evidence at the hearing or ask the Hearing Officer to interview a new witness?

All available evidence should be provided to the investigator during the investigation phase of the process. If relevant evidence, or a witness, was not reasonably available during the investigation phase, then the Hearing Officer may decide to permit its use at the hearing. However, if the Hearing Officer concludes that the evidence or witness actually was reasonably available during the investigation or is not relevant, the Hearing Officer may not allow the evidence or witness at the hearing.

Do you believe the hearing requirement will have a negative effect on students reporting sexual misconduct or moving forward with their cases?

We hope not, and will do our best to make the process as fair and compassionate as possible for everyone involved. All Hearing Officers will receive training about our investigation and hearing process as well as the complex and sensitive issues surrounding allegations of sexual misconduct.

We encourage students to speak with their campus Title IX Coordinators and seek support from confidential campus resources, including psychological services and survivor advocates, to discuss their experience and concerns.

Frequently Asked Questions re Interim Revised Title IX Policy (Students)

Will the new policy apply to dating and domestic violence or stalking cases?

The interim policy only applies to matters involving sexual misconduct as defined by CSU policy. However, if a matter involves sexual misconduct **as well as** dating and domestic violence or stalking (or all three), all charges will likely be governed by the interim policy. Please direct any questions to your campus Title IX Coordinator.