

Advisors - Title IX

The School will provide the Complainant (individual who has reported being or is alleged to be a victim of Covered Sexual Harassment) and Respondent (individual who has been reported or alleged to have engaged in conduct that could constitute Covered Sexual Harassment) with equal access to an Advisor of Choice (“Advisor”) and Support Person. Any restrictions on an Advisor or Support Person will be applied equally. The Parties (Complainant and Respondent) have a right to select an Advisor of their choosing to conduct cross-examination at the hearing. The Advisor may, but is not required, to be an attorney. The Parties can choose to have their Support Person serve as their Advisor or may select an additional individual to serve as their Advisor.

Hackensack Meridian School of Medicine has a list of trained Advisors to stand ready to serve if selected by a party. Trained Title IX Advisors are familiar with the HMSOM resolution process as well as how to best serve in their Title IX Advisor role. If a party chooses a Title IX Advisor from outside the pool of trained HMSOM Title IX Advisors, they would not have been trained and may not be familiar with HMSOM’s policies and procedures. The party can reject the appointed Title IX Advisor in favor of selecting their own Title IX Advisor, but the party cannot proceed in the hearing without a Title IX Advisor present. This is the case because the parties are not permitted to directly cross-examine each other or any witness.

Students who participate in the investigation process with an advisor must complete a Family Education Rights and Privacy Act (FERPA) waiver prior to participating in the interview process with an Advisor.

In Summary, an Advisor may:

- Assist a complainant or respondent in understanding and navigating the investigation process.
- Accompany a complainant or respondent to any administrative meeting or conversation related to an investigation, including interviews and pre-hearing meetings.
- Seek clarification regarding the investigation process.
- Ask procedural or process questions.
- Provide support to the complainant or respondent throughout the process.
- Alert the Title IX investigator or Coordinator to acts of retaliation.
- Attend the decision hearing.
- Confer privately with the complainant or respondent upon request.

An advisor may not:

- Speak or act on behalf of a complainant or respondent, including answering questions for or on behalf of a complainant or respondent.
- Stand in for, or represent a complainant or respondent

- Distribute information shared or learned throughout the investigation process with anyone other than the complainant or respondent for whom they serve as an advisor, the Title IX Investigator or Coordinator
 - Act as or represent themselves or another as an investigator for the Title IX process during the
 - investigation
 - Contact a witness or other party participating in the investigation process,
 - Impede the investigation process or act in a manner that obstructs the investigator or disrupts the investigation process.
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Hackensack Meridian School of Medicine Trained Advisors:

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