You are in DELIBERATIONS... NOW WHAT?

- **Mission:** To determine whether the Respondent is responsible or not responsible for the policy violation(s) in question.
- The Hearing Panel will base its finding on a preponderance of the evidence (i.e., whether it is more likely than not that the Respondent committed each alleged violation).
- Deliberations will occur with no others present, except any legal advisor to the Hearing Panel.
- If a Respondent is found responsible by a majority of the Hearing Panel, the Hearing Panel will determine appropriate sanctions and remedial actions by a majority vote.

**Keep in Mind:**
- The most difficult part of the process
- Panels rarely see the clear-cut cases
- Incomplete information is the norm
- Often comes down to an assessment of credibility
- Quality of questioning during hearing is critical

DELIBERATIONS

- Charges → Evidence → Findings → Decision

**ASK:**

- As applied to each disputed fact, is it more likely than not that one version occurred as opposed to the other?
- After the totality of the evidence from all Parties has been presented, is it more likely than not that a policy violation occurred?