NOTIFICATION OF RIGHTS
RESPONDING PARTY

Individuals who are alleged to have violated Gateway's sexual misconduct/sex-based discrimination policy have the following rights under federal law and Gateway policy. You are encouraged to read this document and ask any questions to the assigned investigator or the Title IX Office (262-564-3062).

- The right to investigation and appropriate resolution of all credible reports of sexual misconduct and/or discrimination made in good faith to College administrators;
- The right to be informed in advance, when possible, of any public release of information regarding the report;
- The right to be treated with respect by College officials;
- The right to bring an advisor of the responding party's choosing to all phases of the investigation and resolution proceeding;*
- The right to have College policies and procedures followed without material deviation;
- The right to be informed of and have access to campus resources for counseling and advisory services;
- The right to timely written notice of all alleged violations, including the nature of the violation, the applicable policies and procedures and possible sanctions;
- The right to review all documentary evidence available regarding the report, subject to the privacy limitations imposed by state and federal law, prior to the finding by the Compliance Manager;
- The right to be informed of the names of all witnesses whose information will be used to render a finding, prior to final determination, except in cases where a witness's identity will not be revealed to the responding party for compelling safety reasons (this does not include the name of the reporting party, which will always be revealed);
- The right not to have irrelevant prior sexual history admitted as evidence in a campus resolution process;
- The right to have reports addressed by investigators and Title IX Coordinators/Deputy Coordinator who have received annual training;
- The right to petition that any College representative be recused from the resolution process on the basis of demonstrated bias and/or conflict-of-interest;
- The right to meetings and interviews that are closed to the public;
- The right to have the College compel the participation of student, faculty and staff witnesses, and the opportunity to provide the investigators with a list of potential questions to ask of witnesses, and the right to challenge documentary evidence;
- The right to have an advisor of their choice to accompany and assist throughout the campus resolution process;
- The right to a fundamentally fair resolution, as defined in these procedures;

- The right to provide an impact statement in writing to the Compliance Manager following any determination of responsibility, but prior to sanctioning;
- The right to a decision based solely on evidence presented during the resolution process. Such evidence shall be credible, relevant, based in fact, and without prejudice;
- The right to be promptly informed of the outcome and sanction of the resolution process in writing, without undue delay between the notifications to the parties;
- The right to be informed in writing of when a decision of the College is considered final, any changes to the sanction to occur before the decision is finalized, to be informed of the right to appeal the finding and sanction of the resolution process, and the procedures for doing so in accordance with the standards for appeal established by the College.

**An advisor cannot be a party or witness involved in the Title IX investigation. An advisor is not allowed to speak on the party's behalf during any meetings, but can provide support and guidance to the party. Please notify the Title IX Investigator at least one day in advance if you will bring an advisor with you so that the advisor can be provided information relating to their role in the process.

Information for your advisor: Click here to access the role of advisor and release of information document here. Have your advisor review this document and bring it with you to the meeting.