



St. Norbert College
Rights and Expectations of Complainant and Respondent
Grievance Process for Sex and Gender Harassment/Discrimination

During the investigation and resolution of a complaint, the reporting party (complainant) and responding party (respondent) shall have equal rights. They include:

1. Receiving copies of all relevant policies which apply to the allegation(s);
2. Written explanation of rights and options;
3. Information about how the College will protect the confidentiality of the parties, including how any publicly-available recordkeeping will be accomplished without the inclusion of identifying information about the parties, to the extent permissible by law;
4. Written notification of existing counseling, health, mental health, victim advocacy, legal assistance, pastoral care support, and other services available on campus and in the community;
5. Equal opportunity to identify and have considered witnesses and other relevant evidence;
6. The opportunity to speak on their own behalf;
7. Written notice in advance of any interview with sufficient time to prepare for meaningful participation;
8. Similar and timely access to all information considered by the Investigator(s);
9. Equal opportunity to review a written summary of their own interview as included in the preliminary investigation report;
10. Equal opportunity to review any statements or evidence provided by the other party;
11. Equal access to review and comment upon any information independently developed by the Investigator(s).

Note: All complainants and respondents will be provided with these and other rights/responsibilities identified by the College.