**Section 202.400 Hearing**

a) Parties and Staff are entitled to be represented by an attorney, to be heard, to present evidence material to the controversy, and to cross-examine witnesses appearing at the hearing. *All hearings conducted by the Commission shall be open to the public* [220 ILCS 5/10-101].

b) In furtherance of minimizing procedural mechanisms as described in Section 202.10, parties and Staff are encouraged by the Commission to make oral presentations at a hearing or to simultaneously submit written statements setting forth their positions rather than submit written testimony in multiple stages.

c) All written statements or testimony shall be offered by a named witness available for cross-examination and shall be certified as true, correct and complete.