

SUPPORT PERSONS

University of Missouri System
Equity & Title IX Training 2022

WHO IS A SUPPORT PERSON?

Equity & Title IX

- Can be whomever a Party chooses, including an attorney or parent.
- University (Equity) Trained Support Person(s) are administrators, faculty, or staff at the University trained on the Equity or Title IX Resolution Process and provided to a student Party upon request.

WHEN IS A SUPPORT PERSON INVOLVED?

TITLE IX

- If requested by a student Party, the Title IX Coordinator may assign a Trained Support Person.
- May accompany a Party to all meetings and interviews, including during the Informal Resolution process when meeting with the decision-maker.
- May also act as the Party's Advisor.
- May accompany a Party at the Academic Medical Center (AMC) Meeting.

EQUITY

- A student Party may request to have an Equity Support Person of the University's selection appointed.
- May accompany a Party to all meetings, interviews, and proceedings (i.e., conflict resolution and hearing panel resolution).
- A Party may consult with the Equity Support Person during the hearing, or outside the hearing during breaks.

WHEN WON'T A SUPPORT PERSON BE INVOLVED?

TITLE IX

- May **not** attend a hearing unless also serving as a Party's Advisor.
- Trained Support Person cannot be called upon as a witness by a Party in a hearing to testify about matters learned while that individual was acting in their capacity as a Trained Support Person.
- Support Person's attendance at meetings is the responsibility of the respective Parties.

EQUITY

- May not make a presentation or represent the Party during the hearing; a Party is expected to ask and respond to questions on their own behalf, without representation by the Equity Support Person.
- Equity Support Person cannot be called upon as a witness by a Party in a hearing to testify about matters learned while acting as an Equity Support Person.
- Equity Support Person's attendance at meetings or a hearing is the responsibility of the respective Parties.

YOUR ROLE

- Answer questions about the Title IX or Equity processes
- Attend meetings or equity proceedings, such as interviews, conflict resolution meetings with investigators/Equity Officers, or Equity hearings
- Discuss evidence and witnesses that the student may wish to provide to the Investigator
- Assist in reporting any instances of retaliation as prohibited by University policy
- Connect students with campus or community resources, as needed, including counseling, advocacy services, and academic support
- Provide general support during the Title IX and Equity Resolution Process, including listening, checking in on students' well-being, acting as a sounding board, and providing a safe space to discuss the reported incident and concerns

LIMITATIONS

- You do not qualify as a confidential employee
 - * Although generally the information discussed with a Party should be kept private, sometimes you may need to share information with others (ex., subpoena)
 - * Any notes or documentation collected during your time as a support person are not required to be retained
- Cannot provide legal advice
- Not required to speak with a Party's family about an investigation
 - * Only do so after a signed FERPA release authorizing release of information has been received from the Party
