

University of Central Florida

Rights of Students and Employees Accused of Sexual Misconduct

If you have been accused of sexual misconduct including sexual harassment, sexual assault, dating or domestic violence, or stalking, and the university is determining whether disciplinary action is appropriate, you have certain rights.

1. **CHARGES.** You have the right to be notified of the charges against you. You will be notified in writing and will have the opportunity to review the complaint against you.
2. **PROMPT, FAIR, AND IMPARTIAL INVESTIGATION.** You have the right to a prompt, fair, and impartial investigation of the complaint against you, including an opportunity to present witnesses and other evidence. You may present documents, the names of witnesses, and other evidence to the investigator(s). The investigator(s) may also interview other witnesses and consider other evidence.
3. **ADVISOR.** You have the right to select an advisor to support and accompany you at all times throughout the university proceedings. The advisor may support you, but may not represent you or speak for you. You may contact the Title IX coordinator or the Office of Student Conduct if you have procedural questions or concerns during any stage of the process.
4. **STANDARD OF EVIDENCE.** The standard of evidence that is applied is called a “preponderance of the evidence,” meaning you will only be considered responsible for sexual misconduct if the evidence shows that you more likely than not committed the violation. Less evidence is required under this standard than under the “beyond a reasonable doubt” standard that would be used if you are also criminally charged for sexual misconduct by law enforcement. However, at the complainant’s request, the university may take action to change a class assignment or working relationship, or issue a campus protective order, so that you will be separated from the complainant to the greatest extent possible. These actions will not be considered in determining whether you are responsible for the alleged sexual misconduct, and will not prejudice you under that process.
5. **SANCTIONS.** You have the right to know the potential sanctions that may be imposed if you are found responsible for sexual misconduct. These sanctions include, but are not limited to, warnings, probation, suspension, dismissal from the university, or termination from employment.
6. **INFORMATION.** You have the right to information regarding the status of the complaint against you, including the outcome of the campus investigation and any disciplinary action, the procedures to appeal a disciplinary action, and the final outcome.