

FAQs

Support Persons

As of 11/2025

Why choose a Support Person?

The role of a Support Person is to offer emotional support to a student during meetings with HMSOM administration.

Am I required to have a Support Person?

No. The choice to request a Support Person is your decision and is not required.

Who can serve as a Support Person?

Support Persons are members of the school community such as friends, faculty, staff who are eligible, willing, and available to attend.

Who is considered “eligible” to serve in the role of Support Person?

A member of the school community is eligible if they have no prior involvement, nor witnessed the actions being alleged, and have not been excluded because of the role they currently hold at the HMSOM. A Support Person cannot have a conflict of interest between any of the parties involved and must have permission of their supervisor to serve as a Support Person.

What if my Support Person witnessed the concern that is under review?

A Support Person cannot act in this role if they have prior personal knowledge of the situation and/or can be a potential witness to the actions being alleged. If this is the case, you will need to select another Support Person.

What if my Support Person did not witness the concern that is under review, but knows about the matter from other parties?

This prior knowledge could pose a conflict of interest and they may be asked to speak as a witness during a review; therefore, you will need to select another Support Person.

Can a Support Person attend meetings?

Yes, a Support Person can attend meetings with you and HMSOM administration but cannot offer any comments.

Can a Support Person represent me at meetings?

Support Persons do not speak during the meetings. They are not representatives on your behalf - they attend to offer you emotional support.

Can I talk to my Support Person during a meeting?

Yes, you are welcome to speak with your Support Person during a meeting. If a meeting is held virtually, you may communicate via text or chat messages.

What is the difference between a Support Person and a Title IX Advisor?

A **Support Person** offers emotional support during meetings with HMSOM administration on various areas of concern. A **Title IX Advisor** provides advice and/or support during a Title IX Grievance Process and conducts cross-examination during a formal Title IX hearing.

When do I have to advise the HMSOM administration who my Support Person is?

The name of the Support Person must be provided prior to a meeting.

Will my Support Person need to sign a Non-Disclosure Agreement (NDA)?

An NDA is required to be completed and signed by each Support Person when there is a Title IX allegation only. The NDA will be shared with the Support Person prior to such a meeting and they cannot attend unless they agree to the NDA. For matters not involving Title IX, support persons do not have to sign an NDA.

Can I change my mind and select a new Support Person?

Yes, you may select a new Support Person, and all requirements will remain the same (NDA if Title IX, etc.)