



Inter-Cooperative Council at the University of Michigan

HEARING NOTICE

A hearing is scheduled for the following member in accordance with the Committee on Conflict Resolution (CCR) [hearing policy](#).

Member: _____ **House:** _____ **Date:** _____

A hearing will be held on _____ [date] by _____ [House or Member Resolution Panel]. Possible outcomes of a hearing include Referral, Expulsion, or no consequences.

The hearing will be held at _____ [location] at _____ [time].
*If a hearing is to be held at the ICC Education Center, a [reservation request](#) must be submitted and approved for this date and time before a hearing notice can be posted.

A hearing is a formal process for resolving allegations and/or determining responsibility for uncooperative behavior, including referrals and expulsions. In a hearing, a House or Member Resolution Panel considers testimony and evidence from all sides of a dispute and renders a decision, including all necessary agreements, remedies, and sanctions. A member or body that initiates a complaint or action is known as a “complainant.” The member who is the subject of said complaint is known as the “respondent.” The ICC considers hearings to be a cooperative effort to reach appropriate resolutions to conflicts whenever informal dispute resolution strategies have been ineffective or are inappropriate ([CCR Hearing Policy](#)).

A hearing may result in **(1) No action, (2) Referral, or (3) Expulsion.**

No action decisions either 1) formally absolve the accused member of the alleged charges, or 2) end hearing proceedings related to the incident(s). Alternative accountability processes, such as peacemaking circles and mediations, may still be pursued.

Referral is a temporary behavioral contract that allows a house to provide an incentive for members to improve conduct that is out of conformance with House or ICC policies and norms. For further details of the referral process, see [this Member’s Guide to Referral & Expulsion](#).

Expulsion is the severest accountability consequence in the ICC. Expulsion is the termination of a person's membership in the ICC with all of the rights and responsibilities contained therein. If a member is expelled they will no longer be able to live or board at any ICC house nor use any house or



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facilities. Once expelled, membership cannot be reinstated and the expelled member may be considered a trespasser on ICC property.

The alleged actions constituting grounds for a hearing are:

[If more space is needed for grounds attach a separate sheet]

Consequences being considered include (check all that apply):

- No Action
- Referral
- Expulsion

If expulsion is being considered, the general manager must be consulted by the complainant before a hearing notice can be issued. The general manager will additionally consult with the respondent.

Complainant(s): _____

Facilitator(s): _____

Members for which a hearing is called have the following rights:

- a. Four days written notice of the time and place of the hearing and the alleged grounds for the hearing is given to said member
- b. A fair and open hearing before the body which is to decide the accountability outcome based on evidence
- c. An opportunity to speak in their own defense
- d. To call witnesses as to facts relevant to the reason for the hearing to testify either orally or through written statements
- e. To be informed of the procedures to be used during the hearing
- f. To be informed of the possible consequences of a hearing

Acknowledgment of due process by:

- 1) House President or CCR Member



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Printed Name: _____ (date)

Signature: _____

2) AND another house officer or CCR Member

Printed Name: _____ (date)

Signature: _____

NOTE: One copy of this sheet should be given to the accused individual, one should be shared and kept by the house, and one should be given to the ICC office.

FOR OFFICE USE ONLY:

Received by: _____ (initials) _____ (date)