

Conducting Fair and Thorough Trauma-Informed Investigations

Washington Community Colleges

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Grand River Solutions

Meet Your Facilitator

Pari Le Golchehreh (she/her/hers) joins Grand River Solutions, Inc. as a Senior Solutions Specialist. Pari previously served as the Equity and Title IX Office's Lead Investigator at California Institute of Technology (Caltech) where she supported community members through numerous inquiries, educated participants about their rights and options available through institutional policies, created training and orientation presentations for the student body and other campus constituents, as well as facilitated mediated conversations and remedy-based resolutions. Prior to her time with Caltech, Pari was a Title IX and DHR Investigator and Case Manager for San Francisco State's Equity Office. At San Francisco State, she conducted many investigations involving issues of discrimination and sexual misconduct. Pari received extensive training on live hearings and serving as a hearing advisor from California State University Chancellor's Office.

Pari received her Juris Doctorate from San Francisco Law School in 2011. She is a certified mediator, believing strongly that most disputes can be resolved collaboratively between parties. With her formal education and training in law, mediation, trauma-informed investigations, and Title IX, as well as passion and experience in preventative outreach, especially with students, Pari is well-suited to serve higher education communities in resolving concerns and complaints. As she puts it, "responding compassionately and effectively to reports of discrimination and sexual violence is an absolute requirement."

Pari resides in the Bay Area, California, where she was born and raised. She has two children and is the PTA's Vice President for Diversity, Equity and Inclusion.

About Us

Vision: We exist to help create safe and equitable work and educational environments.

Mission: Bring systemic change to how school districts and institutions of higher education address their Clery Act & Title IX obligations.

Core Values:

- Responsive Partnership
- Innovation
- Accountability
- Transformation
- Integrity

Day One Agenda

1. The Proper Application of Trauma Informed Practices
2. Title IX's Requirements
3. The Importance of Understanding the Potential Impact of Trauma
4. Developing an Investigative Strategy
5. Investigative Interviews: Part 1

Title IX's Requirements

Title IX of the Education Amendments Act of 1972

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." 20 U.S.C. § 1681 (1972).

The Title IX Regulations

Sexual Harassment Only

1. Narrows the definition of sexual harassment;
2. Narrows the scope of the institution's educational program or activity;
3. Narrows eligibility to file a complaint;
4. Develops procedural requirements for the investigation and adjudication of sexual harassment complaints, only.

Title IX Application Post May 2020 Regulations

Type of Conduct

- Hostile Environment Sexual Harassment
- Quid Pro Quo
- Sexual Assault
- Dating/Domestic Violence
- Stalking
- +

Ed Program or Activity

- On campus
- Campus Program, Activity, Building, and
- In the United States
- +

Required Identity

Complainant is participating or attempting to participate in the Ed Program or activity
=

Apply 106.45 Procedures

Required Response:

Section 106.45 Procedures

Procedural Requirements for Investigations

- Notice to both parties
- Equal opportunity to present evidence
- An advisor of choice
- Written notification of meetings, etc., and sufficient time to prepare
- Opportunity to review all evidence, and 10 days to submit a written response to the evidence prior to completion of the report
- Report summarizing relevant evidence and 10 day review of report prior to hearing

Notice Requirements

Notice of the allegations, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include:

- the identities of the parties involved in the incident, if known,
- the conduct allegedly constituting sexual harassment under § 106.30,
- and the date and location of the alleged incident, if known.

The written notice must include a statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.

The written notice must inform the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney, under paragraph (b)(5)(iv) of this section, and may inspect and review evidence under paragraph (b)(5)(vi) of this section.

The written notice must inform the parties of any provision in the recipient's code of conduct that prohibits knowingly making false statements or knowingly submitting false information during the grievance process

Advisor of Choice During the Investigation

- The advisor can be anyone, including an attorney or a witness.
- Institutions cannot place restrictions on who can serve.
- Institutions can create rules and guidelines for participation in the investigation
- No specific training required.

Written Notification of Meetings and Sufficient Time to Prepare

Equal Opportunity to Present Evidence

Evidence Review

- Parties must have equal opportunity to inspect and review evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint.
- 10 days to provide a written response.

Investigative Report and Review

- After reviewing and considering the comments on the evidence, the investigator will generate a report that summarizes the relevant evidence.
- That report will be shared with the parties and the parties will have another opportunity to respond in writing.
- The hearing must occur at least 10 days after the release of the final report.

“Directly Related” and “Relevant Evidence”

Directly Related Evidence

- Regulations do not define “Directly Related” Evidence.
- Preamble states it should be interpreted using its plain and ordinary meaning.
- Term is broader than:
 - “all relevant evidence” as otherwise used in Title IX regulations, and
 - “any information that will be used during informal and formal disciplinary meetings and hearings” as used in Clery Act
- Includes evidence upon which the school does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source.

“Relevant” Evidence

The Department declines to define “relevant”, indicating that term “should be interpreted using [its] plain and ordinary meaning.”

See, e.g., Federal Rule of Evidence 401 Test for Relevant Evidence:

“Evidence is relevant if:

- it has any tendency to make
- a fact more or less probable
- than it would be without the
- evidence; and
- the fact is of consequence in
- determining the action.”

Evidence That is Not “Relevant”

“Questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant,

- unless such questions and evidence about the complainant’s prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or
- if the questions and evidence concern specific incidents of the complainant’s prior sexual behavior with respect to the respondent and are offered to prove consent.”

“require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.”

Physical and mental health records and attorney-client privileged communications would fit within scope of this prohibition.

Who Decides?

Department emphasizes repeatedly in Preamble that investigators have discretion to determine relevance at this stage of the process.

- Subject to parties’ right to argue upon review of “directly related” evidence that certain information not included in investigative report is relevant and should be given more weight.

Investigators will have to balance discretionary decisions not to summarize certain evidence in report against:

- Each party’s right to argue their case, and
- Fact that decisions regarding responsibility will be made at hearing, not investigation stage.

The Investigator

- Can be the Title IX Coordinator, although that is disfavored.
- The Investigator may not be a decision maker.
- Must be trained in accordance with the requirements in the regulations.
- Must conduct the investigation in an impartial manner, avoiding bias/pre-judgment, and conflicts of interest.

The Requirement of Impartiality

Section 106.45(b)(1)(iii)

The grievance process must require that any individual designated by the recipient as Title IX Coordinator, investigator, decision maker, or facilitator of informal resolution not to have a conflict of interest or bias:

1. For or against complainants or respondents generally, or
2. An individual complainant or respondent

What Constitutes Bias?

Conduct a fact-specific, objective inquiry based in common sense to determine bias.

Includes:

- Decision-making that is grounded in stereotypes
- Different treatment based on a person's sex or other protected characteristic
- A decision based on something other than the facts

Impermissible Bias

Making a decision, determination, or finding that is based on something other than the evidence and specific facts of the case.

Conflict of Interest

Avoiding Prejudgment of the Facts

Requires that the Title IX professional refrain from making a judgement on individual facts, the allegations, or whether a policy violation occurred until they have had the opportunity to consider all of the evidence.

An Impartial Investigation is...

- Not influenced by bias or conflict of interest.
- Committed to decisions based on an objective view of the facts and evidence as you know them and as they evolve.
- Truth seeking, not "your truth" confirming.

Trauma Informed Practices

- In the preamble, the Department permits the use of trauma informed practices and recognizes that trauma informed practices can be used in an impartial and non-biased manner.
- Trauma informed practices must be applied equally to all genders.

The Proper Application of Trauma Informed Practices

Trauma informed practices provide tools/techniques for interviewing and engaging with the Complainant, Respondent, and Witnesses.

- Format/Structure of the Interview
- Format of Questions
- Approach to Clarification

Trauma Informed Practices are Designed to:

1. Encourage thorough and complete investigations
2. Assist with recollection
3. Assist with recounting
4. Reduce potential for false information
5. Minimize unnecessary retraumatization
6. Reduce Bias

Misapplication of Trauma Informed Practices

It is a misapplication of trauma informed principles to allow potential evidence of trauma to:

1. Influence the interpretation of a specific item of evidence;
2. Substitute for missing evidence;
3. To serve as a justification for not doing a full and thorough investigation;
4. Cause a biased belief in the veracity of one or more party.

The Importance of Understanding the Potential Impact of Trauma

Trauma - An event that is experienced as terrifying, horrifying, or threatening and that is coupled with an actual or perceived lack of control.

Examples of Events that Might Trigger a Traumatic Response

- Sexual Assault
- Physical Assault by a Stranger
- Physical Assault by an Intimate Partner
- A Car Accident
- Accident that causes serious injury or death
- Robbery
- Significant medical event

When trauma occurs, there are very real changes in brain function that may affect a person's ability to make memory and to recount their experience.

Common Characteristics of Disclosures by a Trauma Brain

- Inconsistent
- Non-linear
- Fragmented
- Lack of detail
- New information
- Affect is unexpected

Historically, the seemingly inconsistent behaviors that frequently accompany disclosures of sexual assault and interpersonal violence resulted in the belief that the victim was being dishonest.

When an investigator uses "trauma informed" tools, they are less likely to:

- CONCLUDE, WITHOUT A THOROUGH INVESTIGATION, THAT THE REPORTING INDIVIDUAL IS NOT CREDIBLE
- ASK QUESTIONS OR MAKE DECISIONS FOUNDED IN BIAS
- CAUSE ADDITIONAL HARM
- JEOPARDIZE FUTURE REPORTING

The Future

An understanding of trauma and its potential impact should encourage investigators to keep an open mind, and it should prevent investigators from immediately interpreting seemingly inconsistent behaviors with deception. An understanding of trauma provides another explanation for these seemingly inconsistent behaviors.

This is essential to a fair and thorough investigation.

When presented with the following characteristics in a disclosure,

- Inconsistencies
- Lack of Detail
- Non-Linear
- Fragmented
- New Information

An investigator who understands trauma will.... Continue their investigation.

Developing an Investigative Strategy

Essential Steps of an Investigation

- Review Notice of Allegations and Formal Complaint
- Initial Interviews
- Evidence Collection
- Evidence Review
- Additional Evidence Collection/Follow Up Interviews
- Report Writing

Understand the Scope of the Investigation

- Review the Notice of Allegations and the Formal Complaint
- Ask questions if unsure

Identify the Claims and What Needs to be Proven

- What will the decision maker be asked to decide?
- What does the formal complaint allege?
- What are the elements of each act of prohibited conduct alleged?

Rape.

The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

1. Did Respondent penetrate Complainant's vagina or anus?
2. Without Complainant's affirmative consent?
3. What is the ground for lack of consent
4. Did respondent fail to seek and obtain Complainant's affirmative consent?

5. Did Respondent force Complainant?
6. Did Respondent coerce Complainant?
7. Was Complainant incapacitated and therefore incapable of consent?

Stalking.

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to: Fear for the person's safety or the safety of others; or Suffer substantial emotional distress.

1. Did Respondent engage in a course of conduct?
2. Was that course of conduct directed at Complainant?
3. Would Respondent's conduct cause a reasonable person to either
 1. Fear for their safety or the safety of others, or
 2. Suffer substantial emotional distress

The Process Developing an Investigative Strategy

1. Receive Report
2. Develop a timeline
3. Identify Witnesses
4. Identify Potential Evidence
5. Develop Strategy to Collect Evidence

Investigation Timeline

Prior History

- Between the Parties?
- Of the Parties?

Pre-Incident

- Communications?
- Interactions?
- Conduct?

Incident

- Consent?
- Type of Contact?
- Injuries?

Post Incident

- Behaviors?
- Communications?

The Importance of Organization

Investigative Interviews

Interview Objectives

Connect - Build rapport, Build trust, Empower

Listen - Allow interviewee to share their experience

Clarify - Understand what you have heard, Seek additional information

Evidence Preservation - Text Messages, Photographs, Names and contact info for witnesses

Prior to the Interview

- Secure an appropriate meeting location
- Allow for enough time to conclude the meeting
- If interviewing a party, inform them of their right to have an advisor present.
- Prepare for the meeting
 - Areas of focus?
 - Other evidence?
 - Go back review what you have
- Provide Written Notice of the Meeting
 - Advise the parties/witnesses that
 - you will be collecting evidence

Set Expectations

What they should expect of you

- That you are neutral
- That you will listen, what they are saying is important to you
- That you will keep the information they share private
- What you will do with recording/notes
- That you may have to ask difficult questions
- Patience, respect, and appreciation
- This will not be their only opportunity to speak with you
- Prepare the parties for follow up interviews and the “shift”

What you expect of them

- Honesty
- That they will seek clarity if needed (give them permission to do so)
- That they won't guess or fill in blanks

How do we...

- Build Rapport and Trust?
- Empower?

Rapport and Trust

- Exhibiting Expertise
- Clear Introduction
- Exhibiting Empathy
- Preparedness
- Transparency

Empowerment

- Duration
- Permission to ask questions
- Space
- Clear Expectations
- Permission to seek clarity

Investigative Interviews

- Start by eliciting a narrative
- Listen
- Interview for clarification
- Listen
- Avoid leading questions, questions that blame; interrogating

Start the interview by eliciting a narrative...

- Help me understand your experience?
- What are you able to tell me about your experience?
- Start where you are comfortable and share what you are able to remember.
- Allow the person to speak uninterrupted. This takes patience.

Next, ask questions that are intended to clarify and more deeply explore the information and details provided by the person in their narrative.

Do Ask:

- Interview for clarification
- Help me understand?
- Can you tell me more about...?
- Is there anything else you can share about...?

Avoid:

- Interrogation
- Questions that blame
- Questions that imply doubt
- Leading questions

Day Two Agenda

1. Investigative Interviews (continued)
2. Evidence Collection and Assessment
3. The Investigative Report and Record

Capture the Entire Experience

- Ask about the physical and emotional reactions to the incident.
- Conclude with very open-ended questions:
- What was the most difficult part of this experience for you?
- Is there something that stands out/that you just can't stop thinking about?
- Is there anything more that you would like me to know?

The Before

At some point during the interview, it is also important to explore the prior history, if any, between the complainant and the respondent, and the history of the parties, individually.

And The After

It is also important to explore the events following the incident. Oftentimes, the best evidence is produced after the incident.

- The parties' psychological reactions
- Changes in behavior
- Witnesses to the psychological reaction
 - "Has anyone expressed concern about you since the assault?"
- Communication/contact between the complainant and respondent

Investigative Interviews: Continued

Throughout the Interview

- Explain your questions, especially the difficult ones. (How much did you drink? What they hear: this is your fault because you were drinking.)
- Do not ask leading questions.
- Watch your tone.
- Do not rush.
- LISTEN!!!!!!!!!!
- Pay attention to and document information that might lead to additional evidence.
- Document questions asked. Especially when a response is not provided.

At the Conclusion of the Interview

- Discuss submission of evidence.
- Explain statement review process.
- Explain next steps in the process.
- Keep the lines of communication open.
- Review available support, privacy requirements, and prohibition against retaliation.

After the Interview: Actions

- Memorialize the Interview in writing.
 - a. Notes
 - b. Summary
 - c. Transcript
- Provide opportunity for the party or witness to review it.
- Provide opportunity for party or witness to provide a response.
- Incorporate the response.

A Note About Witness Summaries

- The reader of any report should not know of the investigator's presence in the report; for example, report should not say "I then asked . . ."
- Use interviewee's words and put the words in quotes if it is their words
- Avoid conclusory words, or words that suggest that the investigator has an opinion about the information offered

After the Interview: Reflection

- Reflect.
- Is there something you missed or forgot to ask?
- Do you need clarity on any of the information shared?
- Has this interview revealed additional evidence that you want to explore or collect?
- Has evidence of additional policy violations been shared?

Follow Up Interviews

- Seek clarification
- Explore inconsistencies
- Explore contradictory evidence
- Explore difficult issues
- Opportunity to respond

Follow Up Interview Approach

1. Explain the purpose of the follow up.
2. Set the stage for the topics you will be covering.
3. Prepare the interviewee for "the shift."
4. Do not avoid asking the hard questions.

The "Hard" Questions

- Details about the sexual contact
- Seemingly Inconsistent behaviors
- Inconsistent evidence/information
- What they were wearing
- Alcohol or drug consumption
- Probing into reports of lack of memory

How to Ask the Hard Questions

Lay a foundation for the questions.

- Explain why you are asking it
- Share the evidence that you are asking about, or that you are seeking a response to

Be deliberate and mindful in your questions:

- Can you tell me what you were thinking when....
- Help me understand what you were feeling when...
- Are you able to tell me more about...

What Questions Do You Have for Quinn?

“Casey and I have been friends for a few weeks. On Friday night, we were hanging out alone in my room, watching a movie. We started to make out, and I was ok with that. After making out for awhile, Casey started touching me down there. Then Casey tried to have sex with me. Casey knew that I didn’t want to have sex but kept trying anyway. Casey was being really coercive, and so I just went along with it. Casey raped me and I want Casey to be held accountable.”

What Questions Do You Have for Barri?

“When I got to the party, I was already lit. I kept letting Marc get me drinks anyway. At some point, I just kinda don’t remember anything. And then I woke up in Marc's bed and it was morning. I had all my clothes on, but I know someone had sex with me. I could feel it. I just wanted to go, so I did. Before I left Marc woke up and tried to talk to me but I wasn’t hearing it. He looked guilty and I could tell he felt bad.”

What Questions Do You Have for Cameron?

“Pat and I have been together for about a month and have been intimate for the last two weeks. We went out with my friends on Friday night and Pat got really drunk. At some point we ran into my ex and Pat was really jealous, so we left. When we got back to my place, I thought things were fine. We started hooking up and all of a sudden Pat's mood changed. Pat got really aggressive and choked me. He was so angry and I was so scared.”

Evidence Collection and Assessment

Evidence

“Something (including testimony, documents, tangible objects) that tends to prove or disprove the existence of an alleged fact; anything presented to the senses and offered to prove the existence or non-existence of a fact.”

Black’s Law Dictionary

Types of Evidence

Direct Evidence

- Evidence that is based on personal knowledge or observation and that, if true, proves a fact without inference or presumption.

Circumstantial Evidence

- Evidence based on inference and not on personal knowledge or observation.

Corroborating Evidence

- Evidence that differs from but strengthens or confirms what other evidence shows

Evidence

- Testimony
- Text Messages
- Social Media Posts and messages
- Emails
- Surveillance
- Videos
- Photographs
- Police Body Camera Footage
- Swipe Records
- Medical Records
- Phone Records
- Audio Recordings

Evidence Collection

- Identify the items of evidence that you would like to obtain.
- Develop an intentional strategy for obtaining that evidence.
- Overcome barriers to evidence collection.
- Considerations about collecting certain types of evidence.

A Thorough Investigation is more than evidence collection

Evaluating the Evidence

- Is it relevant? Is the evidence important, or of consequence, to the fact-finding process?
- Is it authentic? Is the item what it purports to be?
- Is it credible/reliable? Is the evidence worthy of belief and can the decision maker rely on it?
- What weight, if any, should it be given? How important is the evidence to the fact-finding process?

A Thorough Investigation Permits the Decision Maker to Assess

Relevance, Credibility, Reliability, Authenticity, Weight

“Relevant” Evidence

The Department declines to define “relevant”, indicating that term “should be interpreted using [its] plain and ordinary meaning.”

See, e.g., Federal Rule of Evidence 401 Test for Relevant Evidence:

“Evidence is relevant if:

(a) it has any tendency to

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without the evidence; and

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Evidence That is Not “Relevant”

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- unless such questions and evidence about the complainant’s prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or
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Assessing Relevance Why Does it Matter?

Unsure about the relevance about a particular item of evidence? Ask the person who has proffered it.

Character Evidence

Polygraph evidence

Opinion Evidence

Opinion Evidence

- When might it be relevant?

- How do you establish a foundation for opinion evidence so that the reliability of the opinion can be assessed?

Opinion Evidence: Try it!

You are investigating an allegation that Casey had sex with Taylor when Taylor was incapacitated. You interview several witnesses, one of whom made the following statement:

“I got to the party pretty late, and Taylor was already lit.”

“Taylor was wasted. Like totally messed up. There is no way they could have given permission for sex”

Assessing Authenticity

Investigating the products of the Investigation

- Never assume that an item of evidence is authentic.
- Ask questions, request proof.
- Investigate the authenticity if necessary.

Assessing Credibility and Reliability

No formula exists, but consider the following:

- Opportunity to view
- Ability to recall
- Motive to fabricate
- Plausibility
- Consistency
- Character, background, experience, and training
- Coaching
- Bias

Is it authentic?

- QUESTION THE PERSON WHO OFFERED THE EVIDENCE
- HAVE OTHERS REVIEW AND COMMENT ON AUTHENTICITY
- REQUEST ORIGINALS
- OBTAIN ORIGINALS FROM THE SOURCE
- ARE THERE OTHER RECORDS THAT WOULD CORROBORATE?

Barriers to Evidence Collection

- Non-Participating Parties
- Uncooperative Witnesses
- Uncooperative Advisors
- Identity of party or witness unknown
- Refusal to share materials
- Materials lost or no longer accessible
- Difficult topics

The Investigative Report and Record

At the conclusion of the investigation, we must create an investigative report that fairly summarizes relevant evidence.

Relevancy Standard

Relevant Evidence

“Evidence is relevant if:

- (a) it has any tendency to make a fact more or less probable than it would be without the evidence; and
- (b) the fact is of consequence in determining the action.”

Irrelevant Evidence

- Prior sexual history of complainant, with two exceptions
- Legally recognized and unwaived privilege.
- Records related to medical, psychiatric, psychological treatment

Who Decides?

Department emphasizes repeatedly in Preamble that investigators have discretion to determine relevance

- Subject to parties’ right to argue upon review of “directly related” evidence that certain information not included in investigative report is relevant and should be given more weight

Investigators will have to balance discretionary decisions not to summarize certain evidence in report against:

- Each party’s right to argue their case, and
- Fact that decisions regarding responsibility will be made at hearing, not investigation stage

Redactions

Additional Requirements

- Share the report with the parties and their advisors
- In electronic format or hard copy
- At least 10 days prior to the hearing

The Purpose of the Report

- To allow for advance Review
- To allow for advance Preparation
 - By the Decision Maker
 - By the Parties
- Reduce likelihood of bias in final outcome

Intended Recipients

- The Parties
- The Advisors
- The Decision Maker
- The Appeal Panel

Other Recipients?

- Friends of the parties
- Parents
- Law enforcement
- Attorneys
- Judges
- Media
- Social media

Essential Elements

- Intentionally organized to enhance comprehension
- Factually accurate
- Concise
- Without editorial or opinion
- Consistent format

Report and Evidence File

- Summary of the Evidence
- Compilation of the Evidence

The Evidence File

- Compilation of the evidence
- organized intentionally and consistently
- Divided into Appendices
- Is attached to the report
- Includes a procedural timeline

Examples of Appendices

Appendix A - Contains all of the party/witness testimony (e.g., transcripts, statements summaries, etc.) that the investigator deems relevant

Appendix B - Contains all of the documentary evidence (e.g., text messages, SANE reports, photographs, etc.) that the investigator deems relevant

Appendix C- Contains the remaining evidence deemed irrelevant by the investigator, but that is directly related to the allegations in the formal complaint

Appendix D - The procedural timeline

Structure of the Report

- Overview of the Investigation
- Statement of Jurisdiction
- Identity of Investigators
- Objective of the Investigation and the Investigation Report
- Prohibited Conduct Alleged
- Witnesses
- Evidence Collected
- Summary of Evidence
- Conclusion

Report Structure Overview

In this section, provide a very brief overview of the case. Include:

- the names of the parties,
- the applicable policy(ies)
- the prohibited conduct alleged,
- the date, time, and location of the conduct,
- a brief description of the alleged misconduct

Report Structure Statement of Jurisdiction

1. Cite Jurisdictional Elements
2. State all grounds for Jurisdiction

Report Structure Identify Investigators

1. Identify the investigators by name
2. Investigator's training belongs in file, not in Report

Report Structure Objective of the Investigation & Report

1. This language should mirror the language in your policy or procedures.
2. State the objective of the investigation
3. Briefly state that all procedural steps were followed
4. Describe the purpose of the report.

Report Structure Prohibited Conduct Alleged

1. List the allegations of prohibited conduct in the formal complaint.
2. Include definitions of prohibited conduct from institution's policy/procedures.

Report Structure List Witnesses

- List those witnesses that were interviewed
- List witnesses that were identified, but not interviewed
- Simple List
- Detailed List

Example of a Detailed List

Report Structure Evidence Collected

The final Title IX regulations require that all evidence obtained as part of the investigation that is directly related to the allegations in the formal complaint be shared with the parties and "made available at any hearing to give each party equal opportunity to refer to such evidence during the hearing including for the purposes of cross-examination."

In this section, list the Evidence or Refer to Appendices

Report Structure Summary of Evidence

In this section, include a summary of all relevant evidence. This section can be organized in several ways. It is important that, however organized, the evidence is summarized clearly and accurately, and without opinion or bias. In this section, the writer should cite the evidence and information in the Appendices.

Report Structure Conclusion

In this section, summarize next steps in the process, including any procedural pre-requisites for moving the matter forward to a hearing.