

FAQs – Sexual Misconduct Disciplinary Appeal Hearing – Reporting Party

We have compiled some frequently asked questions that you may find helpful if you have been notified about a Disciplinary Appeal Hearing under the [Staff Sexual Misconduct and Sexual Harassment Policy](#) or invited to attend as the reporting party.

If you have further questions that are not covered below, please do not hesitate to contact your People Partner who will be able to offer further advice and guidance.

Disciplinary Appeal Hearing process

Do I have to attend the Disciplinary Appeal Hearing?

If the responding party has submitted an appeal, you will be informed in writing however you do not need to attend the hearing. If you have appealed the outcome of the disciplinary hearing, you will be invited to attend the hearing to discuss the grounds of your appeal in more detail.

I would prefer the meeting to be held via MS Teams.

Please speak to the People Partner to explain your preferences, or any reasonable adjustments that you would like to be considered. The Chair will consider such requests and accommodate them where they can.

What should I do if I forget to mention something in the Hearing?

We understand that Disciplinary Appeal Hearings can feel stressful. If something comes to mind afterwards, please email your additional comments or evidence directly to the People Partner, who will ensure that these are shared with the Chair of the Hearing. Please be aware that ordinarily, a decision will be made within 7 calendar days after a meeting, so if you wish additional information to be considered, it is advisable to submit this as quickly as possible.

Right to be accompanied

Who can accompany me at the Disciplinary Appeal Hearing?

You are welcome to be accompanied at the Hearing by one of the following:

- a. a Liaison Officer from the [Report and Support Team](#)



- b. a University of Warwick work colleague if you are an employee or a fellow University of Warwick student if you are a student
- c. a Trade Union representative or an official employed by the Trade Union. You can find further information on Trade Unions at the University of Warwick here: [Trade Union Support with a Workplace Issue](#)
- d. a Students' Union Advice Centre Adviser if you are a student
- e. an Independent Sexual Violence Adviser.

My chosen companion is unable to make the scheduled Hearing. What are my options?

If your chosen companion is unavailable, please let your People Partner know as soon as possible. A new date is typically offered within 7 calendar days of the original date unless that is not reasonably practicable. Availability of a work colleague, Trade Union representative or other companion should not cause unreasonable delay, and you may be asked to identify an alternative representative in the event of delay of more than 7 calendar days. If you need help identifying someone suitable, the People Partner can assist you.

I was told my preferred companion has a conflict of interest. What can I do?

This can happen in situations where a companion is also involved in the Hearing. If this occurs, you are welcome to select another companion. If you need help identifying someone suitable, your People Partner can assist you.

Outcome

Will I be informed of the outcome of the respondent's Disciplinary Appeal Hearing?

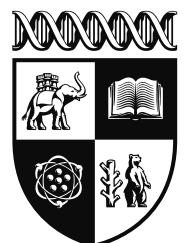
Yes. You will be told the outcome of the Disciplinary Appeal Hearing in writing.

Will the respondent be informed of the outcome of my Disciplinary Appeal Hearing?

Yes, the responding party will be informed of the outcome and any next steps.

What are the possible outcomes?

The appeal panel may decide on one of the following possible outcomes:



- confirm the decision of the original disciplinary panel
- reduce the sanction originally imposed
- re-instate following dismissal
- overturn the disciplinary action taken where it is considered just to do so, in particular in light of new evidence or where the disciplinary decision was unreasonable in light of the findings of fact
- refer the matter back for a re-investigation or re-hearing where the fairness of the process/procedure was the stated grounds for appeal and this is upheld

If the responding party is reinstated, do I have to continue working with them?

If the outcome is reinstatement following dismissal, steps may still be taken to support your safety and wellbeing. These may include mediation, relocation, or other departmental adjustments, alongside any formal sanctions for the responding party. Your comfort, safety, and ability to work without distress are important considerations.

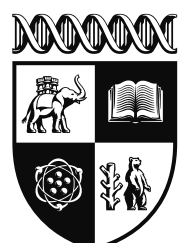
I would like to know the outcome of the decision as soon as possible rather than waiting 7 calendar days.

Every effort will be made to communicate the outcome of the hearing to you at the earliest opportunity. However, in some cases, the appeal panel may have requested additional information/evidence to be sought, in order to aid their decision making. In these cases, there may be a delay in making a decision on any outcomes. If the panel expect the decision to take longer than 7 calendar days, you will be notified and the reasons for this will be explained to you.

Why can I not appeal against the decision of the Appeal Hearing?

The Appeal Hearing is designed to be a final opportunity for an independent panel to review the situation and ensure that the process has been fair, thorough, and considerate of everyone involved. Before reaching this stage, there will already have been an investigation into the allegation and a Disciplinary Hearing where the evidence was reviewed, and you were able to share information, context, or anything you felt was important.

Because the Appeal Hearing serves as this final review stage, an additional step is not usually added to the process. This is intended to provide clarity, minimise prolonged stress, and offer closure where possible.



Support

Who can I turn to for support with this process?

In addition to talking to the People Partner and bringing a companion with you to the Hearing, you can access the following forms of support:

- **Report and Support:** [*Report + Support - University of Warwick*](#)
- **Trade Union support:** [*Trade Union Support with a Workplace Issue.*](#)
- **Employee Assistance Programme:** [*Employee Assistance Programme*](#)
- **Wellbeing Hub:** [*Staff | Wellbeing & Wellbeing Support*](#)

