

Prejudgment of the Facts

 To judge beforehand without possessing adequate evidence. (https://www.thefreedictionary.com/prejudgement)

• To pass judgment on prematurely or without sufficient reflection or investigation. (https://www.dictionary.com/browse/prejudgement)

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Prejudgment of the Facts

Investigators and decision-makers should not immediately assume they know what happened in a case, despite "signs" that suggest one side or the other is telling the truth.

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Prejudgment of the Facts

- Prejudgment often occurs when investigators and decision-makers adhere to sex-based stereotypes about males and females.
- Decisions should be made based on individual facts, not stereotypical notions of what males and females do or do not do.

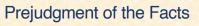
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Prejudgment of the Facts

Example:

An investigator immediately assumes a female complainant is lying because she is not outwardly displaying emotion.

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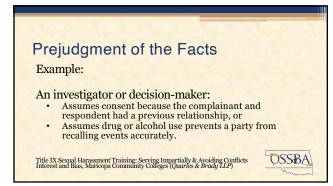


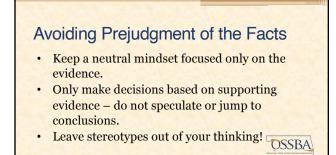
Studies show that human beings are not good at spotting deception based on body language, especially when we do not spend much time around the individual.

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Conflict of Interest - Definition

https://www.merriam-webster.com/dictionary/conflict%20of%20interest

A conflict between the private interests and the official responsibilities of a person in a position of trust

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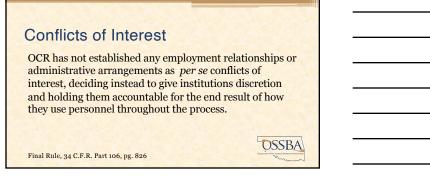
Conflict of Interest - Definition

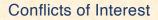
When an employee's personal interests or relationships conflict with the ability of such employee to act in a neutral manner with regard to a complaint against a faculty member, staff member or student.

https://www.grinnell.edu/sites/default/files/documents/Conflict%200f%20Interest%20for%20Title %20IX%2002.24.2017_0.pdf

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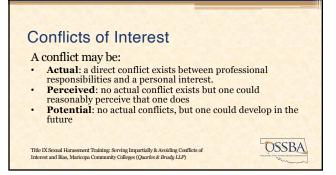
Even specific professional affiliations (such as being affiliated with a women's rights group) do not automatically constitute a conflict.

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Final Rule, 34 C.F.R. Part 106, pg. 826

Conflicts of Interest A conflict of interest arises when an individual working on a particular Title IX matter is prevented from being impartial impartial.

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Conflicts of Interest

Conflicts can come from a variety of situations:

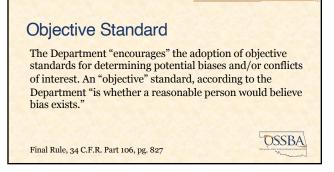
- Family relationships •
- Close friendships or dating relationships
- Adversarial relationship in or out of the workplace .

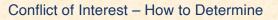
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- Legal disputes •
- **Business relationships** .
- Possibly some employment relationships .

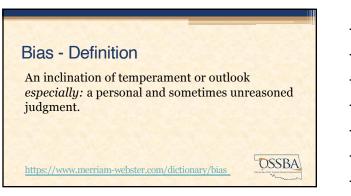
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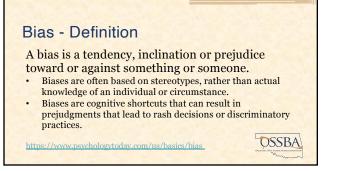


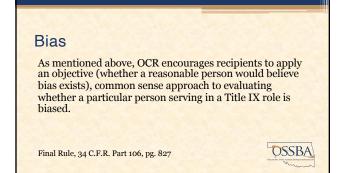


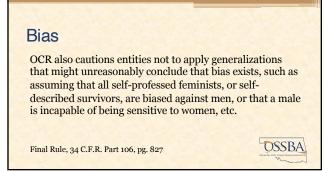
- Do I have anything to personally gain or lose from this set of
- Would I feel comfortable if both parties knew about my relationship, and the nature of my relationship, with this person? Would I be comfortable with these circumstances if I were one of
- the parties?
- Could a reasonable person question my impartiality in this set of circumstances?











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Avoiding Bias

- Treat people as individuals and not members of a class.
- Do not make assumptions based on the race, national origin, religion, sex, age or disability status of an individual.
- Think about your own biases and do your best to leave them out of your thought process.

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Avoiding Bias

- Consider the language you use. Does it include sex stereotypes?
- Do not automatically make assumptions when drugs or alcohol is involved.

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