

# GUIDELINES FOR WITNESSES

## In Sexual Misconduct Investigations

### *Frequently Asked Questions*

#### **What is an Investigation?**

Dartmouth's Standards of Conduct states that "Students and student organizations are prohibited from engaging in sexual misconduct of any kind." Investigations are the College's means of adjudicating reported sexual misconduct.

#### **What happens during an investigation?**

The Investigator will review the initial report and meet individually with the involved students and relevant witnesses.

After conducting the full investigation, the Investigator will write a report detailing his or her factual findings. If the student is found responsible for the alleged misconduct, the report will inform the sanction.

### *A Word about Privacy*

For privacy reasons, the Investigator may not reveal the full details of the alleged misconduct to you. You will not be notified of the outcome of the investigation.

Though the College strives to protect the privacy of the involved students, you may have prior knowledge or gain a partial understanding of the situation based on the Investigator's questions. We ask that you respect the privacy of the individuals involved. Please do not share information about the investigation, allegations, or outcome with anyone, even after the investigation is complete.

#### **What should I expect when I meet with the Investigator?**

The Investigator will meet with you privately and ask questions relevant to their investigation. You are expected to answer the questions honestly and truthfully. You may not be able to speak to every question. "I don't know," is a perfectly acceptable answer. You should also feel comfortable asking for a question to be repeated or rephrased.

#### **What do I need to tell the Investigator?**

The Investigator simply needs to know what you witnessed or experienced. You do not need to draw any particular conclusions about what did or did not occur. Similarly, you are not expected to accuse or defend anyone. The Investigator will determine what happened based on what they learn from you and other sources.

### *Retaliation Prohibited*

Retaliation against any person bringing forth a report, responding to a report, or participating in an investigation is expressly prohibited. Both the reporting and responding student have been informed of this in writing. You are expected to abide by the same standard.

If at any point you feel unsafe or fear retaliation, we need to know. Please contact the Title IX Office to report retaliation. For immediate concerns, Safety and Security is always a resource for you. (See reverse for contact information.)

## *Self Care*

Participating in a Title IX investigation may be a difficult experience. If you find that you are in need of support, please consider contacting any of the resources listed below.

## *Available Resources*

### **Resources available to all students**

- ◆ Counseling & Human Development  
603-646-9442
- ◆ Health Services  
603-646-9400
- ◆ Safety & Security  
603-646-4000
- ◆ College Chaplin  
603-646-3780
- ◆ Your Dean (Undergraduates contact your Dean at 603-646-2243; Graduate students contact the Dean of your school)

### **Additional resources for reporting individuals and/or witnesses**

- ◆ Sexual Assault Awareness Program (SAAP)  
603-646-9414
- ◆ WISE (Upper Valley Crisis & Advocacy Center)  
1-866-348-9473

### **Resource for Faculty or Staff**

- ◆ Faculty/Employee Assistance Program  
603-646-1165

If you are not a Dartmouth student or employee, please contact the Title IX Office for additional recommendations.

## *Personal Concerns*

If you are uncomfortable participating in an investigation for any reason, please contact Title IX to discuss your concerns.

You are also welcome to contact us with any questions about the investigation process. Although we cannot share the outcome of the investigation with you, we can meet with you afterwards to discuss the investigation, your participation as a witness, or any feedback you might have for our office.

## *Accessibility*

If you wish to request disability-related accommodations, please contact the Title IX Office by phone at 603-646-0922 or by email at [TitleIX@Dartmouth.edu](mailto:TitleIX@Dartmouth.edu).

## **Contact Title IX**

**Visit:** Parkhurst Hall, Suite 005

**Call:** 603-646-0922

**Email:** [TitleIX@Dartmouth.edu](mailto:TitleIX@Dartmouth.edu)

**Website:** <https://sexual-respect.dartmouth.edu/>