

THE
UNIVERSITY
OF RHODE ISLAND
OFFICE OF EQUAL
OPPORTUNITY

NOTIFICATION OF RIGHTS¹
REPORTING PARTY (COMPLAINANT)

Individuals who report discrimination, harassment, and retaliation in accordance with the University of Rhode Island (“University”) Procedures on Nondiscrimination have the following rights under state and federal law:

- The right to have reports filed under the Procedures on Nondiscrimination responded to appropriately by University officials with authority;
- The right to bring an advisor of your choosing during all phases of the investigation;
- The right to be informed in advance of any public release of information regarding the matter reported;
- The right not to have any personally identifiable information released to the public, without your consent;
- The right not to be pressured to mediate or otherwise informally resolve any reported conduct that should be administered under a University policy;
- The right not to be discouraged by University officials from reporting allegations of discrimination, harassment, and retaliation;
- The right to be informed by University officials of options to notify proper law enforcement authorities, including on-campus and local police, and the option to be assisted by campus authorities in notifying such authorities, if the reporting party so chooses. This also includes the right not to be pressured to report, as well;
- The right to be notified of available counseling, mental health, or other student and employee support services, both on campus and in the community;
- The right to a campus no-contact order when someone has engaged in or threatens to engage in discriminatory, harassing, retaliatory conduct or other improper behavior that presents a danger to the welfare of the reporting party or others;
- The right to have the University maintain such supportive measures for as long as is necessary, and for supportive measures to remain confidential, provided confidentiality does not impair the institution’s ability to enforce the Procedures on Nondiscrimination;
- The right to be fully informed of campus policies and procedures;

- The right to ask the investigators to identify and question relevant witnesses;
- The right to be informed of the names of all witnesses whose information will be used to render a finding;
- The right to updates on the status of the investigation and/or resolution following an inquiry;
- The right to have reports addressed by investigators who have received appropriate training;
- The right to meetings and/or interviews that are closed to the public;
- The right to appropriate documentation of meetings and interviews. This includes recording meetings and interviews for accurate notetaking and recordkeeping purposes;
- The right to petition that any person in the process be recused on the basis of demonstrated conflict of interest;
- The right to a decision based solely on the evidence presented. Such evidence shall be credible, relevant, based in fact, and without prejudice;
- The right to have the university compel the participation of faculty and staff witnesses, and the opportunity (if desired) to provide the investigators with a list of potential questions to ask of witnesses, and the right to challenge documentary evidence;
- The right to respond to the facts outlined in the Preliminary Investigation Report;
- The right to appeal the findings of the Final Investigation Report; and
- The right to be informed in writing of when a decision made by the Office of Equal Opportunity is considered final.

As a Complainant, you are encouraged to read this document and ask questions to the assigned investigator(s).

¹ Adapted from Gateway Technical College, "Notification of Rights," as shared on the Association of Title IX Administrators forum.