

## **Western Theological Seminary**

### **Policy on Non-Harassment and Non-Discrimination**

#### **The Rights of the Parties:**

##### ***Statement of the Responding Party's rights:***

- The right to investigation and appropriate resolution of all credible reports of sexual misconduct and/or discrimination made in good faith to WTS 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 WTS officials
- The right to have WTS policies and procedures followed without material deviation
- The right to be informed of and have access to campus resources for medical, health, 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 Review Panel
- 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 Resolution Administrators who have received adequate annual training
- The right to petition that any Western Theological Seminary 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 WTS 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 Review Panel 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 WTS is considered final and any changes to the sanction to occur before the decision is finalized.