

# **University of Missouri Equity Investigator Training**

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# Agenda

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# Nondiscrimination Policy (Equity Investigations)

Policy - Opportunity and Nondiscrimination  
This policy covers all equity matters that  
have occurred on or after August 14, 2020.

600.040 Equity Resolution Process for  
Resolving Complaints of Discrimination  
against a Faculty Member and Harassment  
against an Organization  
This process shall apply to all equity matters  
occurring on or after August 14,

600.050 Equity Resolution Process for  
Resolving Complaints of Discrimination  
against a Faculty Member and Harassment  
against an Organization

# 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 Human Resources will consult with the Equity Officer, and/or the Investigator may consult with and/or seek input from Human Resources staff or appropriate administrators as needed.



**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]

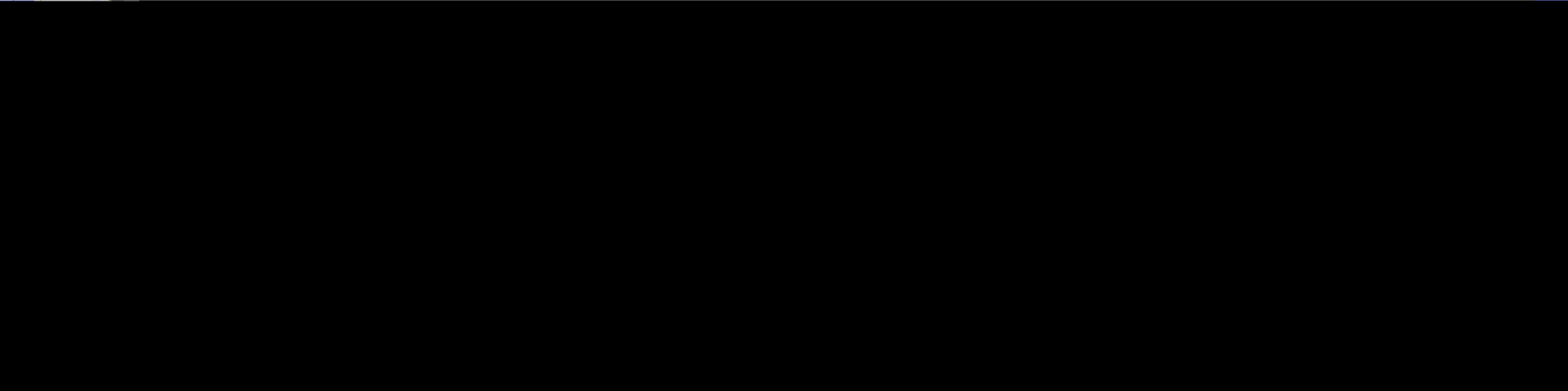
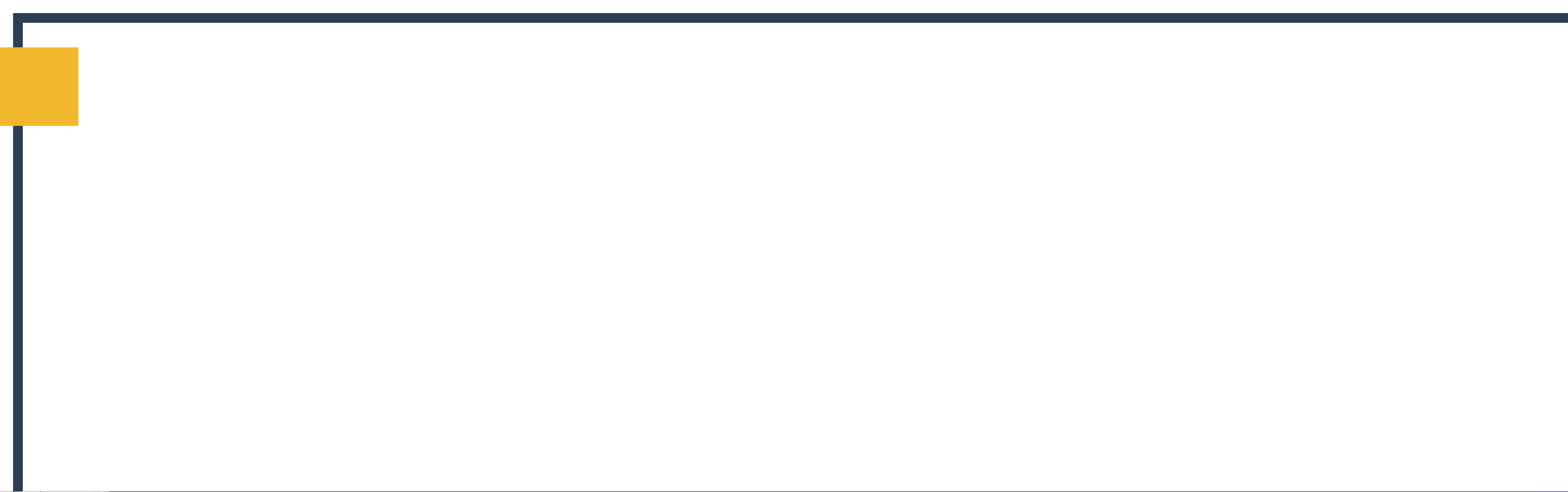
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[REDACTED]

[REDACTED]

[REDACTED]





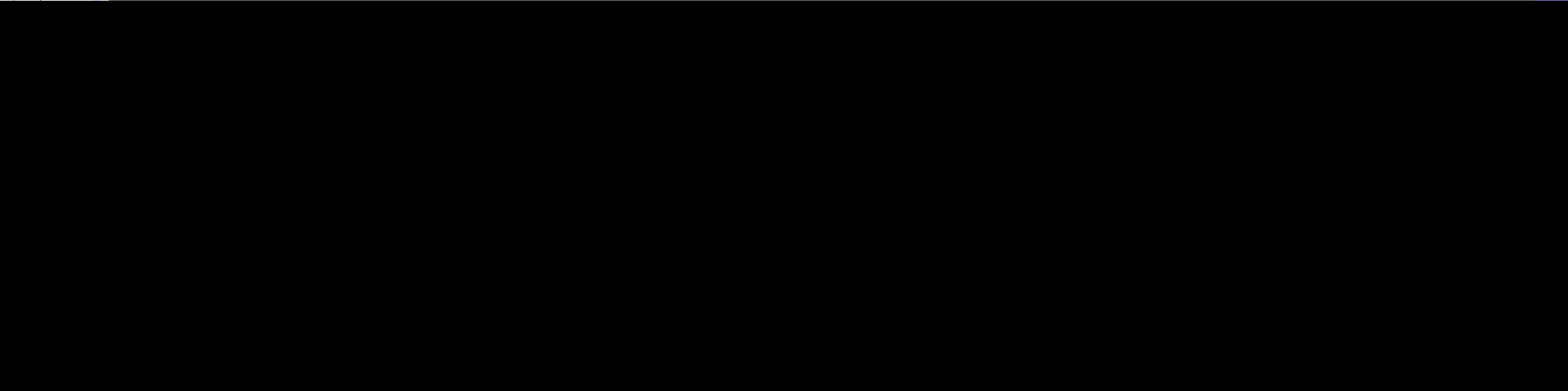
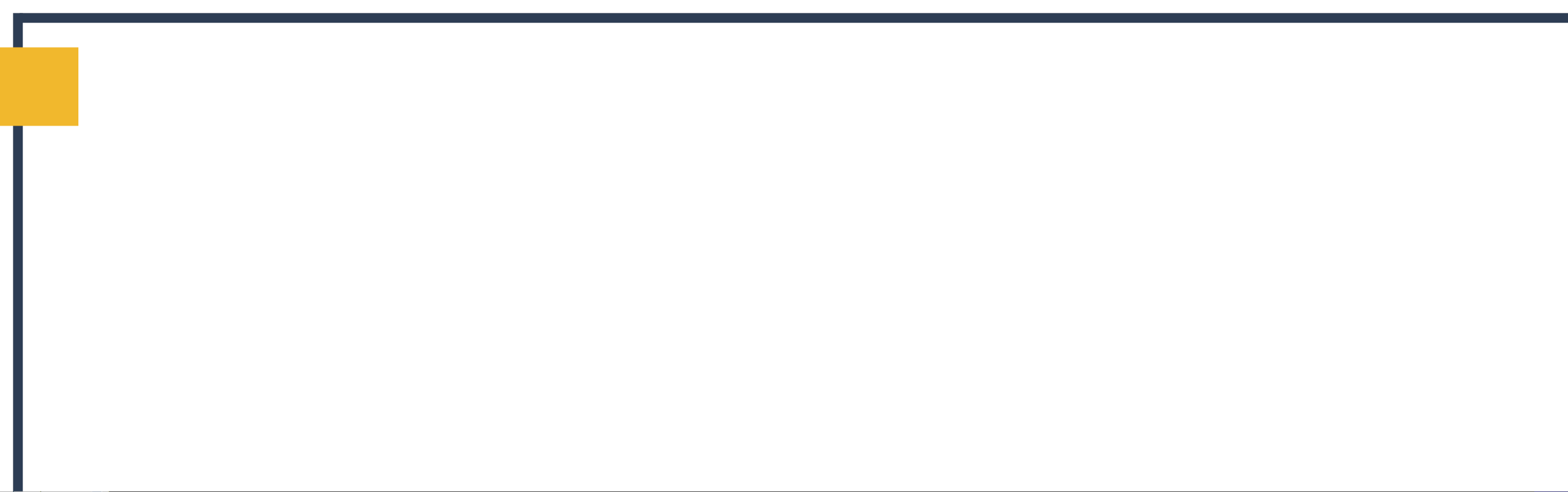


# Considerations

# 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



# Other sources of information

# Interviews – the parties

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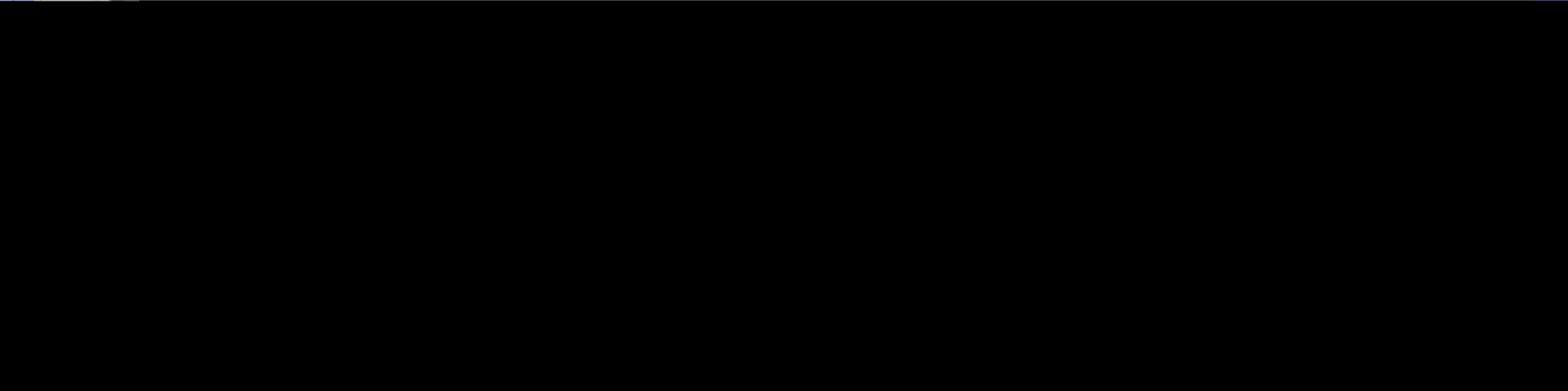
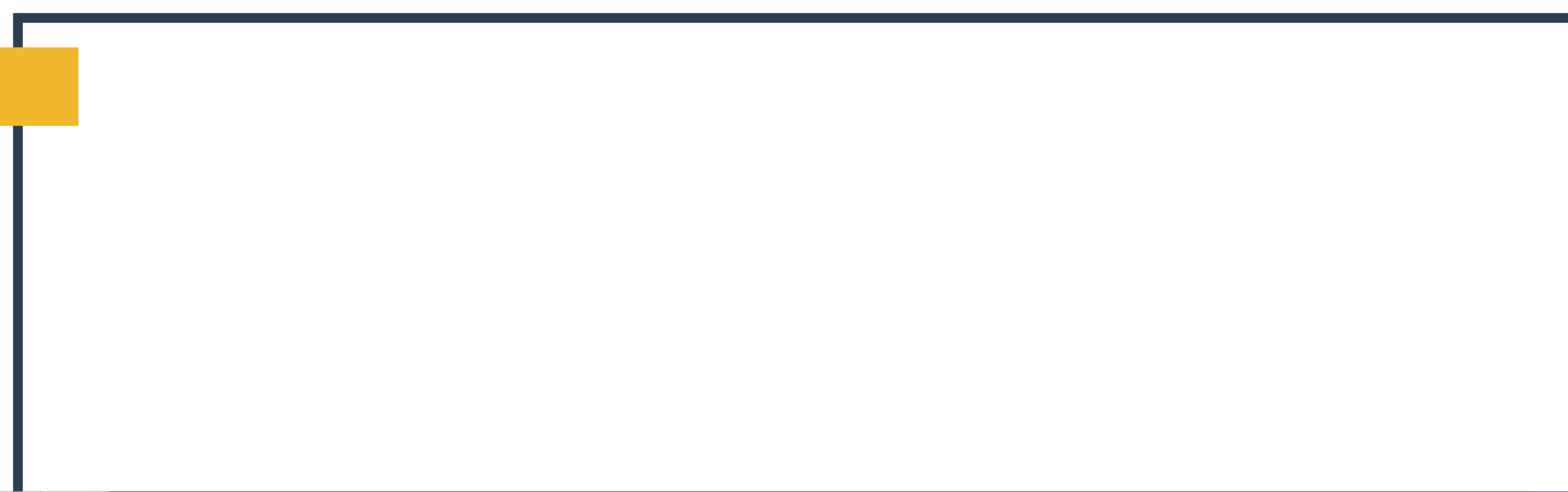




# Interviews – the parties



# Reminders for conducting interviews







# Reminders for conducting interviews



# Reminders for conducting interviews – Garrity Warnings

# Quick Case Study

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# **Report Writing – Best Practices**

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# 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

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