



Asking Questions

Equity & Title IX Annual Volunteer Training

August 2023



University of Missouri System

COLUMBIA | KANSAS CITY | ROLLA | ST. LOUIS

ASKING QUESTIONS



Who asks questions to Parties and witnesses during the Equity & Title IX process?

Equity Officers
Title IX Coordinators
Equity & Title IX staff
Investigators
Support persons
Decision-makers



When might decision-makers ask questions?

Administrative resolution meetings
Equity hearings
Title IX hearings
AMC meetings



ASKING QUESTIONS

Think about:

- What do I need to know?
- Why do I need to know it? (i.e., Is it relevant?)
- What is the best way to ask the question? (i.e., How can I phrase the question appropriately?)
- A little bit of planning goes a long way!

Practice pointers:

- Ask for definitions of colloquialisms such as, “hooking up,” “making out,” “cuddling,” “belligerent”
- Avoid compound questions
- Know elements of alleged violations and focus questioning on those issues
- Ask hard questions in a non-accusatory way
 - Instead of: “Why didn’t you report right away?”
 - Try: “What brought you to report at this time?” OR, “Did you consider reporting it after the incident? Why or why not?”



TYPES OF QUESTIONS

Open-Ended

- Calls for narrative or recall
- Ex: “What happened after you left the bar?”

Focused

- Directs the witness to a particular issue
- Ex: “You said you woke up because you felt him touching you. Please tell us more about that.”

Multiple Choice

- Provides a range of options
- Ex: “Were your clothes on, off, or some other way?”

Yes/No

- Seeks to clarify a specific point
- Ex: “You said you went to her apartment from the bar. Did she drive you both there?”

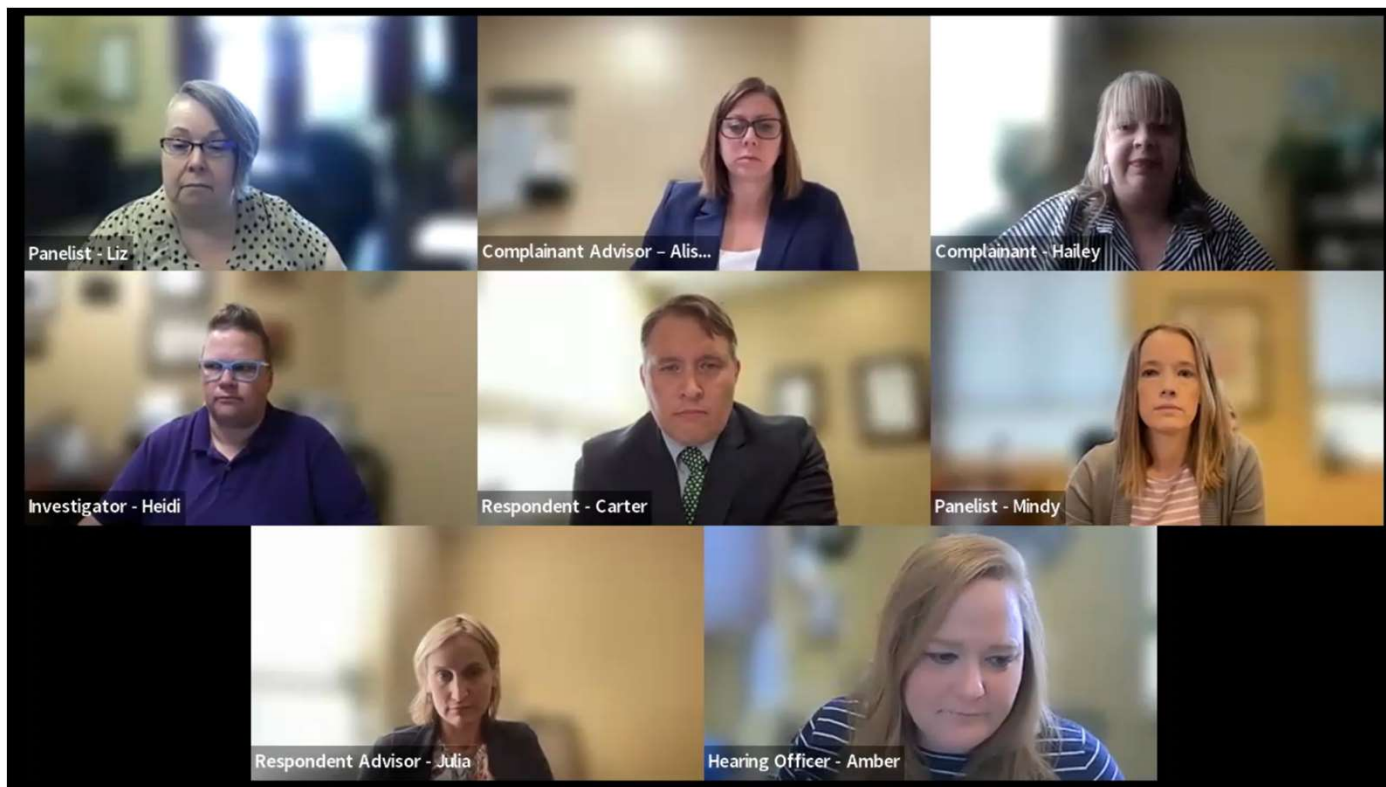
Leading (use sparingly)

- Assumes the answer
- Ex: “She drove you to her apartment, correct?”



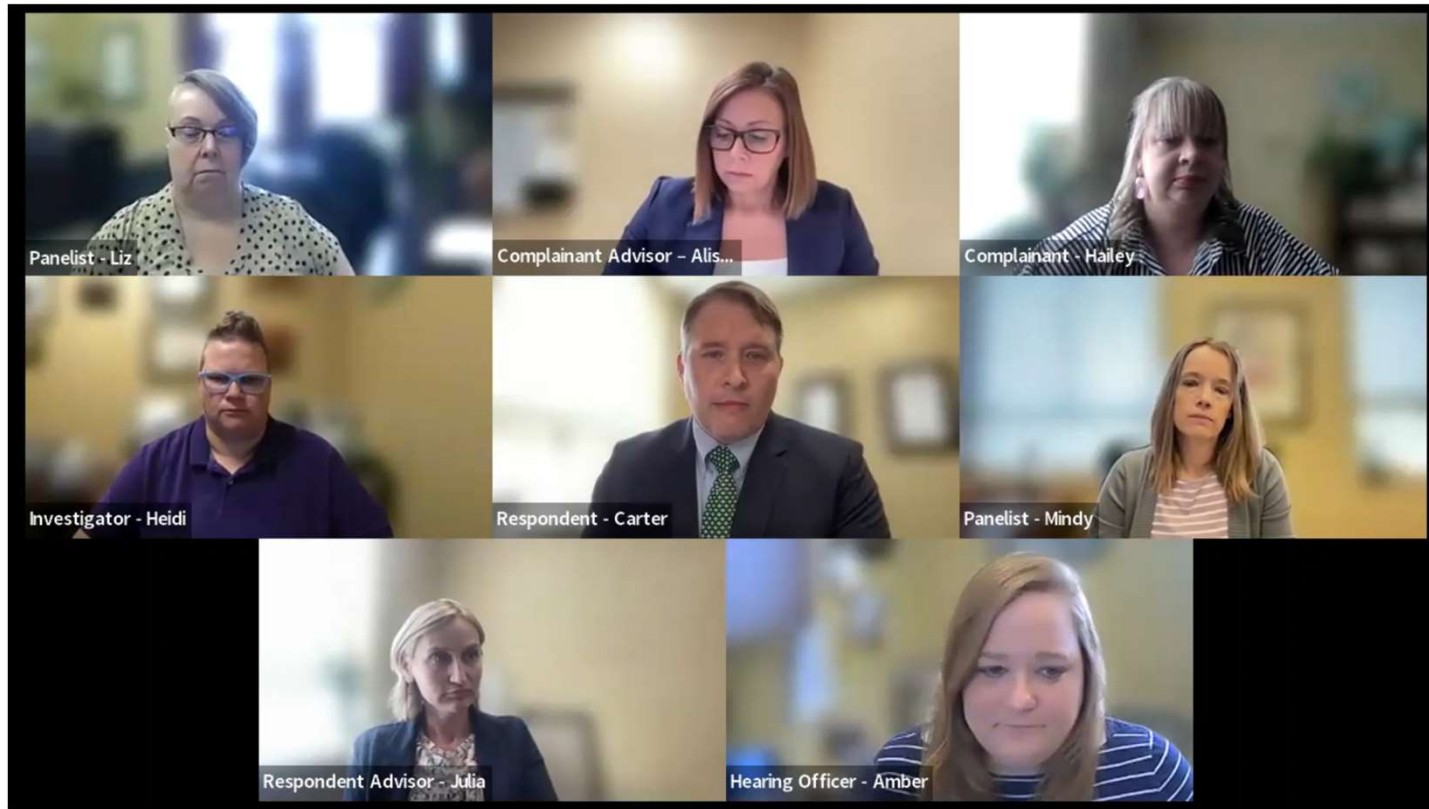
Exercise #1

COMPLAINANT



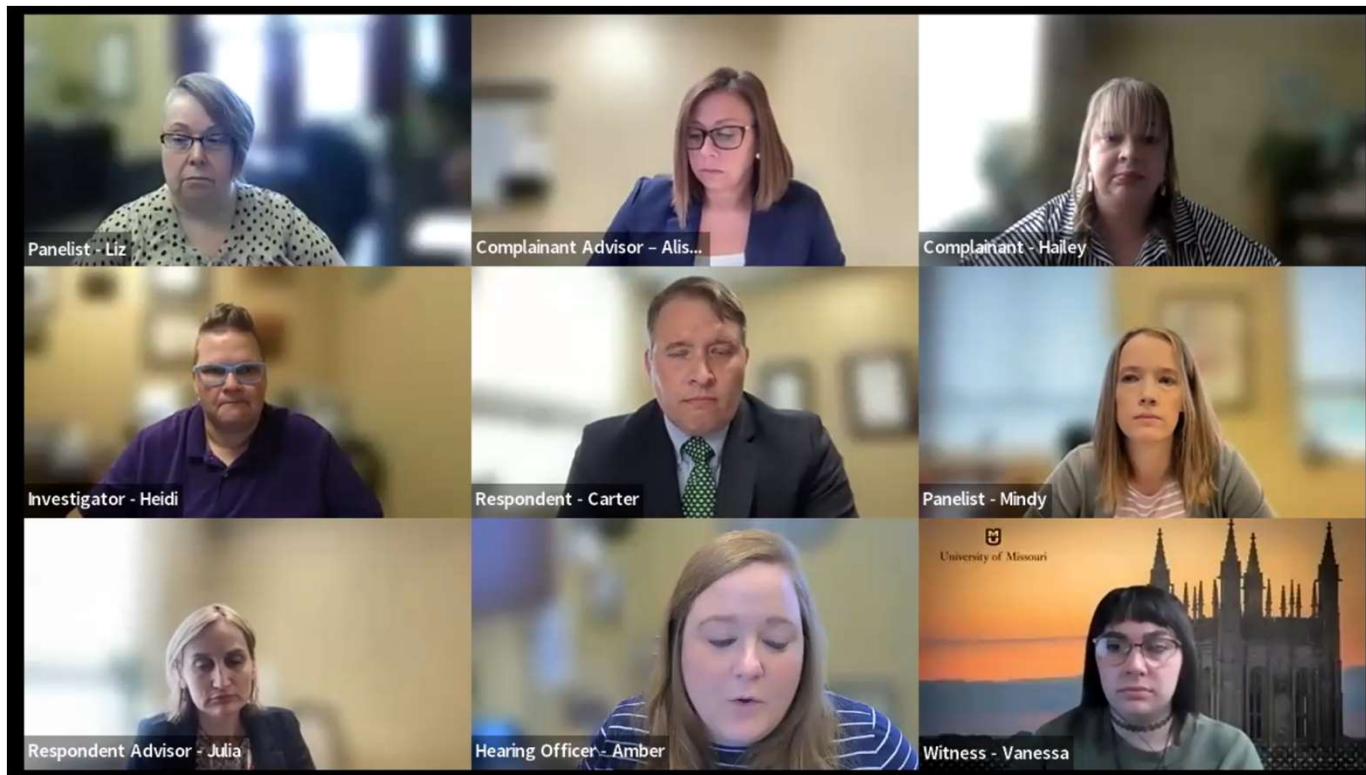
Exercise #2

RESPONDENT



Exercise #3

WITNESS - ROOMMATE





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