

CHOOSING AN ADVISOR

Parties have the right to have an advisor present at all related grievance meetings, interviews, or proceedings.

You may choose anyone to serve as your advisor, including an attorney or someone not affiliated with the College.

Role of an Advisor:

Advisors can

- attend and quietly consult with you during all grievance meetings, interviews, or proceedings
- be included on all grievance process communications between you and the Title IX Coordinator
- ask the Title IX Coordinator procedural questions about the grievance process

Advisors cannot

- engage in the grievance process or participate directly on your behalf (except to cross examine)
- answer interview or hearing questions on your behalf
- make objections during the hearing

Advisors should

- review and familiarize themselves with the Title IX policy
- review and familiarize themselves with the evidence, investigative report, and determination
- prepare potential questions for cross examination
- be available to provide support to their advisee

Advisors must*

- cross examine the other party and any witnesses—i.e., to ask relevant questions and follow-up questions, including those challenging credibility

*Only advisors may cross examine the other party and witnesses. If you do not choose to have an advisor, the College will provide one for purposes of cross examination during the hearing.

What if the other party has an attorney as their advisor and I cannot afford an attorney?

Advisors have a limited active role in the grievance process, so it is not necessary to have an attorney act as your advisor. If you would like to seek legal representation, but cannot afford an attorney, consider contacting these pro bono legal resources:

Legal Aid Society of Greater Cincinnati and Southwest Ohio
Phone: 513-241-9400
Email: info@lascinti.org
Websites: <https://www.lasswo.org/> and <https://lascinti.org/>

Pro Bono Partnership of Ohio
Phone: 513-977-0304
Email: info@pbpohio.org
Online application: <https://pbpohio.org/request-for-legal-assistance/>



Important Questions to Consider Before Choosing an Advisor:

1. Does this person have time to devote to serving as an advisor throughout the entire grievance process?
2. Is this person willing to cross examine the other party and witnesses during the hearing?
3. Is this person comfortable discussing, reviewing information about, and asking cross examination questions about the topic of sexual harassment, including sexual assault?
4. Does this person have any potential conflict of interest or bias related to the other party or witnesses?