



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





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

1⁰² Interner Fliegeralarm.

1⁰⁰⁻¹³³ Zunehmende Fliegertätigkeit, Flugzeuge über dem Werk, Detonationen in der Umgebung, Feuerscheine am Horizont.

1³⁰ Anordnung: "Spülung".

1³⁷ Bombentreffer in nächster Nähe, anscheinend im Werk.

1⁴⁰ Anordnung: "Notentspannung".

ca 1⁵⁰ Brände im Werk: Hy-Gas-Behälter Bau 203, Maschinenhaus Gasphase Bau 270, Rohrbrücke in der Benzinstraße.

1⁵³ Anordnung an Turm I auf Einsatz eines Löschzuges zum Löschen des Gasometerbrandes.

1⁵³ Anordnung an Turm I: Löschzug warten lassen, da unmittelbare Gefahr des Bombenabwurfs.

1⁵⁴ Anordnung an Turm I: Löschzug zum Gasometer schicken.

1⁵⁸ Neue Bombeneinschläge im Werk: Meldung Beobachtung Wassergasanlage, Gasometer Bau 127 fängt an zu brennen.

gegen 2⁰⁰ Anordnung an Turm I: Löschruppen von SHD.

gegen 2⁰⁰ Rückfrage bei Feuerwehr ergibt, dass Löschruppe nicht ausgerückt ist. Erneute Rückfrage.

2⁰³ 1. Löschzug ausgerückt.

2⁰⁵ Anordnung an Turm I: 2. Löschzug.

2⁰⁹ 2. Löschzug ist ausgerückt zu

Group vote:
Figuring out
what to
include



Microsoft Word
Document

Homework



Questions?





Investigator Training

June 23, 2021


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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




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



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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



Questions