‡ The Emergency Removal Committee (hereafter ERC) has the authority to remove any University community member who poses an immediate threat to the physical health o physical safety of a complainant, respondent, or any other person participating in the investigation or adjudication of the Title IX process.

‡ The ERC will be composed of 3 members as follows:

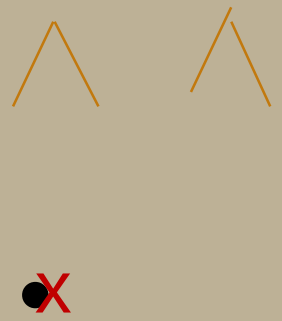
- Student is the alleged threat: Title IX Coordinator (or designee), a University professional who possess a background in counseling or social work appointed by th T9C (with designee backup), Dean of Students (or designee).
- Employee is the alleged threat: Title IX Coordinator (or designee), a University professional who possess a background in counseling or social work appointed by th T9C (with designee backup), Human Resource Administrator appointed by the T9C (o designee).

‡ In making the decision to remove a respondent on a temporary basis, the ERC will use the following criteria.

- This meeting would include interviewing any individual who has relevan information regarding the immediate threat of the respondent.
- Before making a decision, the ERC must meet with the respondent and allow the respondent to address the allegations of the immediate threat.
-

The ERC Removal Process

- Assess the credibility and relevance of the information received.
- Assess the nature and severity of the potential harm.
- Assess the duration of the risk.
- Assess how likely it is that the potential harm will occur.
- Assess the imminence of the potential harm.
- Determine that there is no other reasonable or restrictive remedies available other than emergency removal.



Previous misconduct may be taken into consideration when the panel sanctions a responsible party.

‡ Title IX Coordinator gives this envelope to Hearing Panel Chair before hearing begins. If the finding is . . .

NOT RESPONSIBLE

Chair returns the envelope to T9C unopened.

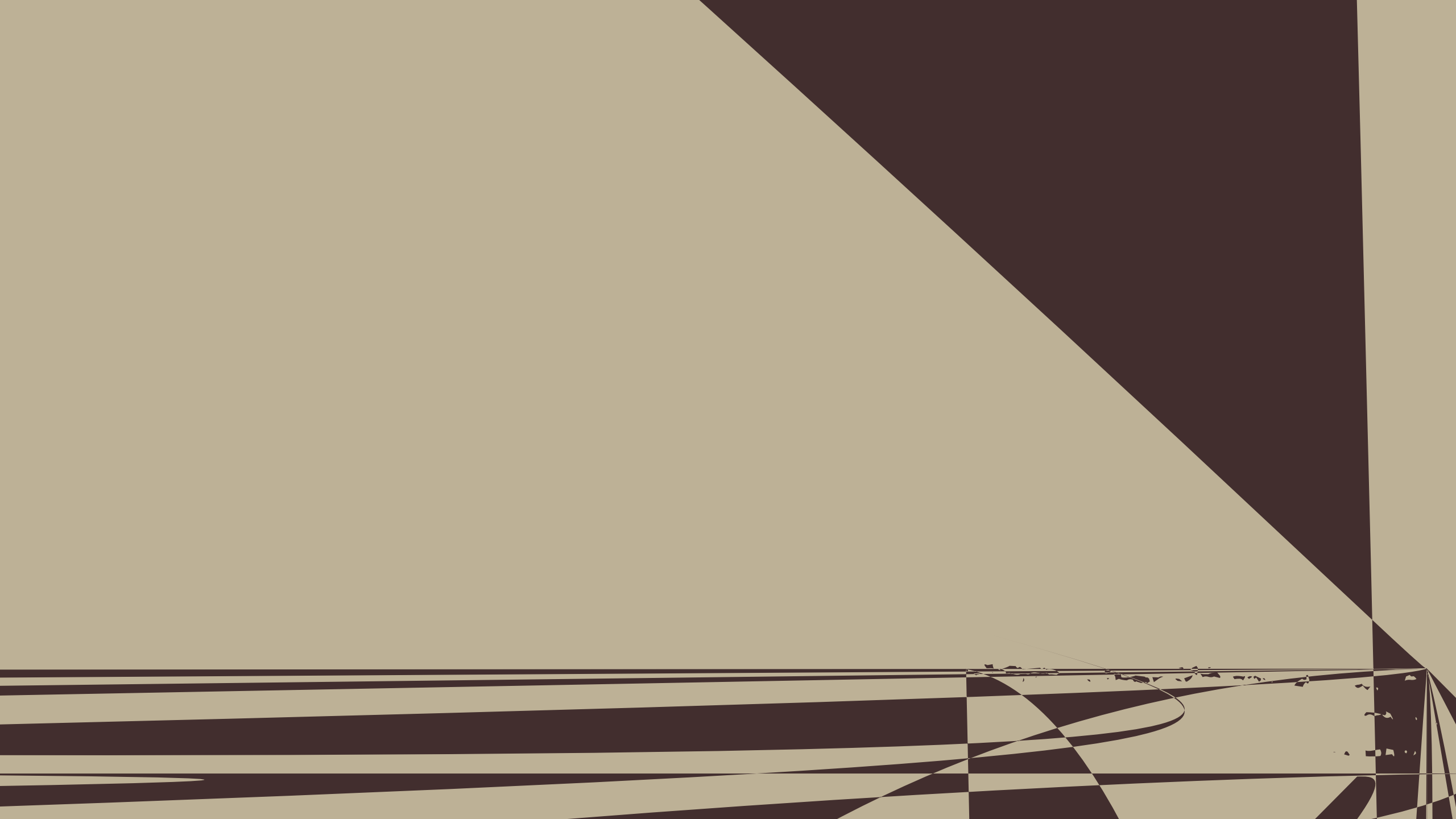
RESPONSIBLE: chair opens envelope

Do Not Open Until Sanctioning Phase

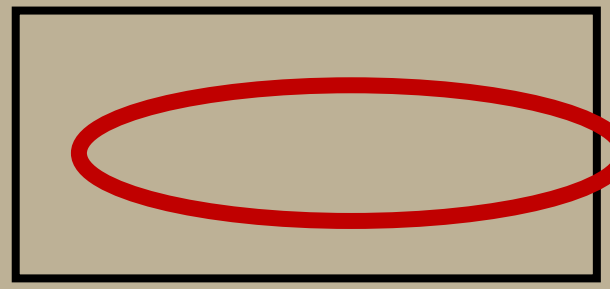
John Doe

Mr./Ms.[Name] has no previous violations

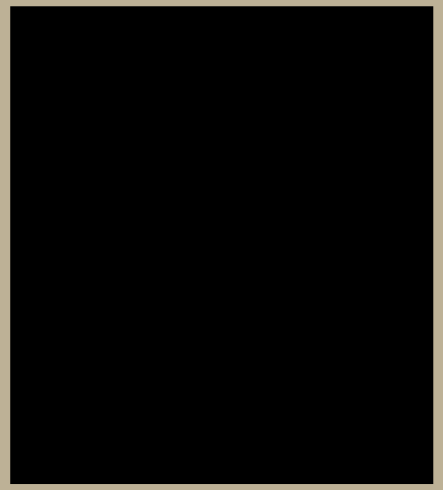
Mr./Ms. [Name] has the following previous violations . . .



- When assessing credibility, you must evaluate the . . .
  - source
  - plausibility of what is offered
  - corroborating evidence (supporting or refuting)
  - motive to lie (where appropriate)
- Coordinators and investigators need to rely on their own set of experiences when assessing credibility (avoid bias and stereotyping)
- Ask yourself this question:



Title IX



CONCORDIA UNIVERSITY

WISCONSIN & ANN ARBOR

TITLE IX OFFICE

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Case Information

'DWH 5HSRUW 6XEPLWWHG &OLFN WR HQWHU D GDWH

&DVH &RRUGLQDWRU &KRRVH&DDVVHH&RRRRUGGLQQDDWWRRU &KRRVH D

&DVH ,QYHVWLJDWRU&DDVVH ,QYHVWLJDWRU&DDVVH ,QYHVWLJDW

&8$$)HPDOH ,QYHVWLJDWRU&8$$)HPDOH ,QYHVWLJDWRUV

'DWH RI ,QFLGHQW &OLFN WR HQWHU D GDWH &OLFN WR HQ

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Date Assigned to Investigators: Click to enter a date. Date Completed: Click to enter a date.

&RPSODLQDQW/¶LW WG$YLVRU &RPSODLQDQW¶V $GYLVRU /LVW $GY

Date Report Submitted: Click to enter a date. T 9/30/2020

W September 2020 X

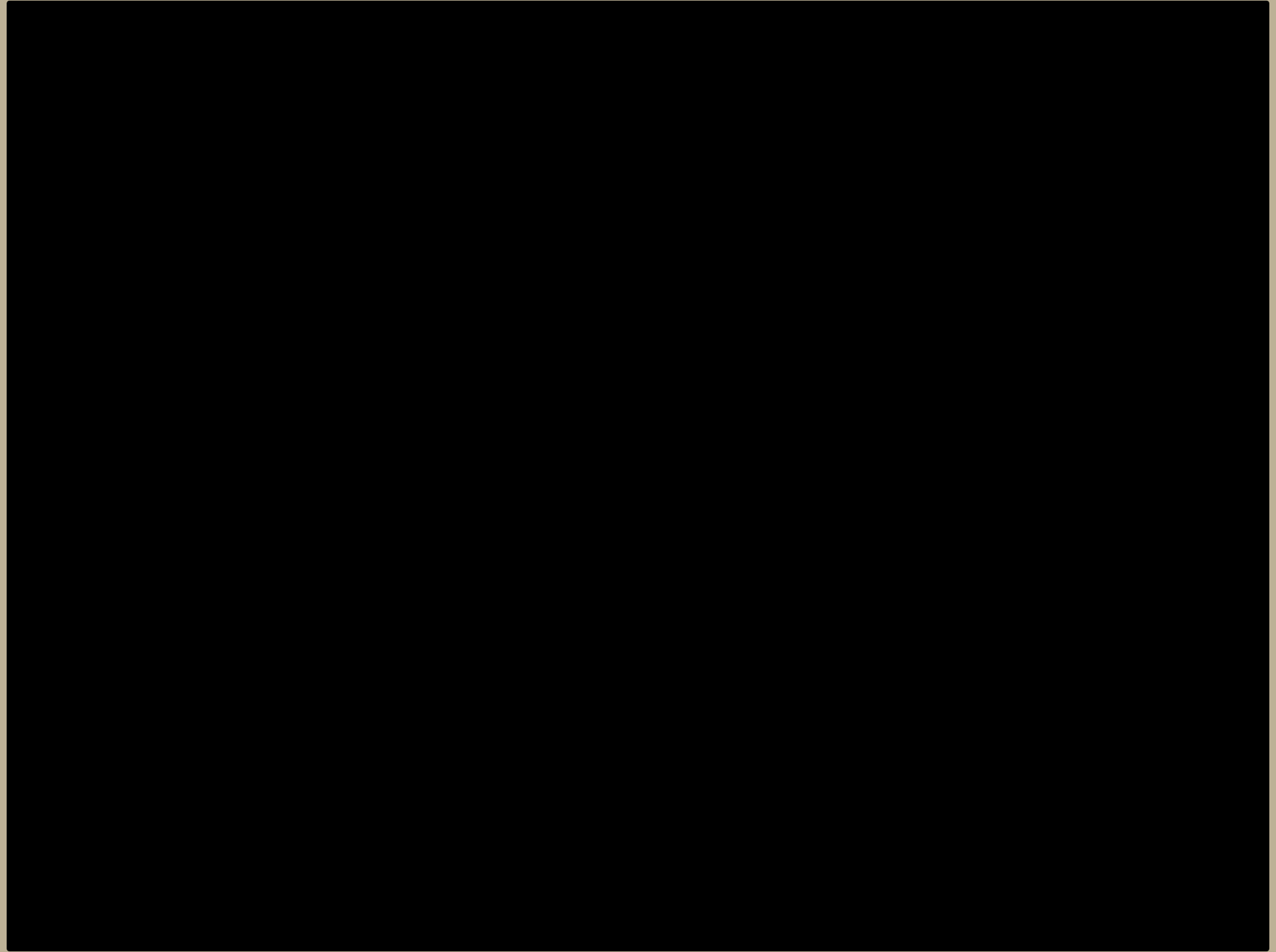
Case Coordinator: Choose a Coordinator. T

Choose an Item
Jesus Hernadez
Andrew Luptak
Kim Masenthin
Tori Negash
Marie Terlinden

Report made to: Click or tap here to enter text.

Z • ‰ } v v š [• Ès] • } Œ ŵ List Advisor

Z • ‰ } v v š [• Robert Kardashian



Listed below are the specific alleged violation(s) of the University Sexual Misconduct Policy.

Alleged Violation of the Code of Student Conduct Article 2 § D Choose an item.

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Alleged Violation of the Code of Student Conduct Article 2 § D Choose an item.

Alleged Violation of the Employee Handbook § 4.3.7. Choose an item.

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Alleged Violation of the Code of Student Conduct Article 2 § D Choose an item.

Alleged Violation of the Code of Student Conduct Article 2 § D Choose an item.

Alleged Violation of the Code of Student Conduct Article 2 § D

Coordinator decides what goes into the blue bucket (evidence file)

- At no time may a complainant or respondent (party) directly question the other party. All questioning of the parties will be through their advisor.

- Questions must be first directed to the AHP Chair so that the Chair may determine if the question is relevant to the issues at hand.

¾ Pre-hearing (not required by OCR but recommended by ATIXA)

‡ Conducted by AHP Chair with each party separately

‡ Title IX Coordinator may be present

‡ Purpose: educate both parties on the rules of the hearing and complete the witness list

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CONCORDIA UNIVERSITY

WISCONSIN & ANN ARBOR

TITLE IX OFFICE

ADMINISTRATIVE PANEL HEARING

- x Complainant testifies (opening statement)

- Witness #1, 2, etc.
  - Questions from panel
  - Questions from Investigator
  - Questions from both parties advisors
  - Follow-Up Questions by any of the above

- Closing Statements from both parties (up to 5 minutes)

- Deliberations
  - Delivery of outcome/rationale