

Title IX Hearing Panel Resolution Rules of Decorum

During a hearing for the resolution of an alleged violation of Section 600.020, Sexual Harassment under Title IX, of the UM System Collected Rules and Regulations (CRRs), the following general rules of decorum shall be adhered to:

1. Rules of common courtesy and decency shall be observed at all times.
2. All participants shall follow the instructions of the Hearing Officer with regard to the conduct of the proceedings.
3. Parties and Advisors will refer to other Parties, witnesses, Advisors and Hearing Panel members by the name and preferred pronoun used by that person.
4. During the hearing, the Parties, Advisors, and witnesses shall refrain from:
 - a. Intimidation, abusive language, personal attacks, insults, or engaging in noisy outbursts during the hearing;
7. Generally, a Party's statements should not exceed an hour in length. However, the University recognizes that depending on the factual circumstances of the case, more or less time may be appropriate. The Hearing Officer may provide reasonable extensions at their discretion.
8. Procedural questions should be made by a Party or Advisor by addressing the Hearing Officer after seeking and receiving recognition. Procedural questions which arise during the hearing and which are not covered by the CRRs shall be determined by the Hearing Officer (who may seek guidance from legal counsel), whose ruling shall be final.
9. If the hearing is being conducted using Zoom, or any other telepresence format, the Party or witness or other hearing participant is expected to be in a space where noninvolved persons are not present.
10. If the hearing is being conducted via Zoom, or any other telepresence format, the Parties will be provided separate, private chat rooms to confer with their Advisor in private, and to communicate with the Hearing Officer at any time by messaging the Hearing Officer.
11. A Party's Advisor may object to question(s) on the following grounds, as follows:
 - a. Relevance, including but not limited to, the following:
 - i. Questions and evidence about the Complainant's or Respondent's behavior are not relevant, unless such questions and evidence are offered to prove that such behavior is related to the conduct alleged by the Complainant, or

incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

- ii. Character evidence is information that does not directly relate to the facts at issue, but instead reflects upon the reputation, personality, or qualities of an individual, including