

The Title IX Team

Advisors:

Parties (Complainants and Respondents) have the right to an Advisor of their choice. This may or may not be an attorney. If the party chooses to have an attorney as their Advisor, the party is responsible for paying the attorney; not the University. If a party does not have an Advisor, the University will appoint a trained Advisor to assist the party through the process.

Advisors are not allowed to provide evidence directly in an investigation or investigative interview, but the Advisor may assist the party during interviews and meetings. An Advisor must be given the opportunity to question/cross-examine witnesses and the other party(ies) during a Formal Hearing. The Advisor may not answer questions on behalf of the party. During interviews they may speak with the party during questioning, in an orderly, non-disruptive manner.

NSU Advisors who are appointed to assist a party through the process are not expected to act as an attorney or prove guilt or innocence. They are there to help the party understand the process and to help reveal facts in a case through questioning the opposing party during the hearing. The party is not permitted to engage in cross-examination, directly; they must do so through their Advisor. In circumstances in which an individual does not have an Advisor for a hearing, the institution must provide that party with an Advisor to conduct cross-examination.

NSU has a trained, internal pool of individuals who will serve as an Advisor to any party upon the commencement of an investigation. Advisors employed by the institution shall be considered confidential for the process and may not share information about the parties or the case (not to be confused with a confidential advisor).

Process Overview:

Initial Report

Intake with Complainant (Support Services offered and options are explained)

Determination of Jurisdiction by the TIXC

Decision of process by the Complainant

NOIA to both parties (initial notification to Respondent)

Initial meeting with Respondent (Support Services offered and options are explained)

Advisors identified or assigned

Investigation

Investigative Report Reviewed by parties (10 days)

Final Investigative Report is shared

Hearing date is at least 10 days after sharing the Final Investigative Report

Hearing

Deliberation

Decision Letter to both parties

Appeal Option

Final Outcome