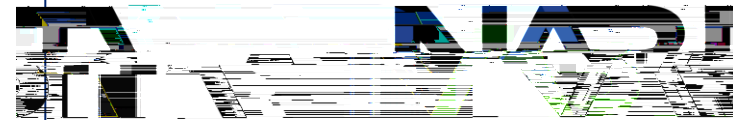




Civil Rights Investigator Three: Practical Skills

B b n Bn q



w b n n n n q
n q n bn q q b v wqbn q v wn
bn q n q wn b bn q q q b q v
w b q n nb vq n b



CONTENT ADVISORY

bn qb qq n qbn q v b qq w
 v q q qql
 qb l n n b qqnb q q
 n bq b n q n l n n q n q q
 b wl l ql wn l q l
 nb w b n ql w
 bn n q b q n w
 n bn n q

AGENDA

Days 1 & 2

1

v Q q b b

q b bq

2

n q bq v

3

Wh nb qq

4

v Bnl

5

q n v bq

TITLE IX

0 QB 4 12B

4 50

n qn Q q
q n qqn q
b nl b n
qn n
q b n qb l n
w b n n l
n b w b
b qq q b



THE IX COMMANDMENTS

INVESTIGATION

q prompt
fair
 V Q b 1 2



Thorough

Reliable

Impartial

PROCESS



Prompt

Effective

Equitable

REMEDIES



b qn w
 n q n
 qb l n

b qn w
 n
 b b

b p w
 n l w
 b q

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“BIAS” DEFINED

b n n l l n n nn q b w
qn qnl l q qn l
l l v q bnl
q n b q wn n ql b
q b w W b n wbnl
bw n qnl n q b
n v n q n qv b l w q
qnl n p w

NOT FOR DISTRIBUTION

“PREJUDICE” DEFINED

n n q n qnl n n qnl
q b wv q n qn n n b
l l v q bnl
w bn b n n n n n
n b n 2 nl 0 3 LBP LB B q bnl

BIAS & PREJUDICE

Bn qb n q q bn qb n q

nq q

Qnb B B

Q n w

B Bnl b

L w

Qnb q b

b l l

qq l q l n q n

wBn n n n n l

BIAS & PREJUDICE – TYPES OF BIAS

Bn n l w q

w q

w q

n b q

n q b q

Ql w q

Bn q b q

n q

Bn l n q

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BIAS AND PREJUDICE (CONT.)

Bnl l n n n qn q b
Q n n w qq n
b b
b w
n n n q q
n b v q
q
w qn n w
bn n n q
Q nl b q
q w
b b n b qq

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THE ENVIRONMENT

V v v b
qn n b
Bn b nnl
n n q
nbn b n l vq
l n q bq
n l
L l q b n q
Q b w
B b n wv n q b n q
l qq q

MANAGING EXPECTATIONS

Qnl l q n n q w n q b q q wn

n manage the parties' frustration

n v n bn b q n qv q q q b

EXPLANATION OF ROLES

n n q n n nb qq
b
n n n q n q nb qq
bqn l q
bqn l q
qn q n q
v bnl l q n qn q
V n b qn
- v w q b w q b l q nb q
bn b q q nnl l q b
nv l w

THE PROCESS (SIMPLIFIED)



PRACTICE EXERCISE

2 n ql n qn 1
 n 0 q
b b wn n q
 wn nb qq v
v b

CASE

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INTERVIEWING THE COMPLAINANT

l qn v
P q n q
Ql n bq
n bq



QUESTIONING GUIDELINES

What are the goals of questioning?

b q
q q l q
q b wq b n
b q n q q nb qq
n n l n n l b q
l n b b
w n v ql n w n n
q p q n q n b q l qq
qv n l n ql qq

QUESTIONING GUIDELINES

WHAT DO I WANT TO KNOW?

WHY DO I WANT TO KNOW IT?

WHAT IS THE BEST WAY TO ASK IT?

AM I THE BEST PERSON TO ASK IT?

q q bn q n

RESTATE/REFRAME

q q l l v qq
n b l
l n n l l n w
l n n q qq q b v n q l q b
q n n b b w
q w n q
q q w n q v q q
Qn qn q
l l n

COMPLAINANT STATEMENT

q n n l w
n bn b n bnl n q n q w
n q v qbn q q l n
n nv v v q n
n v n nnl n q nv
qq v q n b n w n q
v b l q nnl
l n qn n QL n n q
v q v n q q

CHARACTERS

Annie (Complainant)

0 w qn n q n n Q Bn
v n b l q l w n n l n
n b l q l

Rob (Respondent)

00 w qn Q n n q n
w l qv

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CHARACTERS

Brittany (Roommate)

0 w qn n n q q
nnl l v n q l v l q
n wl n n nv q q
qn w n n w

STRATEGY FOR COMPLAINANT INTERVIEW

In small groups, discuss the following:

V n l n n w n

V n l n n w n

Q n n l p q n q n B n l
b n v w n l q l

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QUESTIONING EXERCISE

q b q q w b w
v w n n
Bnl nv
b q n b b
p q n b p q

CASE

STRATEGY POST-COMPLAINANT INTERVIEW

In small groups, discuss the following:

V n l n n w n

V n l n n w n

V n n w n n q v

V n n w n v n q v

Q n n l p q n q n q n b

n v w n l q l

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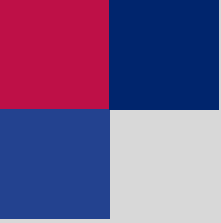
QUESTION THE RESPONDENT

ADDITIONAL INTERVIEW EXERCISES

Time Permitting

v n v qq q
o V n
v Bnl
b b q n Bnl
q n q l

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Questions?

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Thanks for joining us today.

ATIXA

L B Q BN W w b q n b n q l q
wn n bb q l b q bnl b q n n w bn w q
 nv l q b q bb q l q bn n qn q b q q n
l w n qn q nn q n n q q
 q n w b q n b q n w n q q q b q l q