

# DELIBERATIONS

Equity & Title IX Annual Volunteer Training  
August 2023

University of Missouri System  
COLUMBIA | KANSAS CITY | ROLLA | ST. LOUIS

UMSYSTEM.EDU

---

---

---

---

---

---


---

---

1

## You are in DELIBERATIONS... NOW WHAT?

- **Mission:** To determine whether the Respondent is responsible or not responsible for the policy violation(s) in question.
- The Hearing Panel will base its finding on a *preponderance of the evidence* (i.e., whether it is more likely than not that the Respondent committed each alleged violation).
- Deliberations will occur with no others present, except any legal advisor to the Hearing Panel.
- If a Respondent is found responsible by a majority of the Hearing Panel, the Hearing Panel will determine appropriate sanctions and remedial actions by a majority vote.
- **Keep In Mind:**
  - The most difficult part of the process
  - Panels rarely see the clear-cut cases
  - Incomplete information is the norm
  - Often comes down to an assessment of credibility
  - Quality of questioning during hearing is critical



University of Missouri System  
COLUMBIA | KANSAS CITY | ROLLA | ST. LOUIS

UMSYSTEM.EDU

---

---

---

---

---

---


---

---

2

## DELIBERATIONS

- Charges → Evidence → Findings → Decision
- ASK:
  - As applied to each disputed fact, is it more likely than not that one version occurred as opposed to the other?
  - After the totality of the evidence from all Parties has been presented, is it more likely than not that a policy violation occurred?



University of Missouri System  
COLUMBIA | KANSAS CITY | ROLLA | ST. LOUIS

UMSYSTEM.EDU

---

---

---

---

---

---

---

---

3



---

---

---

---

---

---

---

---