Informal Resolution Process Refresh and Q&A

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Foundation: Practitioner Considerations

Introducing Process to Students

Reminders for Practitioners

Scenarios

Q&A
Practitioner Considerations: Trauma-Informed

- Traumatic experience
- Neurobiology of trauma: disjointed, fragmented memories
- Hormonal flood during traumatic event
- Lacking confidence

Practitioner Considerations: Recognize Bias

- Initial thoughts and feelings
- Reflection
- Review procedure and process options
- Multipartial perspective
Practitioner Considerations: Alternative Process

- Community building
- Identifying harm, accountability, and resolution agreement
- Center voices of complainant and respondent

Introducing Process to Students

- Informal resolution: alternative process
- Accountability vs. Responsibility
- Voluntary, both parties
- *Flowchart
Scenarios

• Complainant makes a complaint regarding Respondent Student who repeatedly “catcalls” and uses sexually suggestive innuendo in comments to Complainant, and sends Complainant unwelcome and inappropriate messages via social media.
  • What questions might you ask Complainant in the initial intake meeting to assess appropriateness for Informal Resolution as an option?
  • Do you have any concerns regarding offering an informal resolution under these facts?

Source: Husch – Blackwell LLC
• Complainant makes a report about Respondent Student, who is also a member of the same club sports team. Complainant stated Respondent Student has a leadership role in the club and often flirts with Complainant during practices and social gatherings for the club team. Complainant has told Respondent to “knock it off” with the flirting, which causes a brief break by Respondent. Complainant feels like they have to quit the team to get the flirting to stop.

- What questions might you ask Complainant in the initial intake meeting to assess appropriateness for Informal Resolution as an option?
- Do you have any concerns regarding offering an informal resolution under these facts?

• Complainant makes a report following a recent situation with Respondent Student. Complainant provides context—the two have gotten to know each other over the past couple of months. They spend time together and seem to be close friends. Complainant shares a recent night of drinking with Respondent. Complainant and Respondent end up lying next to each other in a friend’s bed; Respondent attempts to kiss Complainant, but Complainant turned away. Respondent rubs their hips against Complainant; Complainant begins to cry. Respondent stops and leaves room and apartment.

• Complainant reports feeling anxiety and fear while on campus, making many attempts to avoid Respondent on campus. Complainant reports nightmares about the situation and is angry at the Respondent for their behavior that night. Complainant does not want to participate in the formal investigation and hearing process, but they want Respondent to “learn a lesson” from this situation.

Source: Husch – Blackwell LLC
Q & A: What questions do you have?

Resources

- Informal Resolution Guidebook, June 2021
- ATIXA
- Dan Schorr, LLC