

INSTRUCTIONS FOR USE

''#\$!%&'()*\$!)!)*\$*\$, \$,!%+&--%.'!/+O%%#1#\$/.)*112%.!/((!-/.'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+!/+!*\$\$, \$, !

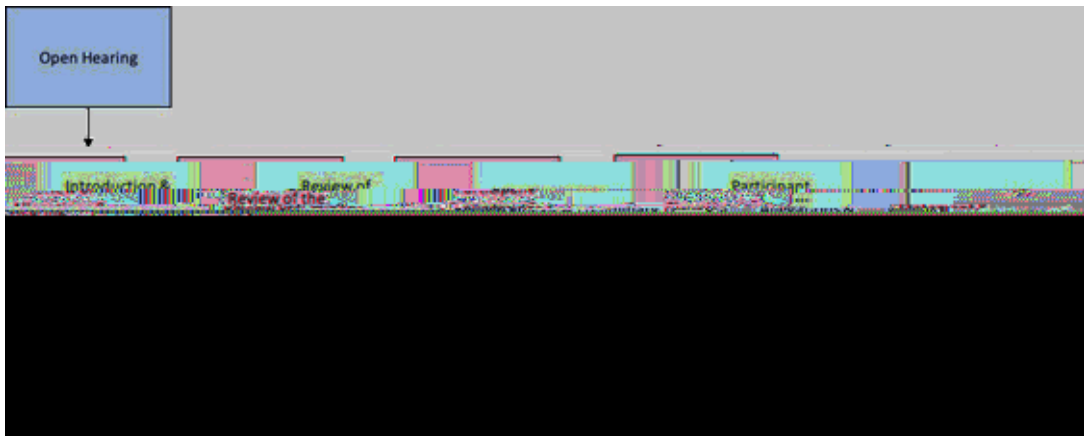
| /.*!%!.!.\$O%6\$!F, 6)+%.+;!5/.')\$+;!%!.!7)'*\$++\$+!
!

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#/#!' #"+&\$%"5!3) 4" ("+\$!1!"\$ \$" +!,.....!9

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

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

\$+ (%) #!7, !!!31&%" ("31#%!"\$%1%+. +#%\$!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

!
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!'#)+!-%)*!;/.\$!#\$\$. \$!/*:IK&\$+)'%*+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/((: !YX\$3')%*!j kk4kTk!%2!#\$!D%((3'\$, !^&(\$+!/*, !^\$1&(/)'%*+;!7#)3#)!+!#\$!XR&/(!
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: !' #\$\$! *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.%+ +a

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

!!

!"#\$%F, 6)+%.!2%.!#\$!D%O-(/)*/*!7)((!8\$1)*!#\$!K&\$+)%*)*1!%2!#)+!7)'*\$++;!2%((%7\$, !8: !K&\$+)%*)*1!
2.%O!#\$!G\$/.)*1!5/*\$(!/*, !#\$*!#\$!F, 6)+%.!%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;LJ%!: %&!#/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#!!)' *\$++!%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!	\$EVMSDBQJJDGH!	\$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\$./'%*+4!!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.)''\$*!
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APPENDIX A
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Questions for the Hearing

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Question Prompts

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