Investigator Training

June 21, 2021

Office of Institutional Equity
The University of Michigan
Today we will cover

- Important concepts for investigators
- Moving from complaint to interview of a complainant
- Conducting a comprehensive interview
- Summarizing an interview
Overarching goals of an investigation

• Collect as much reliable and relevant evidence as possible

• Utilize a process where the parties are treated fairly and impartially

• Analyze the evidence in a thorough and reasonable manner

• Write a report that illustrates you did all of the above

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Important concepts

- Relevance
- Reliability
- Credibility
- Weight/probative value

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The allegations

On multiple occasions in the 2020-2021 academic year, on the fifth floor of Veidlinger Hall while the two were working in the Department of Dog Lovers, Taylor Gold made numerous unwelcome comments of a sexual nature, touched Terry Rodriguez’s buttocks, and touched Terry Rodriguez’s crotch.
Learning from you . . .

Use chat feature to share something you have found challenging when it comes to conducting or summarizing complainant interviews
Preparing for Complainant’s interview

• What documents do we need to look at?
• What categories of prohibited conduct are triggered by these allegations? And then, what do we do with this knowledge?
• Think about different interviewing techniques
You are interviewing Complainant Terry Rodriguez

- Transcript reflects Complainant’s response to your first open-ended question

- What comes next?
Break-out room exercise with partner

• Identify at least three topics/incidents/issues that require follow-up questions

• Draft your segue to those questions

• Draft at least three follow-up questions to three separate topics/incidents/issues
Drafting the interview summary

- Order of summary
- Topic sentences
- Use of footnotes
Figuring out what to include

- Zunehmende Fliegeraktivität, Flugzeuge über dem Werk, Detonationen in der Umgebung, Feuerschein am Horizont.
- Anordnung: "Spülung".
- Bombentreffer in nächster Nähe, anscheinend im Werk.
- Anordnung: "Notentspannung".
- Anordnung an Turm I auf Einsatz eines Löschzuges zum Löschen des Gasometerbrandes.
- Anordnung an Turm I: Löschzug warten lassen, da unmittelbare Gefahr des Bombenabwurfs.
- Anordnung an Turm I: Löschzug zum Gasometer schildern.
- Neue Bombeneinschläge im Werk: Meldung Beobachtung Wassergasanlage, Gasometer Bau 127 fängt an zu brennen.
- 1. Löschzug ausgerückt.
- Anordnung an Turm I: 2. Löschzug ausgerückt.
- 3. Löschzug ist ausgerückt zu

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Homework
Questions?
Investigator Training

June 23, 2021

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The University of Michigan
Overarching goals of an investigation

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Today we will cover

- Perfecting our summaries
- Prepping for Respondent interview
- Reprise: summarizing interviews of parties
- Witness issues
- Analyzing evidence and applying the Policy
Break-out room exercise

- Share your summary with your team via email
- Review team members’ summaries
- Constructively critique the summaries
- Prepare three examples to share with the larger group of differing approaches to summarizing

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Learning from you . . .

Use chat feature to share something you have found challenging when it comes to conducting or summarizing respondent interviews.
Moving to Respondent’s interview

• Does your preparation for Respondent’s interview differ from preparation for Complainant’s interview?

• Special questions for a respondent and special ways of summarizing a respondent’s statement
Group activity:
Figuring out what to ask a respondent and how to ask it

With your team, develop follow-up questions in the spaces indicated
Group vote: Figuring out what to include
Witness issues

- Deciding whether to interview witnesses

- The witnesses in the Rodriguez/Gold:
  - Who are they?
  - What issues can they provide information about?

- Summarizing witness interviews—what do you need to include?
Findings of fact: Gold/Rodriguez
Let’s discuss

- Which facts apply to each element?
  1) Severe
  2) Pervasive
  3) Objectively offensive
  4) Effectively denied Gold equal access to a University program or activity