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# TRAINING FOR ADVISORS: TITLE IX HEARINGS

TEXAS WOMAN'S UNIVERSITY  
OFFICE OF CIVILITY & COMMUNITY  
STANDARDS

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TOBY WILKERSON



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# WELCOME & OVERVIEW

- *The Complainant and the Respondent will need to notify the Hearing Officer if they plan on bringing an advisor to the hearing when hearing date is finalized. If one party is bringing an advisor and the other party does not have one, the University will offer a list of advisors to that party. If either advisor is an attorney, the Hearing Officer needs to be notified so that the University can arrange to have a representative of the Office of General Counsel present.*
- *Each party may have an advisor of their choice at the hearing. If a party does not have an advisor, the University will provide one. Advisors are not permitted to actively participate in the hearing, except for asking questions of the other party and any other witnesses. In addition, witnesses may have an advisor of their choice at the hearing.*





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# SUPPORT DURING INVESTIGATION

- INITIAL MEETING
  - EXPLAINING THE PROCESS
  - EMOTIONAL SUPPORT
  - SHARING ON AND OFF CAMPUS RESOURCES
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# ROLE DURING THE HEARING

- *The Complainant or Respondent may be assisted by one advisor, including an attorney, of their choosing. At the hearing, the Hearing Officer must permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including that challenging credibility. A party who will be accompanied by an attorney should notify the Chairperson at least two (2) days in advance of the review, so that the University can arrange to have a representative of the Office of General Counsel present.*
- *Only relevant cross-examination and other questions may be asked of a party or witness. Before a Complainant, Respondent, or witness answers a cross-examination or other question, the Hearing Officer must first determine whether the question is relevant and explain to the party's advisor asking cross-examination questions any decision to exclude a question as not relevant.*



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# HEARING PREPARATION

- Reviewing information
- Preparing questions
- Rehearsing the process
- Real-time support
- Asking questions!
- Maintaining professionalism

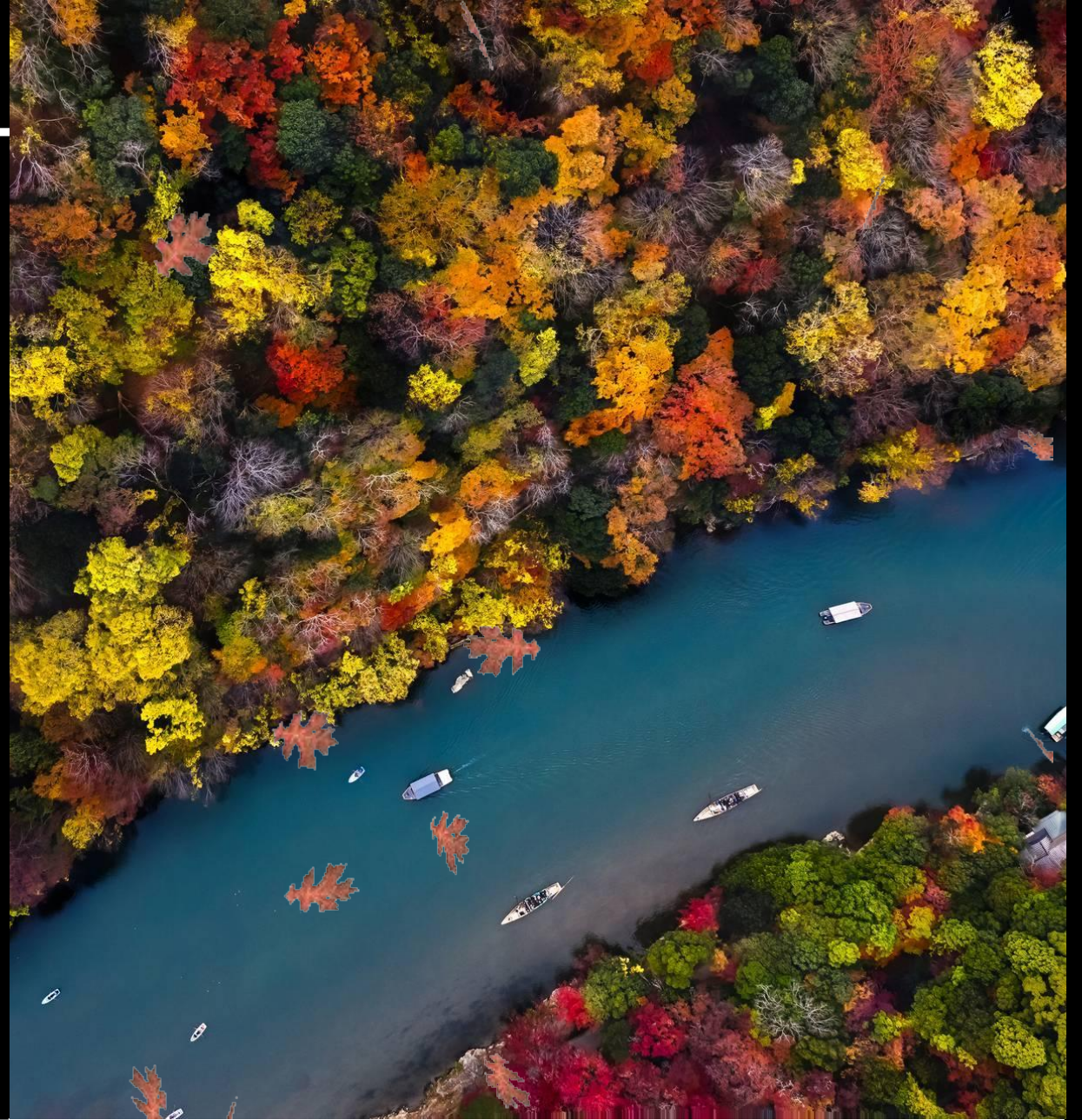




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# WHAT AN ADVISOR SHOULD NOT DO

- Actively participate in the hearing beyond asking questions
- Make decisions or influence the hearing panel
- Disrupt the hearing process
- Provide legal advice
- Violate confidentiality and privacy policies
- Show bias or favoritism towards any party
- Speak on behalf of the student without their consent
- Ignore institutional policies and procedures



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# CONCLUSION AND Q&A

- In summary...
- Any questions?



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# THANK YOU

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