

Hearing Process FAQ for Witnesses

This document is to be read in conjunction with the Civil Rights Compliance Office [**Process Standards**](#), which outlines hearing processes. Please see the Process Standards for additional information about the investigative resolution process, including hearings. This document provides answers to frequently asked questions. Should you need additional information, please contact Allan Williams, Director of Resolutions in the Civil Rights Compliance Office at [**williams.3839@osu.edu**](mailto:williams.3839@osu.edu).

General Information

Q: What is a CRCO hearing?

A: A CRCO hearing is a formal process conducted by the university to address allegations under the Non-Discrimination, Harassment, and Sexual Misconduct policy. The hearing aims to ensure a fair and impartial review of evidence and testimony. Hearings are conducted for all CRCO student matters and for employee Title IX matters.

Witness Preparation

Q: How should I prepare for the hearing?

A: Preparation involves reviewing any statements you have made and being ready to answer questions truthfully and accurately. On the day of the hearing, you will be placed in a Zoom waiting room before your scheduled time to participate. When the CRCO Resolutions Officer is ready for your testimony, we will have you join the hearing with the complainant and respondent already in attendance. If you have questions you would prefer to ask without these parties present, please schedule a meeting with the Resolutions Officer conducting the hearing before you are scheduled to participate, as time at the hearing may be limited.

During the Hearing

Q: What will happen during the hearing?

A: During the hearing, you will be asked to provide your testimony, answer questions from the Resolutions Officer, and respond to questions from the complainant and respondent. Cross examination may be conducted by a party's advisor or by the party directly. A party's advisor may be their friend, parent, attorney, or any advisor of their choice.



Q: What will I be asked in the hearing?

A: The parties can ask you questions about the case. The Resolutions Officer determines whether questions are relevant and ensures that they are not repetitive or abusive in nature. The Resolutions Officer will ask you to pause after each question to determine if it should be answered.

Q: Who will be present at the hearing?

A: The Resolutions Officer, the complainant, the respondent, and their advisors. Witnesses will attend one at a time and join the hearing with the parties already present.

Q: How should I conduct myself during the hearing?

A: You should remain calm, respectful, and truthful. Answer questions to the best of your ability and avoid speculation. If you do not know the answer to a question, it is acceptable to say so. If you do not understand the question, you should say so and ask that the question be re-stated.

Post-Hearing

Q: Will I be informed of the hearing's outcome?

A: As a witness, you will not be directly informed of the hearing's outcome. The decision will be communicated to the complainant and respondent.

Additional Support

Q: Where can I find more information or get help?

A: If you have questions about the process or your participation, please contact the Resolutions Officer conducting the hearing.