



Nebraska State
College System

CHADRON | PERU | WAYNE

Procedure for Testimony

1.A. Complainant's Testimony

1.A.1. **Opening Statement:** Complainant or their Advisor may testify regarding the allegation and the supporting evidence. This is an opportunity to speak directly to the Hearing Panel.

1.A.2. **Hearing Panel may ask Complainant Questions:**

- **Objections Permitted:** The Respondent's and/or Complainant's Advisor may object to a question on the basis that it is not relevant.
- **Relevancy Determination:** The Hearing Chairperson must make a relevancy determination before each question is answered.

1.A.3. **Respondent's Advisor May Ask Complainant Questions Challenging Credibility:** This is called cross-examination.

- **Objections Permitted:** The Complainant's Advisor may object to a question on the basis that it is not relevant.
- **Relevancy Determination:** The Hearing Chairperson must make a relevancy determination before each question is answered.

1.A.4. **Complainant's Advisor May Ask Complainant Questions:** This is sometimes called direct examination. This is an opportunity to follow up on or clarify Complainant's response to Respondent's Advisor's questions.

- **Objections Permitted:** The Respondent's Advisor may object to a question on the basis that it is not relevant.
- **Relevancy Determination:** The Hearing Chairperson must make a relevancy determination for each question before it is answered.

1.B. Respondent's Testimony

1.B.1. **Opening Statement:** Respondent or their Advisor may testify regarding the allegation and the supporting evidence. This is an opportunity to speak directly to the Hearing Panel.

1.B.2. **Hearing Panel may ask Respondent Questions:**

- **Objections Permitted:** The Respondent's and/or Complainant's Advisor may object to a question on the basis that it is not relevant.

- Relevancy Determination: The Hearing Chairperson must make a relevancy determination before each question is answered.

1.B.3. **Complainant's Advisor may ask Respondent Questions Challenging Credibility:**

This is called cross-examination.

- Objections Permitted: Respondent's Advisor may object to a question on the basis that it is not relevant.
- Relevancy Determination: The Hearing Chairperson must make a relevancy determination before each question is answered.

1.B.4. **Respondent's Advisor May Ask Respondent Questions:** This is sometimes called direct examination. This is an opportunity to follow up on or clarify Respondent's response to Complainant's Advisor's questions.

- Objections Permitted: Complainant's Advisor may object to a question on the basis that it is not relevant.
- Relevancy Determination: The Hearing Chairperson must make a relevancy determination before each question is answered.

1.C. **Witness Testimony** (repeat for each witness)

1.C.1. **The Hearing Panel May Ask the Witness Questions:**

- Objections Permitted: Complainant's and Respondent's Advisors may object to a question on the basis that it is not relevant.
- Relevancy Determination: The Hearing Chairperson must make a relevancy determination before each question is answered.

1.C.2. **Complainant's Advisor May Ask the Witness Questions:**

- Objections Permitted: Respondent's Advisor may object to a question on the basis that it is not relevant.
- Relevancy Determination: The Hearing Chairperson must make a relevancy determination before each question is answered.

1.C.3. **Respondent's Advisor May Ask the Witness Questions:**

- Objections Permitted: Complainant's Advisor may object to a question on the basis that it is not relevant.
- Relevancy Determination: The Hearing Chairperson must make a relevancy determination before each question is answered.

1.D. **Closing Statements**

- 1.D.1. **Closing Statement from Complainant or their Advisor:** This is an opportunity to summarize Complainant's position, the supporting evidence, and reiterate any credibility issues in Respondent's account.
- 1.D.2. **Closing Statement from Respondent or their Advisor:** This is an opportunity to summarize Respondent's position, the supporting evidence, and reiterate any credibility issues in Complainant's account.