Information for Witnesses in Student Matters

Your participation is voluntary. OIE would like to speak with you because we understand that you may have information that will help the University to determine whether a University policy has been violated. Participation in this process means participating in an interview with an OIE investigator, and answering questions at a hearing on a later date. Please note that whether you choose to participate in this process is up to you, but if you participate in an interview, you will be expected to participate in the hearing as well.

Adviser. You may bring an adviser with you to any meetings with OIE and to the hearing. Please let us know in advance if you will be doing so. Examples of an adviser may include, but are not limited to: a friend, family member, attorney, etc. Please note that any individual who may be a witness, or who is a party to this matter, may not be present during your interview and therefore may not serve as your adviser.

Your statement and your anonymity. If you agree to speak with OIE, we will create a written summary of your comments to us. The summary will not be verbatim, but will include the relevant information you shared with us. We will send you the draft statement to review and ask you to check it for accuracy and completeness. If there is anything in the written statement that is incorrect or if you have more to share, you can provide us with your comments at that time. Your statement will identify you by name and say whether/how you know the parties and whether/how you are connected to the University. Your entire statement or portions of your statement (including your identity) will be shared with the Claimant, Respondent, hearing officer, and relevant University officials.

Hearing. Once OIE has spoken with the parties involved in this matter, other witnesses, and you, and has otherwise gathered available, relevant evidence, you will receive information about a hearing, at which you will be asked to appear in person. During the hearing, questions will be asked of you directly, and may be asked by the Claimant, the Respondent, and/or the hearing officer.

Retaliation. Sometimes witnesses are concerned about sharing information because they are concerned about possible retaliation. The University prohibits retaliation. Any witness who feels they are being subjected to retaliatory behavior by anyone at the University is strongly encouraged to contact OIE immediately. We will look into the matter and the University will take action if retaliation has occurred. It is also important that you, along with all other persons who are aware of this investigation, avoid engaging in conduct that may be perceived as retaliatory.

Confidentiality for the parties. OIE recognizes that it is investigating a matter that may be of significant impact on both parties. The University is working to address this matter in a fair manner and requests, but does not require, that you not share information about this investigative resolution with others.

Amnesty. We understand that witnesses are sometimes reluctant to speak with us because they do not wish to disclose participation in underage drinking, use of alcohol or other drug use. The University does not pursue misconduct charges when it learns about personal consumption of alcohol or other drugs during the course of an investigation, provided the behavior did not and does not place the health or safety of any other person at risk. The University may elect to initiate an assessment, educational discussion or pursue other non-disciplinary options to address the alcohol or other drug use.
Resources for support. The University offers a variety of services to students, a short list of which is included below. The OIE investigator can provide additional information about resources, as requested.

- Sexual Assault Prevention and Awareness Center 734/936-3333 or https://sapac.umich.edu
- Counseling and Psychology Services 734/764-8312 or www.umich.edu/~caps
- University Health Service (UHS) 734/764-8320, Wolverine Wellness 734/763-1320 or www.uhs.umich.edu/wolverine-wellness
- Dean of Students 734/764-7420

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