

# Support Persons and Advocates (Attorney or Non-Attorney)

At any meeting or hearing related to the resolution of a report under the policy, both parties may have a support person *and* either a second support person, non-attorney advocate, or an attorney selected at the party's own initiative and expense. These roles are defined below.

## SUPPORT PERSONS

A support person is someone who can provide emotional, logistical, or other kinds of assistance. The support person is a non-participant who is present to assist a party by taking notes, providing emotional support and reassurance, organizing documentation, or consulting directly with the party in a way that does not disrupt or delay the proceeding. The support person cannot be a fact witness or provide testimony in the proceedings.

## ADVOCATES (ATTORNEY, NON-ATTORNEY)

The advocate (attorney or non-attorney) may accompany the party to any investigative, administrative, or adjudicative meeting or proceeding, including the hearing. The advocate may participate in the adjudicative proceeding to the same extent as the party, but may not delay, disrupt or otherwise interfere with procedures.

Contact the hearing coordinator for information about the role of the advocate.

Hearing Coordinator, Nicole Wiley  
(919) 962-2099, nicole\_wiley@unc.edu

## Information for Advocates (Attorney or Non-Attorney)

The University's investigation and adjudication process serves the educational mission of the University. It is separate from the court system and the state's criminal process, which students are also encouraged to pursue. Thus, the requirements below for the advocate (attorney or non-attorney) are unique under the University's process.

### COMMUNICATION/CORRESPONDENCES

The University will communicate at all times directly with the party. It is the party's responsibility to forward any communication to their advocate.

### INVESTIGATIONS

Interviews conducted by the investigator during the investigation provide parties the opportunity to present information and evidence. An advocate may assist and advise a party throughout this interview process.

### ADJUDICATION

During a hearing, a party or their advocate may question the other party by directing the questions through the hearing coordinator. Parties or advocates may ask questions of witnesses if the hearing coordinator determines that the questions are not unduly intimidating or burdensome for any witness(es).

The rules of federal and state civil procedure/evidence do not apply during hearings.

*FERPA protected information that is accessed for the purpose of this proceeding may only be used for the purpose of this proceeding. Other use is considered a violation of FERPA and could subject the student and attorney to disciplinary action.*

# Policy on Prohibited Discrimination, Harassment and Related Misconduct

*An overview of the procedures and the role of support persons and advocates (attorney or non-attorney) for reports involving students as the Responding Party.*



UNC  
EQUAL OPPORTUNITY  
AND COMPLIANCE OFFICE



## About

The Equal Opportunity and Compliance Office seeks to ensure Carolina's commitment to a campus that is free from discrimination or harassment on the basis of an individual's age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation or veteran status by providing equal educational and employment opportunities for students, faculty and staff members.

As part of this commitment, the office administers the University's Policy on Prohibited Discrimination, Harassment and Related Misconduct. Visit [eoc.unc.edu](http://eoc.unc.edu) for more information and the contact information for the Title IX Compliance Coordinator.

*This brochure provides you with information about the University's Policy on Prohibited Discrimination, Harassment and Related Misconduct and the role of the support person and advocate under the policy. The policy provides for the rights afforded by Title IX and relevant statutes, regulations, and orders.*

## What Happens When An Incident Is Reported To The University?

