


The Ideal Hearing Panelist

WHO CAN SERVE ON HEARING BOARDS?

- Trained administrators or faculty
 - 2020 Title IX Final Rule (this training meets that qualification)
 - Employed by, or contracted on behalf of, a college or university
 - In good standing with the institution
 - Free from conflicts of interest or bias
 - Trained on how to serve impartially, issues of relevance, & technology used in hearing



VALUABLE CHARACTERISTICS OF A HEARING PANELIST

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- A middle-aged man with grey hair and glasses, wearing a dark blue suit, white shirt, and a striped tie, is seated and looking towards the right. He is holding a large white rectangular sign with both hands. The sign contains a bulleted list of four characteristics for a hearing panelist.
- Critical thinking skills
 - Understands the scope of Title IX
 - Comfortable discussing sensitive or upsetting content & topics
 - Unbiased, free of conflicts of interest

KEY ROLES OF THE HEARING BOARD/PANEL

- HEARING CHAIR
- NOTE-TAKER
- RATIONALE WRITER
- ADMINISTRATIVE SUPPORT STAFF
- DECISION-MAKERS



ADMINISTRATIVE HEARING OFFICER



- These individuals ensures the hearing runs smoothly, and that all procedures and processes are being followed.
- They are likely a case manager or another kind of student conduct officer at your institution.

CHAIR

- The Panel Chair serves as the head of the hearing panel for Title IX cases.
- They also serve as the individual who makes relevancy determinations after each question asked by a party's advisor.

