

THE
UNIVERSITY
OF RHODE ISLAND
OFFICE OF EQUAL
OPPORTUNITY

NOTIFICATION OF RIGHTS¹

RESPONDING PARTY (RESPONDENT)

Individuals who are identified as Respondents in complaints filed under the University of Rhode Island (“University”) Procedures on Nondiscrimination have the following rights under state and federal law:

- 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 be fully informed of campus policies and procedures as well as the nature and extent of all alleged violations contained within the Civil Rights Complaint Form;
- 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 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 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 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 appropriate documentation of meetings and interviews. This includes recording meetings and interviews for accurate notetaking and recordkeeping purposes;

- The right to meetings and/or interviews that are closed to the public;
- 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 be informed in writing of when a decision made by the Office of Equal Opportunity is considered final;
- The right to review relevant documentary evidence available regarding the report, subject to the privacy limitations imposed by state and federal law, prior to the finding made by the Office of Equal Opportunity;
- The right to challenge documentary evidence;
- The right to respond to the facts outlined in the Preliminary Investigation Report; and
- The right to appeal the findings of the Final Investigation Report.

As a Respondent, 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.