

!

"#\$%&' (!)' *+&*+,!

"#\$%&' (%)"#\$!*&'&! '\$+!,.....!-

&+. "#/+&\$!,.....!-

O+1&"#2!3&) (+\$\$!&) 1/. 13!,.....!-

\$+ (%) #!"! "#%&)" (%)" #!1# /!3&+4". "#1&5!. 1%+&\$!,.....!6

" #!!\$"#\$%&' (#%" *!#####%
 &#!!" +, \$+, - !%.!(, /\$)" O!/" &!) \$%" " &!*" 1, *!#####+
 , #!!-, (2")(/11, %" *)&, \$/#%" *#####+
 . #!!/\$)+/(3!045, (#/#%" *!#####+
 O#!!*%1, !%." &+) *%\$#####1
 2#!!3', *#%" *!/" &!*" 6', *#)" O!&\$, /7*#####4
) #!!' 55%\$#" "#3!#%!' 89, (#!#%!(, /\$)" O!/" , 1!5, : 8, \$*#####4
 (#!!* 1, *!*, O/\$&)" O!3', *#%")" O!/" &!0+&, " (, !#####6
 \$#!!2%\$: /#!%.!(, /\$)" O#####6

\$+ (%) #!"", !&+7"+8!) *!144+21%) #!1# /!' #"+&\$%5!3) 4" ("+\$!1!"\$ \$" +!,.....!9

\$+ (%) #!"", !&+7"+8!) *!%O+!&+ () &/!,.....!9

" #!!7%#)(, !%.!(, /\$)" O#####8
 &#!!" +, *#)O/#)+, !*, 5%\$#!/" &!042)8#*#####8
 , #!!/\$%5%*, &!9)##, **, *!\$&, " #)., &!83!#2, !, %: 51/" /" #!*" , *5%" &, " #!/" & ;%\$!" +, *#)O/#%\$#####<
 . #!!" &&#%" /!!. %(' : , " *#####<
 O#!' #2, \$!5 /##, \$*#####<

\$+ (%) #!7, !!!31&%" ("31#%!"\$%1%+. +#%\$!1# /!:' +\$%) #!\$,.....!;

" #! , %: 51/" /" ######=
 &#!*" , *5%" &, " ######>
 , #!\$" +, *#)O/#%\$; ' 22\$, 0*", 5\$, *, " #/#)+, #####%?

\$+ (%) #!7""", !(4) \$+!) *!&+ () &/!,.....!66

133+##/"<!1!,.....!6=

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-!"#%&'(((\$)!#/'*+!, 'O'. -+.\$%! '* ('1#*)!!/\$%&,!

C). 341"#1#% !!N1. +!
R+\$3) #/+## !N1. +

J/'\$!%2!G\$/.)*1H! !! ")O\$!%2!G\$/.)*1H! U%3/'%*H!ZOOM!

SECTION I INTRODUCTION AND PRELIMINARY MATTERS

X'/.!.\$3%..) *1H!8)' +#9%-#2.' #.' 2: 9#(%#3' , *+0#(' 55#() '#!+6' \$(*, 2(%.#(%#3' , *+.#./%.: *+, 7##
M%%, !O%. *)*1N/2'\$. *%*%*4!''%, /: !)+YJ/'\$Z;!/*, !'#\$!)O\$!)!/--.%R)O/'\$(: !Y")O\$Z4! [:!* /O\$!)!YG\$/.) *1!
B22)3\$. !\ /O\$Z;!/*, !A! /O! '\$!G\$/.) *1!B22)3\$. !2%. !'%, /:]+!''('\$!A!^\$+%(&')%*!G\$/.) *1!5/*\$(4!!
'#)+!#\$/.) *1!)+8\$)*1!3%*, &3'\$, !%6\$. !P%O;!+%!A2). +!7/*'!'%!*+&.\$!\$6\$. :%*\$!)!+/8(\$!'!+\$\$//*, !#\$/.!
3(\$/.(:18\$2%. \$!7\$13%*') * &\$4! \$!7)((!, %!8.)\$2!)*'. %, &3')%*+; !7#\$. \$!A!7)((!3/((!%*!\$/3#!-\$.+%*!'!+/'\$!'#\$).!
/O\$!/, !'#\$). !.%(!\$)*!'%, /:]+!#\$/.) *14A!7)((!/(+!%3%*2). O!' #/'! :%&!/. \$! /8(\$!'!+\$\$//*, !#\$/ .!3\$/.(:4!
A !!!!#%&)' ('%) #\$.

Hearing Officer Note
A2!/!5/.' :!, %\$+!*%!/ --\$/. !2%. !'#\$!#\$/.) *1;! *% '\$! #)+!2%. !'#\$!. \$3%. , 4!F*!F, 6)+%. !O&+'!+)((!8\$!
-.%6), \$, !8: !'#\$!` *)6\$. +)! :2%. !/!5/.' :! \$6\$*!7#*\$!/!5/.' :!)+/8+\$* !2.%O!/!#\$/.) *14!!'#\$!F, 6)+%. !
O&+'!3. %++a\$R/O)*\$!'#\$!%--%)*1!5/.' :!/ * , !/*: !7)' *\$++\$+!)!%, \$, !2%. !'#\$!#\$/.) *1!-/*\$(!%!
3%*+), \$. !+/'\$O\$*'+!%2! #'%+\$!) * , 6), &/+!, &.) *1!, \$)8\$. /)'%*+4!

F2'\$!\$/3#!-\$.+%*!)*'. %, &3\$+!'#\$O+\$ (6\$+!3%*2). O!' #/'! #\$. !3/*!+\$N#\$/ .!3\$/.(:4!X\$\$!R/O-(\$!8\$(%74!
!!
; '2.*+, #<""'/ .#>('6' #>*&()0#?5' 2\$' #\$(2('9%- .#2&' #2+: #.%5' #+##(%: 29@#)' 2.*+, 7#
>*&()=A9#2&2' # #>('6' #>*&()#2+: #!#2&#\$. .6*+, #2\$#2#?2+'5\$ (7#
; '2.*+, #<""'/ .#B) 2+4#9%-7#; 26' #9%-#3' ' +#235' #(%#\$' 'C)' 2.#/5' 2.59D#
>*&()=#E' \$7##
! _____!Y5/*\$(+!'\ /O\$Z;!-(\$/+ \$!+/'\$! :%&.!*/O\$!/*, !.%(!\$)*!'%, /:]+!#\$/.) *14!!
_____!Y5/*\$(+!'\ /O\$Z;!-(\$/+ \$!+/'\$! :%&.!*/O\$!/*, !.%(!\$)*!'%, /:]+!#\$/.) *14!
_____!Y5/*\$(!U\$1/(!F, 6)+%. !\ /O\$Z;!-(\$/+ \$!+/'\$! :%&.!*/O\$!/*, !.%(!\$)*!'%, /:]+!#\$/.) *14!
! _____!YD%O-(/)* *'\ /O\$Z;!-(\$/+ \$!+/'\$! :%&.!*/O\$!/*, !.%(!\$)*!'%, /:]+!#\$/.) *14!
_____!YD%O-(/)* *'!F, 6)+%. !\ /O\$Z;!-(\$/+ \$!+/'\$! :%&.!*/O\$!/*, !.%(!\$)*!'%, /:]+!#\$/.) *14!
! _____!Y^\$+-%*, \$*'\ /O\$Z;!-(\$/+ \$!+/'\$! :%&.!*/O\$!/*, !.%(!\$)*!'%, /:]+!#\$/.) *14!
_____!Y^\$+-%*, \$*!'F, 6)+%. !\ /O\$Z;!-(\$/+ \$!+/'\$! :%&.!*/O\$!/*, !.%(!\$)*!'%, /:]+!#\$/.) *14!
! _____!YA*6\$+)'1/'% !\ /O\$Z;!-(\$/+ \$!+/'\$! :%&.!*/O\$!/*, !.%(!\$)*!'%, /:]+!#\$/.) *14!
!

!
"#\$!%*(!-\$%-\$!-\$.)'\$,\$!%!'/'\$*\$,!#\$\$#\$/.)\$+;!7)'*\$++\$+=)2!/- -()3/8(\$@!-/*\$0+'+'!#\$!
A*6\$+'1/'%.;!/*,!F,6)+%.+!E6\$.:%*\$!-/'3)-/)'*1!%6\$.!P%%O!+#%&(!'/9\$!/(!. \$/+%*/8(\$!O\$/+&.\$+!%!
\$*+&.\$!*%!*\$!\$(+!\$!+!)*!#\$!%.%O!%.!3/*!+\$!\$!.!#\$/.!#\$!-.%3\$\$,)*1+4!A2!A!8\$3%O\$/7/.!\$!#/'!/*%*a
-/'3)-/)'*1)*,6),&/(!)+7/'3#)*1!%.!0+'\$*)*1!'%!'#\$!-.%3\$\$,)*1+;!A!7)((!-/&+\$!#\$!#\$/.)\$*1!&*')(!#/'!
-\$.+%*!)+!%!(%*1\$.!7/'3#)*1!%.!0+'\$*)*14!!

!
5/.'3)-/*'+!7#%!,%!*%!'!8),\$!8:!'#\$+\$!1&,\$0)*\$+!O/:!\$)'#\$!.!8\$!7/.*\$,\$!%,!,)+O)++\$,!2.%O!'#\$!
-.%3\$\$,)*1+!'!O:!,)+3.\$)*4!A2!/*!&*2%.+\$+\$8(\$!)*\$.&-')%*!%33&.+!-(\$/+\$.!)+\$!:%&!#/*,!%.!+\$* ,!/
3#/'!O\$++/1\$!%!O\$,).\$3'(:;!/*,!7\$!7)((!-/&+\$!#\$!#\$/.)\$*14!

!
B8' /)*!6\$.8/(!. \$+-%*+\$+H!

!
YD%O-(/)*/*'\O\$Z;!,%!:%&!/1.\$\$!%!/8),\$!8:!'#\$+\$!.&(\$+h!
YD%O-(/)*/*'!F,6)+%.!\O\$Z;!,%!:%&!/1.\$\$!%!/8),\$!8:!'#\$+\$!.&(\$+h!
Y^\$+-%*,\$*'\O\$Z;!,%!:%&!/1.\$\$!%!/8),\$!8:!'#\$+\$!.&(\$+h!
Y

F !!!Q' +\$%) # \$!1# /IR+: ' +\$%"#2!B&+1>\$

!

!2!/!5/. ':!)!&*+&.\$!%.!3%*2&+\$, !/'!/*: !-%)*'!, &.)*1'#)+!#\$/.)*1; !-(\$/+\$. /.)+\$!: %&. !#/*, ;!/*, !!7)((!/*+7\$.!

!

!
H !!!R' 4+\$!R+21&/"#2!Q' +\$%) #"#2!1# /!E7" /+#(+
!
A!7/*!'!%!. \$O)* , !: %&!%2!'#\$!.&(\$+!. \$1/.,) *1!K&\$+'%*) *1!/* , !\$6), \$*3\$4!!!
!

"#\$IG\$/.)*115/*\$(IO/:!/9IK&\$+)%*+!%2!#\$5/.)\$+!%./:*!7)'*+\$\$+;!)*3(&)*1!#\$!A*6\$+)1/'%.;!/'!/*:!
)O\$!, &.)*1!#\$!#\$/.)*14!
!
F!'#)+!-)*)*!;/.\$!#\$\$. \$!/*: !K&\$+)%*+h!5(\$/+\$. /)+\$!: %&. !#/*, !)2!+%4!

SECTION II REVIEW OF ALLEGATIONS AND UNIVERSITY POLICIES AT ISSUE

!
Y^\$+-%*, \$*!\ /O\$Z;!7\$!/. \$!#\$. \$!%!, \$'\$. O)*\$!7#\$'#\$\$. !: %&!6)%(/'\$, !'#\$!` *)6\$. +):]+!/*')a,)+3.)O)*/'%*!
-%()3\$+;!+- \$3)2)3/((: !YX\$3')%*!j kk4kTk!%2!#\$!D%(((\$3'\$, !^&(\$+!/*, !^\$1&(/')%*+;!7#)3#)!+!#\$!XR&/(!
G/. /++O\$*!&*, \$.!')'(\$!AL!-%()3: !F\JNB^!/, , !%#\$!.!-%()3: !*/O\$=@/*, !3)'/'%*=+@/+!*\$\$, \$, 4Z!

!
F+!+'/'\$, !)*!#\$!A*6\$+)1/'')6\$!^\$-%. '! : %&!/. \$!/((\$1\$, !'#!# /6\$!6)%(/'\$, !'#\$!2%((%7)*1H!

!
Y^\$ /, !F55UADF0UE!5BUAD<!JECA\A"AB\X!+\$3')%*!2.%O!#\$!A*6\$+)1/'')6\$!^\$-%. '!)*!' +!\$*'). \$': 4Z!!

SECTION III REVIEW OF THE RECORD

I \$!/. \$!1%)*1!%!. \$6)\$7!'#\$!, %3&O\$*'+!#/'!.\$(/'\$!%!'%, /:]+!#\$/.)*1!/*, !'#\$!''')(\$!AL!^\$+%(&')%*!5.%3\$++4!
"#\$+\$!, %3&O\$*'+!/. \$!-/. '!%2!#\$!. \$3%. , 4!

A !!!N) %"(+) *!H+1&"#2

!
C).+;!)+!#\$!\ %')3\$!%2!G\$/.)*1!#/'!7/+!+\$*'%*!YJ/'\$!\ %')3\$!%2!G\$/.)*1!7/+!+\$*'

C !!!P&) 3) \$+ /!W"#+\$+\$!l/+##%"+/!/?5!%O+!C) . 341"#1##% !R+\$3) #/+##% !1#/) &!#7+\$%"21%) &

!

Hearing Officer Note

A2!*%!7)' *\$++\$+!#/6\$!8\$\$*!- .%-+%\$, ;!*% '\$12%.!' #\$. \$3%. , H!>A!7%&(, !()9\$!'%!*%' \$!2%.!' #\$. \$3%. , !' #/!' *%!7)' *\$++\$+!7\$. \$!- .%-+%\$, !8: !\$)' #\$. !5/. ': !% !8: !' #\$.!A*6\$+')1/'% .4!F!' #\$.!3%*3(&+)%*!%2!'%, /:]! #\$/.) *1;!8\$3/&+!\$!*%!7)' *\$++\$+!7\$. \$!- . \$+\$*!'2%.!' #)+!#\$/.) *1;!#\$.!#\$/.) *1!-/*\$!(+##/((!not!.\$(: !%*! /*: !+' /'\$O\$*'!%2!/*: !7)' *\$++;!)*3(&,) *1!/*: !+' /'\$O\$*' +!3%*' /)*\$, !)*!' #\$.!)*6\$+')1/)'6\$. \$-%. !'/*, ! \$R#)8)' +;!)*. \$/3#)*1!/!, '\$\$. O)*' /)'%*!. \$1/.,) *1!.\$+-%*+8)0': 4!!"#!G\$/.) *1!5/*\$(!7)((!%*!, . /7!/*: !) *2\$. \$*3\$!2.%O!' #\$.!2/3'!' #/!'!7)' *\$++!2/)(, !' %!+&8O)'! %!3.%++a

F.\$!#\$\$. \$!/*: !%'#\$\$.!O/' '\$.+!%.!K&\$+')%*+'!#/'!*\$\$,! '%!8\$!/, , . \$++\$, !8:!'#\$!G\$/.) *1!5/*\$(!8\$2%. \$!7\$!

!!

!"#\$%&'(, -./:; <=>?@A B C D E F G H I J K L M N O P Q R S T U V W X Y Z [\] ^ _ ` { | } ~ ¡ ¢ £ ¤ ¥ ¦ § ¨ © ª « ¬ ® ¯ ° ± ² ³ ´ µ ¶ · ¸ ¹ º » ¼ ½ ¾ ¿

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m!"#L??5*/235' H!!A'!7)((!8\$!*%'\$, !2%.!'#\$!. \$3%, !'#/!'^\$+-%*, \$*!Y

Y^A*6\$+)1/'%!\O\$Z;A*6\$+)1/'%!
 !
 !
 ! _____! I &\$+)'%*+!8: !G\$/.) *1!5/*\$(!
 ! _____! D.%++a\$R/O)*/'%)*!8: !D%O-(/)*/*'+!F, 6)+%!
 ! _____! D.%++a\$R/O)*/'%)*!8: !^\$+-%* , \$*']+!F, 6)+%!
 !
 Y^A*6\$+)1/'%!\O\$Z;J%!: %&!#/6\$!/*: !7)' *\$++\$+!: %&!7)+#!'%!3/((h!!
 !
 `XE!AC!A\SEX"AMF"B^!DFUUX!F!! A""\EXX!

"#\$!G\$/.) *1!5/*\$(!7)((!8\$1)*!#\$!K&\$+)'%)* *1!%2!#)+!7)' *\$++!2%((%7\$, !8: !3.%++a\$R/O)*/'%)*!2.%O!#\$!
 D%O-(/)*/*'+!F, 6)+%. :!/* , !#\$*!#\$!F, 6)+%. !%2!#\$!^\$+-%* , \$*' !7)((!8\$1)6\$*!#\$!%- -%. '&*)': !'%!3.%++a
 \$R/O)*\$!#)+!7)' *\$++4!!!

Y^I)' *\$++!\O\$Z;I)' *\$++!%2!A*6\$+)1/'%!
 !
 !
 ! _____! I &\$+)'%*+!8: !G\$/.) *1!5/*\$(!!
 ! _____! D.%++a\$R/O)*/'%)*!8: !D%O-(/)*/*'+!F, 6)+%!
 ! _____! D.%++a\$R/O)*/'%)*!8: !^\$+-%* , \$*']+!F, 6)+%!
 !

Y^\$-\$/'!2%.!\$/3#!!)' *\$++!%2!A*6\$+)1/'%.Z!

Y^A*6\$+)1/'%!\O\$Z;! , %!: %&!#/6\$!/*: !/, ,)'%*/(!\$6), \$*3\$!#/'! : %&!7%&(, !09\$!'#\$!G\$/.) *1!5/*\$(!'%!
 3%*+, \$.!)*!O/9)*1!)'+!, '\$\$.O)*/'%)*h!

O@ABCBD!\$EFGHI JDBGE!		KLCI BDDMN!COP!			. MDMHI BEJDBGE!CO! (MJHBEQ!' FFBRMH!	
O@ABCBD!	. MSRHBTDBGE!	, GI TWBEJED!	*MSTGENMED!	\$EVMSDBQJJDGH!	\$ERULNMN!	O@RULNMN!
O@ABCBD!"!	!	!	!	!	!	!
O@ABCBD!&!	!	!	!	!	!	!
O@ABCBD!, !	!	!	!	!	!	!
O@ABCBD!. !	!	!	!	!	!	!

SECTION VIII CLOSE OF RECORD

"#)+13%*3(&, \$+!#)+#\$/.) *14!"#\$!G\$/.) *1!5/*\$(!7)((!*%7!, \$08\$./'!) *!-.)6/'\$!7)' #%&'!/*: %*\$!\$(+\$!
 -.\$+\$*!\$R3\$-';!2%.!#\$!(\$1/(!/, 6)+%.!%'!#\$!G\$/.) *1!5/*\$(4!

"#\$!G\$/.) *1!5/*\$(!+!)*+'.&3'\$, !%!,)+. \$1/., !/*: !+/'\$O\$*!%!'\$+)'O*: !%2/*: !)*,)6), &/(!7#%!, ,)!%*!
 /--\$/(!% , /: !/* , !+&8O)'!%3.%++a\$R/O)*/'%)*!Y)*3(& ,) *1!-\O\$!%2!5/.' : NI)' *\$++@4m!#\$!G\$/.) *1!5/*\$(!
 +#/((!*%!. \$(: !%*//*: !+/'\$O\$*!8: !+&3#)!*,)6), &/(-+@)*!. \$/3#)*1!/!, '\$\$.O)*/'%)*!.\$1/.,) *1!

"#\$!G\$/.)*1!5/*\$(!7)((!, \$'\$.O)*\$!7#\$'#\$\$.!Y^\$+-%*, \$*'!\N/O\$Z!)+!. \$+-%*+)8(\$!2%.!6)%(/')*1` *)6\$.+):!
-%03:4!A2!+%;!7\$!7)((!, \$'\$.O)*\$!+/*3')%*+!/*, !.O\$,)/(!O\$/+&.\$+;!2!/*:4!

!

"#\$!G\$/.)*1!5/*\$(!7)((!. \$/3#!/!, \$3)+%*!2'\$.!, \$08\$./'%*+!/*, !A!7)((!-. \$-./.\$!/!7.)''\$*!, \$'\$.O)*/'%*!
.\$2(\$3')*1!#\$!, \$3)+%*!%2!#\$!G\$/.)*1!5/*\$(!. \$1/.,)*1!.\$+-%*+)8)0':;!/*, !+/*3')%*+!/*, N%.!.O\$,)/(!
/3')%*+;!2!/*:4!!!!

!

"#\$!G\$/.)*1!5/*\$(!+!, \$3)+%*!':-)/((:!)!+&8O)''\$, !'#!#\$!''('\$!AL!D%%,)*/'%.!7)'#)*!2)6\$!@8&+)*\$++!
, /: +!%2!#\$!\$*, !%2!, \$08\$./'%*+4!!A2!*\$3\$++/.:;!,\$6)/')%*+2.%O!'#+)2)6\$a, /: !-\$.)%, !7)((!8\$!3%OO&*)3/'\$, !
'%!: %&!/(%*1!7)'#!/*!\$R-\$3'\$, !')O\$!%2!3%O-(\$')%*4!!''#\$!''('\$!AL!D%%,)*/'%.!7)((!-. %6), \$!'#\$!7.)''\$*!
, \$'\$.O)*/'%*!#!#\$!5/.')\$+!+O&('/*\$%&+(!7)'#)*!2)6\$!@8&+)*\$++!, /: +!2'\$!. \$3\$)-'!%2!#\$!7.)''\$*!
, \$'\$.O)*/'%*4!!O%'#!5/.')\$+!7)((!#/6\$!#\$!.)1#!'!%/--\$/(!#\$!, \$3)+%*4!

!

A2!: %&!#/6\$!/*: !K&\$+'%*+!/8%&'!#\$!

APPENDIX A
| &\$+'%*!5.\$-./.'%*!

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Questions for the Hearing

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Question Prompts

>"\$(!O\$!/8%&'o?!

!

>G\$(-!O\$!&*, \$.+'/*, o?!

!

>D/*!: %&!3(/.)2: o?!

!

>G%7!7%&(, !: %&!, \$+3.)8\$o?!

>D/*!: %&! '\$((!&+!7#/'!Y/O8)1&%&+!7%, Z!O\$/*+'!%!: %&h?!

!