

University of Missouri Equity Investigator Training



Agenda



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Nondiscrimination Policy (Equity Investigations)

Policy - Opportunity and Nondiscrimination Policy
...conducting an equity investigation
...have occurred on or after August 14, 2020

600.040 Equity Resolution Process for
...Bd. P
...Resolution of Complaints of Discrimination
...nst a Faculty Member ... and Harassment agai
...
...is intended to provide a fair and equitable
...occurred on or after August 14, 2020

600.050 Equity Resolution Process for
...

Broader Scope...

Further, if a Complainant simultaneously alleges or the investigation suggests that violations of the University's Anti-Discrimination Policies and disagreements arising from working relationships, working conditions, employment practices, or differences of interpretation of a policy, the University shall have the authority to investigate and take appropriate action regarding inappropriate Complainant allegations pursuant to the Equity Resolution Process. In conducting such an investigation, the Office of Equity Resolution may consult with and/or seek input from Human Resources and/or appropriate administrators and/or other employees.

E. Preliminary Contact and Inquiry. Upon receiving a report, the Equity Officer shall promptly contact the Complainant to discuss the availability of supportive measures as defined herein, consider the

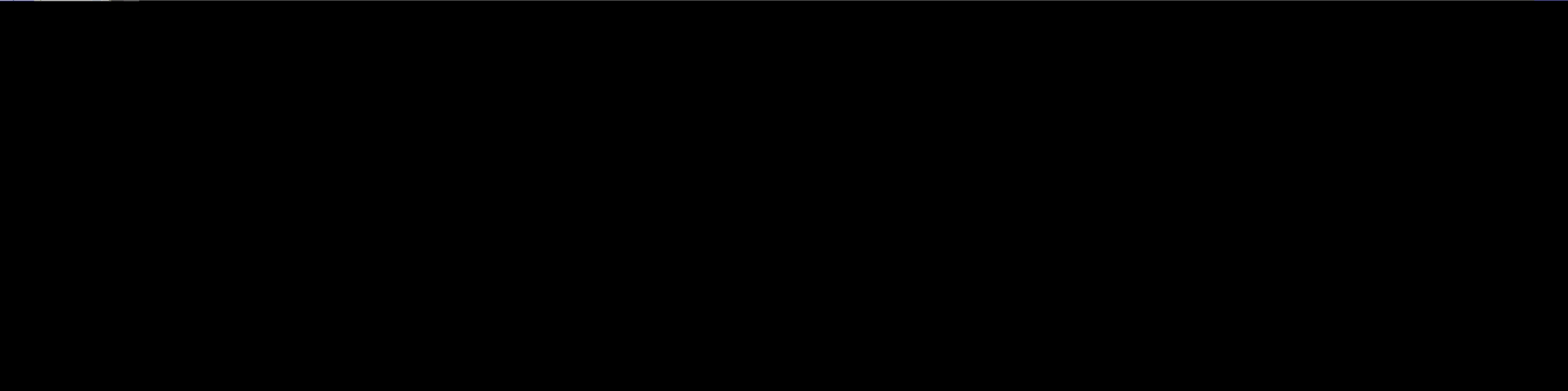
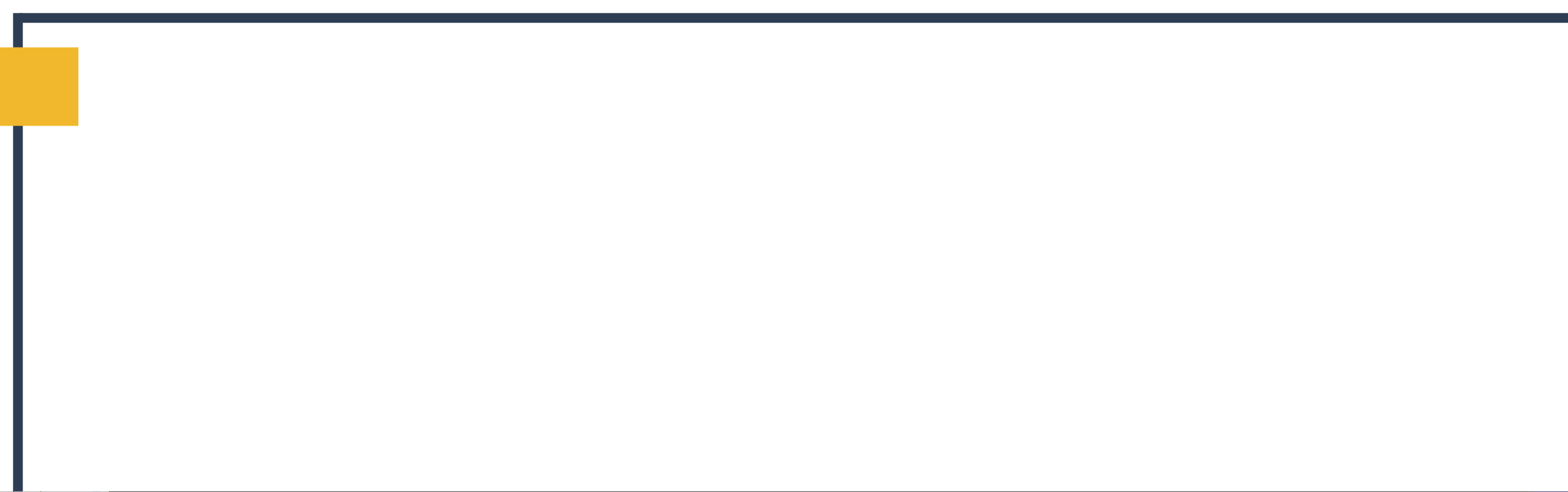
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



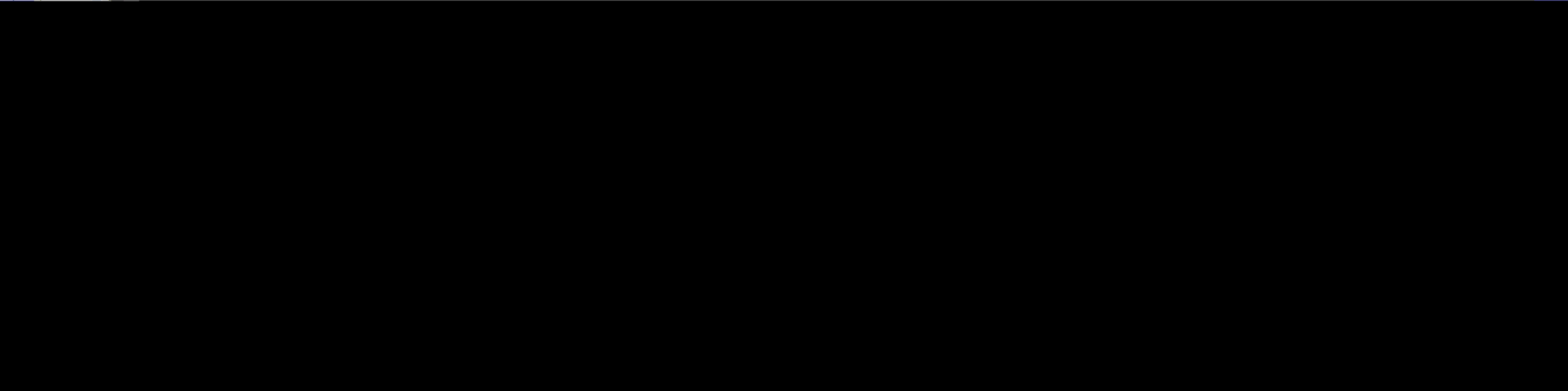
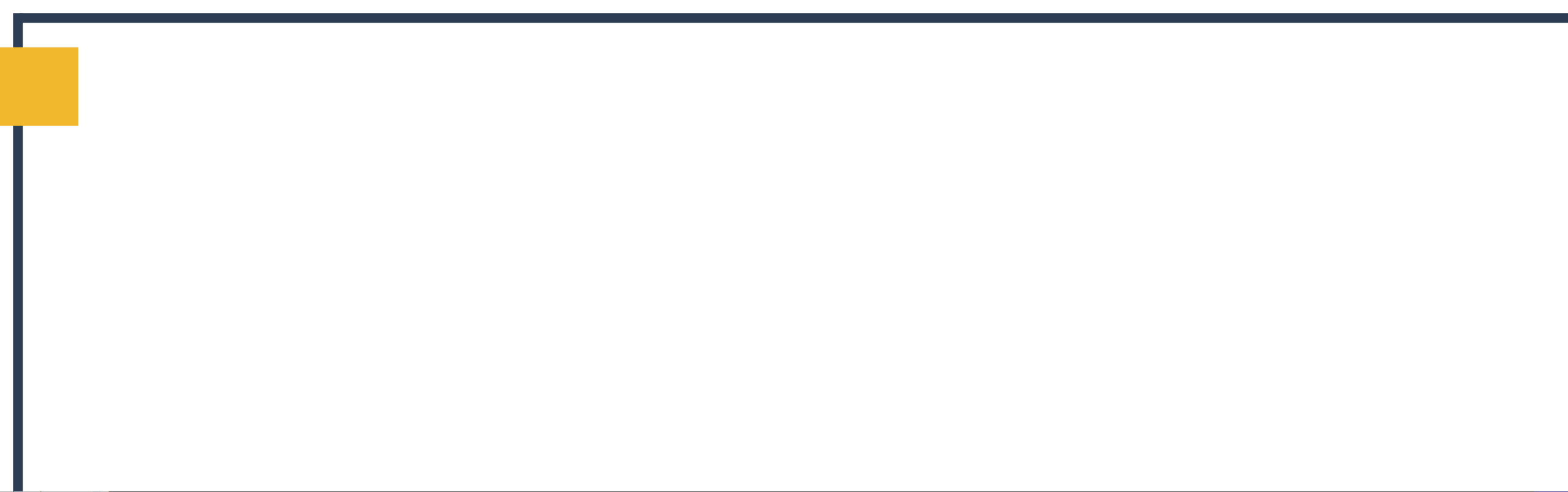


Considerations

Considerations

is there information that might support the allegations beyond the complaint/report itself?

what type of information





Develop Plan of Investigation

Who

What

What

Where

When

Why

How



Always remember the “why”



Items to consider early and often



If a discrete decision is at issue. . .

Comparator Evidence

Mental Investigative Requirements

C. Ge

circumstances under which the _____'s mental investigation in _____ in a case with the following facts: _____
_____ alleged to be in violation of the _____
_____ compared with the treatment of _____
_____ although they have not been advised by the complainant.



Comparator Evidence



Other sources of information

Interviews – the parties

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–

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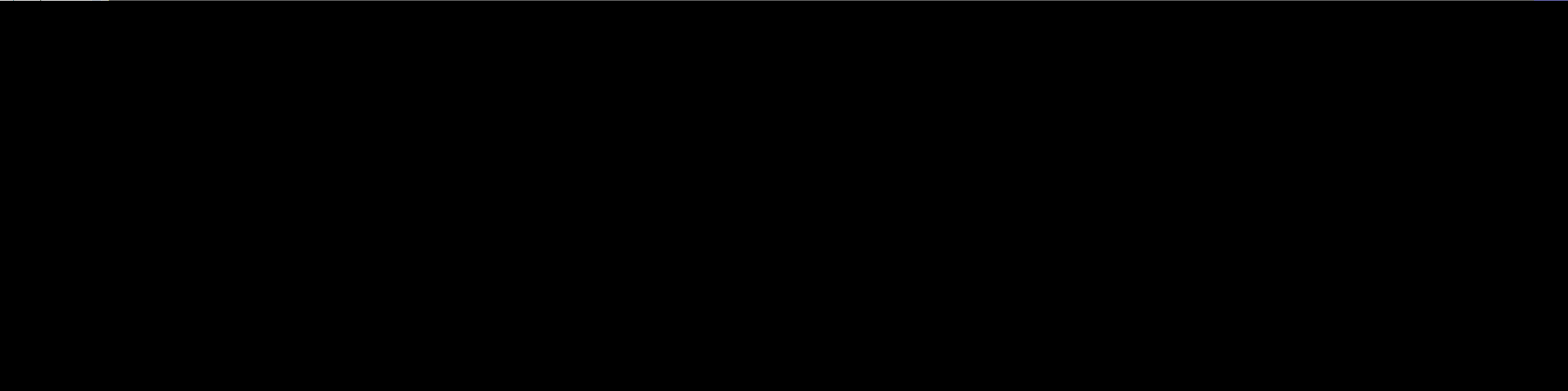
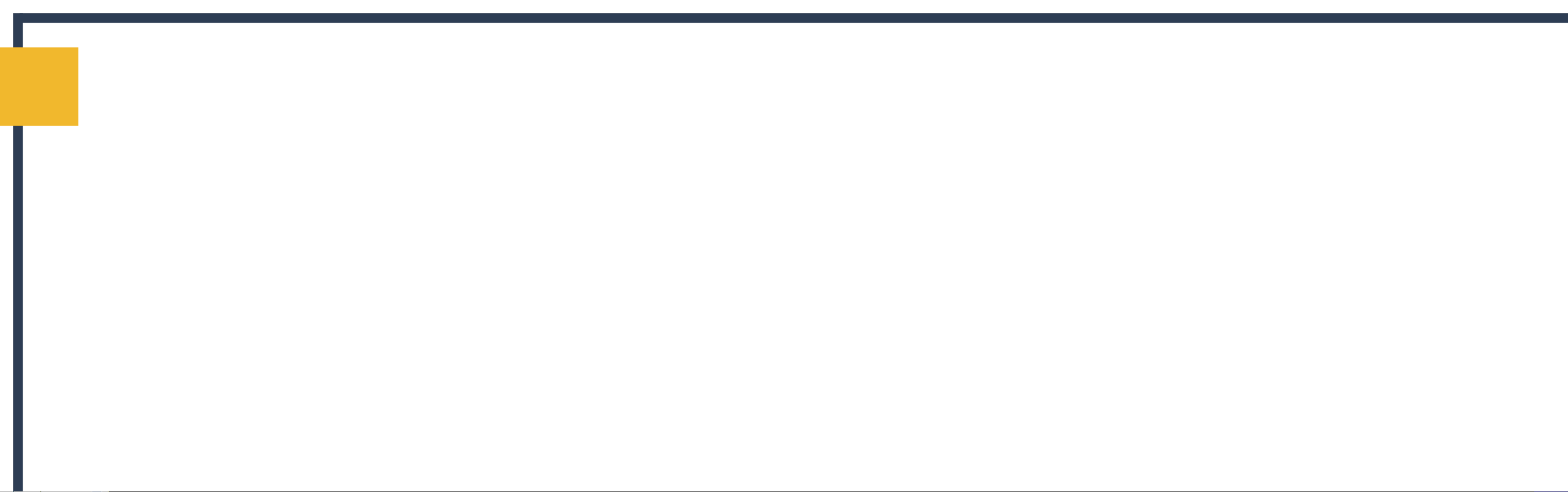




Interviews – the parties



Reminders for conducting interviews





Reminders for conducting interviews



Reminders for conducting interviews – Garrity Warnings

Quick Case Study

Report Writing – Best Practices



Preparing the report



Preparing the report



Summaries of Witness Interviews



Summaries of Witness Interviews



Summaries of Witness Interviews



Remember tone and voice

Summaries of Witness Interviews

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-

-

-



Summaries of Witness Interviews



Follow-Up Interviews



Other Information



What else should you consider?

possible

as specific as

What else should you consider?

clear



What else should you consider?

What else should you consider?

decision-maker.

helpful to the



Concluding thoughts

Case Studies

