

# Title IX Witness Guide

## Faculty & Staff

Faculty and staff who can potentially contribute valuable information to Title IX investigations may be asked to act as witnesses. Investigations are a manner of formally resolving incidents of sexual and gender-based misconduct that violate the Sexual and Gender-Based Misconduct Policy.

For more information about this policy, please visit <https://dartgo.org/SMP>.

### Responsibilities

**Share all details about what you witnessed or experienced in a truthful manner.**

You may not be able to speak to all questions. “I don’t know” is a perfectly acceptable answer. You are not expected to draw conclusions nor accuse or defend anyone involved in the incident.

**Respect the privacy of all individuals involved.**

The investigator may not reveal the details of the incident or allegations to you. We ask that you not share information you know about the investigation, allegations, or outcomes with anyone either during or after the investigation.

### What to Expect

#### Interview

The investigator will interview you privately to gather information about the incident. They will ask questions relevant to the incident and investigation.

#### Reporting

The investigator will prepare a report for the Hearing Committee based on information from the interviews.

#### Transcript

The investigator will provide interview transcripts to the EOATIX office, involved parties, advisors, and an appellate officer if applicable.

### FAQs

- **Who are the investigators?** Dartmouth has internal investigators who are experienced in law related to sexual and gender-based misconduct and have completed internal and external training.
- **What if an attorney who is not an investigator contacts me?** An advisor for either party may reach out to you before your interview with the investigator. It is your choice whether or not you speak with them.
- **Will I be notified of the outcome of the investigation?** No. To protect the privacy of those involved, you will not be notified of the outcome.

### Self-Care

Acting as a witness can be a challenging experience. If you’re uncomfortable with the process or would like additional support, you can reach out to the EOATIX office or any of the resources below before, during, or after the investigation.

**Department of Safety and Security** | 603-646-4000

**William Jewett Tucker Center** | 603-646-3780

**WISE** | 1-866-348-9473 | [campus@wiseuv.org](mailto:campus@wiseuv.org)

**Faculty/Employee Assistance Program (FEAP)** | 603-646-1165

**Retaliation is prohibited.** Retaliation against any person bringing forth a report, responding to a report, or participating in an investigation is prohibited. The reporting and responding parties have been informed of this in writing and you are expected to abide by the same standard. If you ever feel unsafe or fear retaliation, we need to know. Please contact the EOATIX office to report retaliation. Contact Safety and Security in cases of emergency.

