



COMMISSION ON EQUAL OPPORTUNITIES

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NOTICE MATTERS INTRODUCED AT HEARING

The counsel for the Commission at the hearing is responsible for the proper introduction of evidence; the investigator and or Executive Director/Non-Discrimination Compliance Coordinator, as a witness is not responsible for qualifying evidence to be introduced. However, some of the limitations on what matters may be introduced are set out.

a). No testimony or evidence may be give or received at any hearing concerning endeavors to conciliate a complaint.

b). The rules of evidence that apply to court proceedings are more loosely applied at hearing. Nevertheless, evidence to be introduced must still be (1) relevant to proving or disproving the subject matter of the complaint and (2) reliable.

c). Where either counsel considers a matter that is being introduced to be objectionable, counsel will orally object to the further introductions of the matter. The hearing tribunal will rule on the oral objections.

Any written documentation of a witness's statement may be made available to the respondent for the purpose of cross examination.

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200 Orange Street
2nd fl. Room 203
New Haven, CT 06510
Office: 203- 946-6112

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4th fl. Room 400
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The Hearing Tribunal

The Commission Chair is required to appoint a hearing tribunal to preside at the hearing.

Powers of the Hearing Tribunal

The powers of the hearing tribunal are as follows:

- a). To subpoena witnesses and compel their attendance.
- b). To administer oaths.
- c). Take the testimony of any person under oath.
- d). Require the production for examination of any books and papers relating to any matter under investigation or in question.
- e). Permit reasonable amendment to any complaint at hearing tribunal.

Note: the following limitation on the power of the hearing tribunal:

- a). Where a Commissioner has made the investigation or caused the notice to be issued, that Commissioner should not participate in the hearing except as a witness. Of course, such a Commissioner should not participate in the deliberations of the hearing tribunal in such a case.
- b). The hearing tribunal has no authority to rule on pre-hearing procedural questions.
- c). The functions of the hearing tribunal are limited to the treatment prohibited by the laws administered by the Commission. However, it has been said that the hearing tribunal has the power to determine the scope of relief to be granted as well as effectuate the purposes of the purposes of Articles I and III of the Equal Opportunities Ordinances for the City of New Haven.

The power of the hearing tribunal is limited to the matter before a hearing.