

INSTRUCTIONS FOR USE

''#\$!%&'()*\$!)!)*'\$*\$, \$,!%+&--%.'!/+O%%'#!#\$/.)*1!2%.!/(!-/'.)3)-/*'+4!5.\$-/'.)*1!/*,!. \$6)\$7)*1!#)+!
, %3&O\$*'!8\$2%.\$#/*, !7)((!O/9\$!: %&!2\$\$(!O%. \$!3%O2%.'/8(\$!#\$\$!, /: !%2!#\$\$#\$/.)*14!!
!

''#\$.\$!/. \$!-/(3\$+!2%.!:%&!%!2)((!)*!.\$(\$6/*!)*)2%.O/')*%+!&3#!/+!, /'\$+!-/'.)3)-/*!*/O\$+!/*, !/(((\$1/')*%!
)*2%.O/')*%4!''#\$+\$!2)\$(\$, +!/. \$!#)1#)1#*\$, !)*!:\$((%74!
!

''#\$!, /: !%2!#\$\$#\$/.)*1!;:%&!7)((!2%((%7!/*, !.\$/, !'#.%&1#!#\$\$!%&'()*\$4!<%&!3/*!-.)*)!/#/, ., 3%-: !%!.!.\$/, !

2.%O!:%&.!'/8(\$!%!.!3%O-&'\$.4!''#!#\$\$(-!9\$\$-!: %&!%*'./39;!#\$. \$!/. \$!-/(3\$+!2%.!:%&!%!O/.9!%.:!>3#)\$39!
%22?@!#/'!:%&!3%O-(\$'\$, !/+!-\$-4A*!+%O\$!/. \$/+!#\$. \$!/. \$!8(/*9+!6/)/(8(\$!+##&(, !:%&!*\$\$, !%!/33%&*'
2%.!+%O\$'#)*1!#/'!%33&.+,&)*1!#\$\$#\$/.)*14!!
!

BCCADE!, %\$+!*%!'!3%(((\$3!'#)+, %3&O\$*'!+!%!: %&!O/: !3%O-(\$'\$!/*, !&+\$!)!/+!:%&!2)*, !O%+!#\$\$(-2&4!!

REMINDERS

F+!G\$/.)*1!B2)3\$\$.!:%&!3%*'.'%(!#\$\$#\$/.)*14!<%&!#/6\$!'#\$!,)+3.\$')%*'!%#!
D/((!8.\$/9+!/+!*\$\$, \$, !

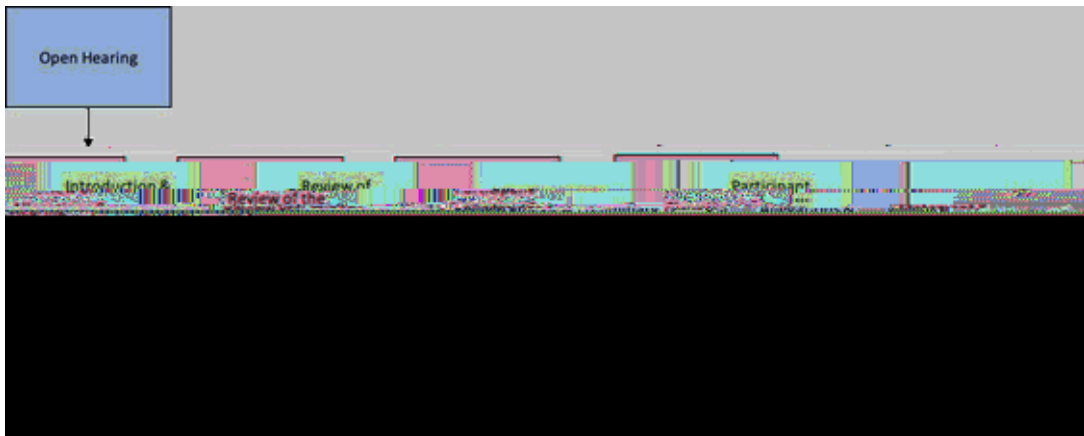
I /.*!%!.!\$O%6\$!F, 6)+%.+;!5/.')\$+;!%!.!7)'*\$++\$+!
!

A*!/, ,)%*;!)'!7)((!8\$!: %&!.!\$+-%*+8)0': !'%#!!
!

J\$\$.O)*\$!'#\$\$!.\$(\$6/*3: !%2!K&\$+)'%*+!
J\$\$.O)*\$!'#\$\$!.\$(\$6/*3\$!/*, !/, O)++8)0': !%2!%22\$. \$, !\$6), \$*3\$!
5.\$-/'./\$/*, !, \$06\$.!%!'#\$!''')(\$!AL!D%.,)*/%!.!#\$\$7.)''\$*!, '\$\$.O)*\$')%*!. \$2(\$3')*1!#\$\$, \$3)+%*!
%2!#\$\$!G\$/.)*1!5/*\$(!. \$1/.,)*1!.\$+-%*+8)0': ;!+/*3')%*+!/*, !.\$O\$,)/(!3')%*+;!2!/*: !

<%&!7)((!#/6\$!/+!O\$O8\$.!%2!M\$*\$\$./(!D%&*+\$(!/'!#\$\$#\$/.)*1!%!/3!/+!:%&!.!(\$1/(!/, 6)+%.4!5(\$/+!\$(%9!%!
'#\$O!2%.!+&--%.'!2%!.!K&\$+)'%*+4!!
!

''#\$!A*6\$+)'1/'%.: N**BCCADE!**.\$-.\$+\$*'/'6\$!7)((!8\$!.\$+-%*+8)(\$!2%.!.!3%.,)*1!#\$\$#\$/.)*14!O\$3/&+\$!#)+!+!
8\$)*1!#\$\$, !%6\$.!P%O;!-(\$/+!\$*\$+&.\$!:%&!O%*)'.!8%#!#\$\$16), %\$!+3.\$\$*!/*, !3#/'!7)*, %7;!)*13/+!\$!/'!



!

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

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

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

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

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

" #!!\$" #\$\$\$&' (#%" *!#####%&#!!' +, \$+, - !%.!(, /\$)" O!/" &!)" \$%" " &!*" 1, *!#####+
 , #!!-, (2")(/1!, %" *)&, \$/#%" *#####+
 . #!!/\$)+/(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# /!' # "7+&\$%"5!3) 4" ("+\$!1!"\$ \$" +!,.....!9

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

" #!!7%#)(, !%.!(, /\$)" O#####8
 &#!\$" +, *#)O/#)+, !*, 5%\$#!/" &!042)8#*#####8
 , #!!/\$%5%*, &!9)#", **, *!\$&, " #)., &!83!#2, !, %: 51/" /" #:!* , *5%" &, " #:1/" &;%\$!\$" +, *#)O/#%\$#####<
 . #!!" &&#%" /!!. %(: , " *#####<
 O#!' #2, \$!5/#, \$*#####<

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

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

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

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

!

!

!

-!"#%&'(((\$)!#/*+!, '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/*\$0+'!\ /O\$Z;!-(\$/+ \$!+/'\$!:%&.!*/O\$!/*, !.%(\$!) *!'%, /:]+!#\$/.) *14!!
_____!Y5/*\$0+'!\ /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!
!

!
"#\$!%*(;-\$\$-(\$!-\$.\$O)''\$, !'%/''\$*, !'#\$!#\$/.) *1!/. \$!#5/.')\$+;!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&), \$() *\$+!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\$.!

: %&.!K&\$+')%*!/+!+%*!/+!-%++)8(\$!7)'#%&'!,)+.&- '*1!# \$!#\$/.)*14!!

!

!

H !!!R' 4+\$!R+21&/"#2!Q' +\$%) #"#2!1# /!E7" /+#(+

!

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

!

"#\$IG\$/.)*1!5/*\$(!O/:!/+/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/((: !\X\$3')%*!j kk4kTk!%2!#\$!D%(((\$3'\$, !^&(\$+!/*, !^\$1&(/)'%*+;!7#)3#)!+!#\$!X\$R&/(!
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

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.%+aa

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

!!

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

!



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



Y^*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^*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!!!

YI)' *\$++!\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#!!I)' *\$++!%2!A*6\$+)1/'%.Z!

Y^*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!	\$EVMSDBQJDGH!	\$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)' *\$++@4n!#\$!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)+%*!': -)3/((: !)+!&8O)''\$, !'#!#\$!''('\$!AL!D%%,)*/'%.!7)'#)*!2)6\$!@8&+)*\$++!
, /: +%2!#\$!\$*, !%2!, \$08\$./'%*+!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.)''\$*!
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A2!: %&!#/6\$!/*: !K&\$+'%*+!/8%&'!#\$!

APPENDIX A
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Questions for the Hearing

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Question Prompts

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