

# Interim Policy Update

---

2020-21 Training for the Grievance Process Pool

November 6 - PART TWO



# Agenda

- Welcome Andres
- Evidentiary Standard Review
- ATIXA playbook
- Sanctioning
- Appeals
- Hearing Process
- Discussion

# Preponderance of Evidence

- The standard used universally in civil rights resolutions
- Policy offense if determined to have been more likely than not
  - 50% plus a feather
  - Decision based on what can be proved or shown by the evidence (no “gut feeling”)
- If no “feather”, result is finding of not responsible



# Sanctioning

- General principles
  - Educational mission, with strong accountability
  - Progressive discipline
  - Consistency in decision making, with flexibility based on case
- General considerations
  -



# Appeals

# Hearing Process

- Chair will follow script
- Chair will manage decorum
- Visualize set up
- Advisor role
  - Ask questions created by party
  - May provide support/advice, but not your job to create questions or determine relevance
- Currently not likely to allow for “objections”
- Considering evidence if a party doesn’t show up to hearing or submit to cross-examination
- What questions do you still have?
  - What questions came up for you during B&T training?



# Questions raised during B&T training

- Connection between our process and criminal justice process
- Understanding burden of proof on institution
- Anyone remember anything else?

# Other questions raised

Matt asked if people understand potential if case goes to civil court:

Could GPP be called as witness in court?

Could GPP be sued?

Are there other concerns about lawyers are involved?

# Other Questions?

---

