

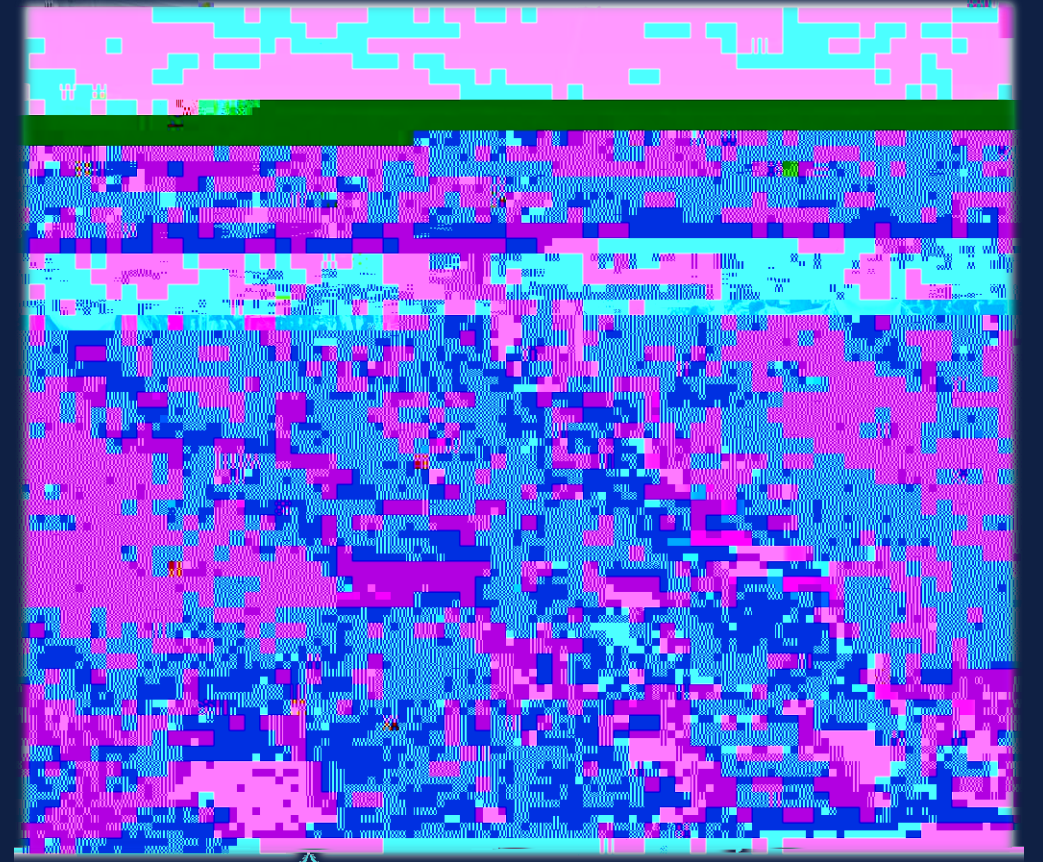
# Incorporating Restorative Practices in Investigation and Student Support Meetings

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# Introductions

- **About the facilitators:**
  - Our stake in this work;
  - Our story;
  - How we position ourselves in Title IX.
- **About the participants:**
  - Your stake in this work;
  - Your story;
  - How you position yourselves in Title IX.



# Centering Activity

***Take the next 5 minutes to free write (on paper, on your computer, or phone) about your relationship to this work.***

## **Consider:**

- **How do my identities impact how I show up in the interview process?**
- **What does this mean for me in my role?**
- **What are you noticing about your reflections? (i.e.,**



# What do we mean when we say, Restorative Justice (RJ)?



Based on the foundational belief that people want to make amends for wrongdoing for 2 reasons: to return to the community and return a community to its relational balance (Anderson, 2020, p. 144).



Well-defined communities which work to promote an ethos of care (Sebok & Goldblum in Anderson, 2020, p. 144).



RJ is rooted in community and necessitates a sense of shared belonging and desire to be in community



to solve problems that institutions neglect, the work gets watered



Desireé Anderson, Co-opting Restorative Justice in Higher Education



# Disclaimer

RJ requires community commitment and folks to appreciate their role in the community: it cannot be “done” to or with folks without their consent.



# Informal Resolution





# Investigation of a Formal Complaint 106.45(b)(5)

- ✓ Burden of proof on University;
- ✓ Equal opportunity to present witnesses, evidence;
- ✓ Not restrict discussion of allegations;
- ✓ Same opportunity to have others present;
- ✓ Written notice;
- ✓ Same opportunity to inspect and review evidence;
- ✓ Investigation Report;

# The Investigation Meeting Overview

## Key Components of the Meeting:

- Introductions
- Overview of process
- Purpose of investigatory meeting
- Questions from the parties
- Restorative questions
- Next steps
- Conclusion





What other, similar questions, have you used?



# Conflict of Interest & Bias

## 106.45(b)(1)(iii)

Designated individuals do not have a conflict of interest or bias ...

- For/ Against complainants or respondents, generally.
- Individual complainant or respondent

Training on bias

