

FAQs – Taking part in a Sexual Misconduct Disciplinary Hearing - as a Witness

We have compiled some frequently asked questions that you may find helpful if you have been invited to attend a Disciplinary Hearing as a witness in relation to a sexual misconduct or sexual harassment allegation against a colleague.

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

Allegations

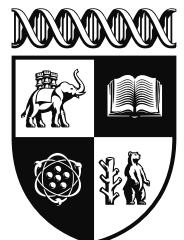
I have been notified of an allegation against a colleague, and have been invited to attend a Disciplinary Hearing, but I do not agree with the allegation/feel uncomfortable with my involvement in the formal process.

We appreciate that being invited to a hearing as a witness can feel daunting. The reason you have been asked to attend is because the Chair of the Disciplinary Hearing has identified you as somebody who can provide information or evidence on the allegations being considered; these allegations will have been shared with you in your invitation letter. The process is confidential, and you should answer questions truthfully. If you are concerned or uncomfortable, please contact the People Partner named on your correspondence in the first instance, who will be able to support you.

Disciplinary Hearing process

What should I do if I forget to mention something at the hearing?

If you remember something following the Disciplinary Hearing that you feel is important, you should contact the link People Partner as soon as possible, as decisions are often communicated within 7 calendar days.



Right to be accompanied

Who can be my companion at the hearing?

You are welcome to bring a work colleague or Trade Union representative or an official employed by the Trade Union with you for support. You can find further information on Trade Unions at the University of Warwick here: [Trade Union Support with a Workplace Issue](#).

Outcomes

Will I receive an update on the outcome of the hearing?

As a witness, you would not be informed of any outcomes/decisions made by the Disciplinary Hearing, as they are confidential. There may be cases, however, where the matter progresses to an appeal stage, and the appeal panel may wish to speak to you.

Support

Who can I turn to for support with this process?

In addition to talking to the People Partner, you can access the following forms of support:

Employee Assistance Programme: [Employee Assistance Programme](#)

Wellbeing Hub: [Staff | Wellbeing & Wellbeing Support](#)

Trade Union support: [Trade Union Support with a Workplace Issue](#).

