

An ATIXA Webinar | October 21, 2020

PRESENTERS





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AGENDA



- 1 Campus Contexts
- 2 Pre-Hearing Communication
- 3 Choosing Technology
- 4 Hearing Preparation
- 5 Pre-Hearing Logistics Decisions
- 6 Hearing Communication
- 7 Lessons Learned

UNIVERSITY OF VIRGINIA

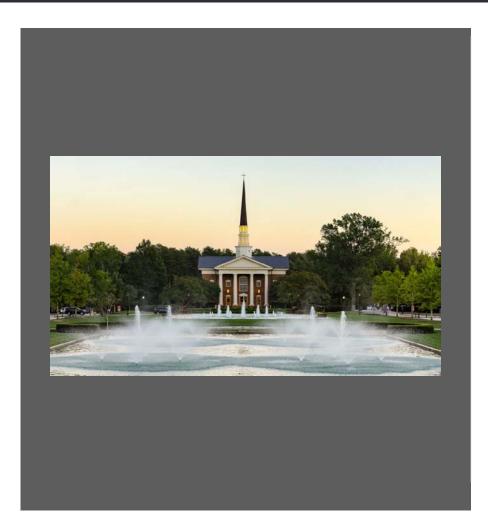


- 22,000 Students
- Public
- Bachelor's/Master's/Doctoral/ Professional Degrees
- Title IX Staff:
 - Title IX Coordinator
 - Deputy Title IX Coordinator
 - 3 full-time Investigators
 - Executive Assistant
- 1 Sexual Misconduct Policy/2 Procedures



FURMAN UNIVERSITY



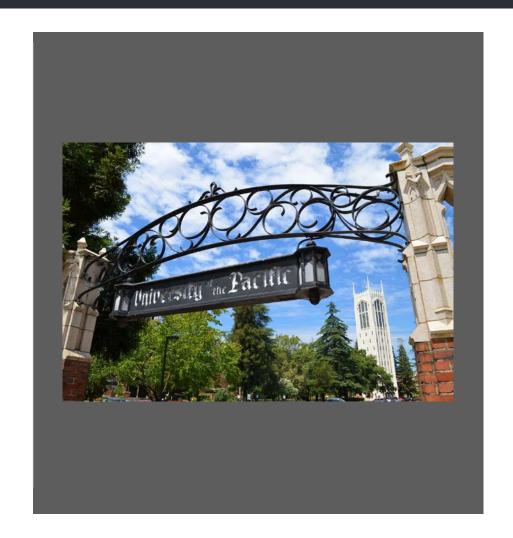


- 2700 Students
- Private
- Four-year Residency Requirement
- Bachelor's/Master's Degrees
- Title IX Office of One
- 1 Sexual Misconduct Policy/2 Procedures

UNIVERSITY OF THE PACIFIC



- 6500 Students
- Private
- Three campuses
- Bachelor's/Master's/Doctoral/ Professional Degrees
- Two full-time staff
- 1 Sexual Misconduct Policy/2 Procedures



PRE-HEARING COMMUNICATION



- Explain the hearing process
- Set privacy expectations
- Assess for needs
 - Technology access
 - Disability accommodations
 - Language services
 - Private space
- Share hearing materials
 - Parties & Advisors
 - Witnesses
 - Decision-makers

CHOOSING TECHNOLOGY



- Identify available platforms
 - Zoom
 - Microsoft Teams
 - WebEx
 - Others?
- Consider functionality needs
 - Separate rooms
 - Chat function
 - Captioning
 - Hide participant view
 - Ability to minimize interaction
 - Recording capability

HEARING PREPARATION



- Develop a checklist
- Pre-hearing meetings
 - Test Technology
- Customize script
- Identify staffing
 - Decision-maker(s) and alternate(s)
 - Hearing facilitator
 - Title IX Coordinator
- Determine if all participants will be remote

HEARING LOGISTICS DECISIONS



- Campus status (pandemic and post-pandemic)
- Technology
 - Recordings
 - Co-host
 - Exits and entrances
 - Back-up plan
 - Phone numbers
- Rules of decorum
- Information sharing and questions (Process A vs. Process B)
- Breaks
- Impact and mitigation statements
- Trauma-informed practices

VIRTUAL ROOM COORDINATION



Hearing Room (Recorded)

Deliberation Room (Not Recorded)

Complainant & Advisor

Respondent & Advisor

Witness Waiting Room Title IX Coordinator & or Counsel

Main Hearing Room

HEARING COMMUNICATION



- Parties and Advisors
 - Private consultation
 - Cross-examination
- Questioning under Process B
- Multi-party hearings
- Decision-makers
 - Co-locate for hearing?
 - Deliberation
- Post-hearing debriefing

LESSONS LEARNED



- Don't host the hearing in the "main room"
- Practice with technology
- Have a back-up plan
- Follow your policy
- Address panelist engagement (e.g., facial expressions, multiple screens, etc.)

QUESTIONS?



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