



UNO Hearing Order

Hearing Chair

- Statement of purpose
- Introduction of participants
- FERPA/Confidentiality statement
- Notice of recording
- Expected conduct instructions

Investigator

- Presentation of allegations and final investigative report
- Hearing Board asks questions of Investigator
- Complainant's advisor asks questions of Investigator
- Respondent's advisor asks questions of Investigator
- Opportunity for board to ask additional questions
- Opportunity for parties to ask additional questions

— — — — — Break — — — — —

Complainant

- Opportunity for Complainant to present opening statement
- Hearing Board asks questions of Complainant
- Complainant's advisor asks questions of Complainant
- Respondent's advisor asks questions of Complainant
- Opportunity for board to ask additional questions
- Opportunity for parties to ask additional questions

Respondent

- Opportunity for Respondent to present opening statement
- Hearing Board asks questions of Respondent
- Complainant's advisor asks questions of Respondent
- Respondent's advisor asks questions of Respondent
- Opportunity for board to ask additional questions
- Opportunity for parties to ask additional questions

— — — — — Break — — — — —

Witnesses (Repeated for each witness)

- A witness is brought into the virtual Hearing
- Hearing Board asks questions of a witness
- Complainant's advisor asks questions of a witness
- Respondent's advisor asks questions of a witness
- Opportunity for board to ask additional questions
- Opportunity for parties to ask additional questions
- Witness excused from Hearing

Hearing Board

- Opportunity for board to ask additional questions of parties

Complainant

- Opportunity for Complainant to present closing statement (not an impact statement)

Respondent

- Opportunity for Respondent to present closing statement (not an impact statement)

Hearing Chair

- Hearing is concluded. Complainant, Respondent, their Advisors, and Investigator are excused from Hearing.
- Board moves into deliberations to determine if a policy was violated, and if applicable, sanctions