Title IX Coordinator Training Module 4: Overseeing or Conducting Investigations Part II – Gathering Evidence & Completing the Investigation Melinda Grier President, Melinda Grier Consulting, PC WHERE WHEN HOW ARRAGOUA ARRAGOUA ARRAGOUAGE AR

Conducting Investigations: Purposes

- Gather evidence
- Make credibility determinations
- Recommend appropriate action charges to be brought or action to be taken
 - Respond to the complaint
 - Protect complainant or preserve the legitimacy of the process
 - Prevent future harassment
 - Implement or update current policies
- Make sure evidence is fully developed to support the ultimate decision

	A STATE OF THE REAL PROPERTY.		
	THE RESERVE OF THE PARTY OF THE		
TNACUA			
IIIIACUA			
Maties at Association of College and Hairman to Attach			

Investigatory Skills

- How to ask questions
- Dealing with difficult subjects
- How to convince the reluctant witness
- How to distinguish relevant from irrelevant
- How to make credibility assessments
- How to be concerned but neutral
- · How to document the investigation

	THE RESERVE THE RE	THE PERSON NAMED IN
TNACUA		
INACUA		
National Association of College and University Attorneys		



More on Interviewing

- Getting accurate information
- Questioning
- Observing the interviewee
- Other witnesses
- Concluding the interview

TINACUA

The Initial Meeting with the Complainant

- Setting the foundation and explaining the process, discussing outcomes
- Identifying the issues, gathering information and witness names
- Explaining the complainant's and alleged perpetrator's rights and responsibilities
- Instilling confidence in the process and the players

TRACUA
National Action can be of Control and University Alternacy



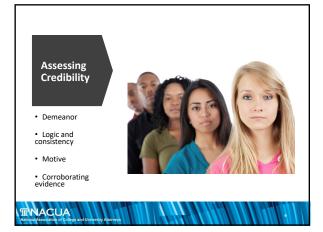
The Initial Meeting with the Respondent

- Setting the foundation and explaining the process
- Identifying the issues and gathering information and witness names
- Explaining the respondent's and the complainant's rights and responsibilities
- Instilling confidence in the process and the players

Other Considerations

- Searches
- Involvement of Parents and Lawyers
- Witness Behavior
- Media and Other Attention

TNACUA



Developing the Report - Facts - Document credibility determinations - Have confidence in your judgment - More likely than not

Ending the Investigation

- Completed report
- Secured any evidence
- Taking next steps

TINACUA
National Associated of Codings and University Attorneys

Note

The content of this presentation is to provide news and information on legal issues and all content is provided for informational purposes only and should not be considered legal advice.

The transmission of information in this presentation does not establish an attorney-client relationship with the recipient. The recipient should not act on the information contained in this presentation without first consulting retained legal counsel.

If you desire legal advice for a particular situation, you should consult an attorney.

TNACUA 122