

## **Equity Hearing Panel Resolution Rules of Decorum**

During a hearing for the resolution of an alleged violation of Section 600.010, Equal Employment / Education Opportunity and Nondiscrimination Policy, of the UM System Collected Rules and Regulations (CRRs), the following general rules of decorum shall be adhered to:

1. Rules of common courtesy and decency shall be observed at all times.
2. All participants shall follow the instructions of the Hearing Panel Chair with regard to the conduct of the proceedings.
3. Parties will refer to other Parties, witnesses, Equity Support Persons, and Hearing Panel members by the name and preferred pronoun used by that person.
4. During the hearing, the Parties, witnesses, and Equity Support Persons shall refrain from:
  - a. Intimidation, abusive language, personal attacks, insults, or engaging in noisy outbursts during the hearing;
  - b. Acting in a manner to harass, demean, or embarrass;
5. The Conduct of Hearing and Order of Evidence is set forth in CRR 600.040(R)(8).
6. All evidence shall be made equally available by the Investigator to both Parties for use during the hearing.
7. Generally, a statement by the Investigator(s) or any Party should not exceed an hour in length. However, the University recognizes that depending on the factual circumstances of the case, more or less time may be appropriate. The Hearing Panel Chair may provide reasonable extensions at their discretion.
8. Procedural questions should be made by a Party by addressing the Hearing Panel Chair after seeking and receiving recognition. Procedural questions which arise during the hearing and which are not covered by the CRRs shall be determined by the Hearing Panel Chair (who may seek guidance from legal counsel), whose ruling shall be final.
9. If the hearing is being conducted using Zoom, or any other telepresence format, the Party or witness or other hearing participant is expected to be in a space where noninvolved persons are not present.
10. If the hearing is being conducted via Zoom, or any other telepresence format, the following rules apply:
  - a. Parties and witnesses who are subject to questioning shall have the video feature activated. A failure to have the video feature activated during questioning may be taken into consideration by the Hearing Panel as it may pertain to that Party or witness' credibility.
  - b. A Party shall not send private messages to any other Party using the chat feature during the hearing.
  - c. All Parties may request a conference or break at any time by messaging the Hearing Panel Chair directly.
11. The Hearing Panel Chair shall have sole authority to determine whether these Rules of Decorum have been violated. The first violation of the Rules shall result in a warning to the offending person. In the event of any further violations, the Hearing Panel Chair may dismiss the offending person from the hearing. The Hearing Panel Chair shall document in writing any decision to dismiss the offending person from the hearing and the basis therefor.