

**Statement of the Rights of Witnesses throughout the
Equal Opportunity, Harassment and Nondiscrimination
Grievance Resolution Process**

- To be treated with respect, dignity and fairness
- To be protected from retaliation for your participation in this process. Reports of alleged retaliation should be made immediately to the Title IX Coordinator, the Director of Human Resources or the Vice President for Student Development
- To confidentiality and protection under the Family Education Rights and Privacy Act (FERPA). All records created that include personally identifiable information about you are protected under FERPA. This means that:
 - you are entitled to review all materials created for this investigation that identifies you (subject to a reasonable period of time for redaction of others' protected information);
 - information related to your witness interview will only be accessible to the Complainant and Respondent and to any college officials who have a legitimate need to know this information; and
 - release of information related to you and containing your identity (or reasonably linked to your identity) to individuals others than those listed above will be redacted so that neither your name nor information identifying you will be revealed.
- To speak to the Title IX Coordinator at any time during the process and to ask questions.
- Individuals with a documented disability have the right to request reasonable accommodations throughout the Title IX process.