



Frequently Asked Questions: Title IX Hearings

1. What technology is required to participate in a Hearing virtually?

The Office of Equal Opportunity & Title IX (EOIX) uses Zoom (<http://udenver.zoom.us>) to conduct investigations and hearings. Every participant will need a computer, laptop, tablet, or smart phone with a camera and an internet connection. If you do not have access to this technology, please contact EOIX at titleix@du.edu, and preferably no later than 48 hours before the scheduled hearing, so that we can work to provide access to the necessary technology.

The Associate Vice Chancellor for Equal Opportunity & Title IX (AVC for EOIX) or designee will send a password-protected Zoom meeting invite in advance of the Hearing to each party, the party's advisor, and the Hearing Officer.

2. Who will be present during the Hearing?

The individuals in attendance at the Hearing will be: (1) Hearing Officer, (2) the AVC for EOIX or designee, and (3) the parties and their respective advisors. Witnesses may also be present during their respective questioning.

3. Can the parties have anyone else present with them in the Hearing?

The parties may only have one advisor present during the Hearing; however, the Hearing Officer will provide breaks to the parties as necessary and as requested to access support and other resources.

4. Is a party required to attend the Hearing?

No. Participation is voluntary, and any party or witness may elect not to participate in the Hearing. However, the University will hold the Hearing even if a party or parties elect not to participate. No adverse inference will be drawn by the Hearing Officer with respect to a party's choice not to participate.

5. Can a party record the Hearing?

No. EOIX will record the Hearing and make a transcript of the Hearing available to the parties for inspection and review via the University's chosen cloud storage platform.

6. Will the parties be able to confer privately with their advisor?

Yes. Each party will be provided a private breakout room in Zoom that can be used to meet privately with their advisor.

7. Will the parties be able to communicate with the Hearing Officer during the Hearing?

Yes. All parties and their advisors will communicate any questions by emailing both the Hearing Officer at their email address and titleix@du.edu. In addition, the parties and their advisors may communicate with the Hearing Officer verbally if they need a pause or break.

8. What steps is the University taking to prevent individuals who should not have access to the virtual Hearing cannot intrude (e.g. Zoom bombing)?

All video conference Hearings are password-protected. The password will only be provided to participants in the Hearing. The AVC for EOIX or designee will monitor the participants and chat function to make sure that no unauthorized individuals access the Hearing.

9. Will the parties be able to question the other party and witnesses?

The parties will be permitted to ask questions of the other party and witnesses through their Hearing Advisor. The parties are not permitted to directly question the other party or witnesses. If the party does not have a Hearing Advisor, the University will provide a Hearing Advisor at no cost.

10. How long will the Hearing last?

The timing of the Hearing is largely dependent on the complexity of the matter, the number of questions, and the number of witnesses. The Notice of Hearing will inform the parties how much time they should reserve for the Hearing. At any time, a party may elect to no longer participate.

11. What if I need accommodations for a disability?

If you need reasonable accommodation(s) to meaningfully participate in a Hearing, please notify the AVC for EOIX as soon as possible, and preferably within seven calendar days in advance of the Hearing to request such accommodations. The AVC for EOIX will work with the Disability Services Program (DSP) or ADA Coordinator, as applicable, to arrange reasonable accommodations.

12. What if I need a translator or interpreter?

If you need translation or interpretation services to meaningfully participate in a Hearing, please notify the AVC for EOIX as soon as possible and preferably within seven calendar days in advance of the Hearing to request such services and they will work with you to arrange necessary and appropriate services.