

Guideline G1-012B: Advisors and Support Persons

Revision 2. Effective Date: October 1, 2026

This guideline is intended to clarify certain aspects of Policy 1-012 University Non-Discrimination Policy, and Rule R1-012A and Rule R1-012B related to Advisors and Support Persons. This guideline applies to all individuals participating or involved in a process under Policy 1-012.

The definitions provided in Rule R1-012A apply to this guideline, including:

- “Advisor” or “Procedure Advisor” means the person assisting a Party during proceedings involving allegations of Discrimination who may assist the Party in certain ways as further described in the rules and regulations associated with Policy 1-012.
- “Support Person” means the person who a Party has chosen to accompany them in meetings or hearings related to allegations of Discrimination. The person may provide support for the Party in certain ways as further described in the regulations associated with Policy 1-012.

Examples of possible Advisors and Support Persons include a family member, friend, or professional such as a counselor or attorney.

An Advisor or Support Person must not be an individual who is, or may become, a participant (other than in the Advisor or Support Person role) in any part of the complaint process under Policy 1-012 for which the individual is an Advisor or Support Person, including an investigation, hearing, appeal, or imposition of sanctions or remedies. This includes any person who is, or may become a participant as: a party, witness, hearing committee member, official designated to hear an appeal, party's direct manager or supervisor, a person within a party's managerial reporting line (e.g., a more senior employee who is not a direct manager or supervisor), and/or any person who may participate in any recommendation and/or decision regarding sanctions or remedies for any party.

A limited exception to this restriction may be granted to allow as a Support Person a family member who may also have information and so be called as a witness. In such circumstances, the witness/ Support Person will be excluded from the hearing or asked to testify prior to other witnesses or the parties, in order to preserve the integrity of the Support Person's testimony as a witness.

The decision of whether to grant such an exception in a particular case, with any specified conditions imposed, shall be made by the OEO Director or their designee, or by the Committee Chair presiding over a hearing.

Contacts

The designated contact officials for this Guideline are:

A. Policy Owner (primary contact person for questions and advice): Office of Equal Opportunity and Title IX.

B. Policy Officer: General Counsel and Vice President.