

Investigation & Hearing Process

Investigation Phase: External investigator assigned; Investigator collects evidence and conducts party/witness interviews.



Evidence Review Phase: Parties and their advisors review and respond to evidence collected by the Investigator.



Investigation Report Phase: Parties and their advisors review and respond to the Investigator's Report that summarizes all relevant evidence.



Hearing Phase: A Hearing Panel conducts a live, virtual hearing with the parties, their advisors, and relevant witnesses. Parties' advisors may question the other party or witnesses.



Decision Phase: The Hearing Panel issues their decision about responsibility and sanctions, if applicable.



Appeal Phase: Either/both parties are able to appeal the Hearing Panel's decision to the Appeal Adjudicator. The non-appealing party may respond to the appeal.



End of Process: The process is complete once the Appeal Phase is over or if neither party appeals the Hearing Panel's decision. Sanctions and remedies, if applicable, are effective immediately following the end of the process.