

Witness's Rights – and their Limitations

This document describes your rights and responsibilities, as someone who has been interviewed or from whom information is being collected in a university investigation. This document summarizes various policies and procedures, which define your rights and responsibilities.

You have the right to:

1. Deal with investigators who are impartial and unbiased. If you believe an investigator has a conflict of interest or is biased, please voice your concern (see right #3, below). Be aware, however, that investigators may use investigative techniques that cause them to seem to be taking one side or the other.
2. Provide any and all information you believe relevant to the investigators.
3. If you believe the investigation is being handled improperly, to take your concern to the Chief Compliance Officer or the supervisor of the individual you believe to be behaving improperly.
4. Be protected from retaliation. If the accused or anyone else does or says anything that negatively affects you, because you participated in the investigation, notify the investigator or an administrator **immediately**. They will immediately look into the matter, and take action as appropriate.
5. Have your participation in the investigation be treated discretely, although we do not promise complete confidentiality and anonymity. (See item 5 below.)

You do NOT have the right to:

1. Refuse to participate in the investigation. As a member of the university community, you are required to cooperate in internal investigations.
2. Know everything about the investigation.
3. Conduct business as usual. The investigation will take up some of your time, and possibly time of others you know or work with. The confidentiality obligations may also prevent you from talking openly or behaving “like normal” with your peers or colleagues.
4. Tell anyone, even coworkers or fellow students involved in the investigation, about your interview or involvement in the investigation. Breaching confidentiality can damage the integrity of the investigation, and may result in disciplinary action being taken against you. You are always free to seek advice or support from a lawyer (although lawyers cannot be actively involved in the investigation process). If you are concerned about missing work or classes without an explanation, ask your investigator what you may say to your supervisor or professor.
5. Complete anonymity. We handle complaints as discretely as possible. But information about the investigation, including identity of witnesses, can and, in some situations, must be shared with others.