

Asking Questions

Equity & Title IX Annual Volunteer Training

August 8, 2024



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YOU MUST ASK QUESTIONS!



Parties have waited for this hearing



You can ask questions at any point during the hearing



Helps to write out questions ahead of time



Can ask a question that was
already asked during the
investigation

You're accessing credibility



Asking Questions

- Who asks questions to Parties & Witnesses during the Equity & Title IX process?
 - Equity Officers
 - Title IX Coordinators
 - Equity & Title IX investigators
 - Advisors
 - Decision-makers



Asking Questions

- When might decision-makers ask questions?
 - Administrative Resolution meetings
 - Equity hearings
 - Title IX hearings



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Practice Pointers



Ask for definitions of colloquialisms such as “hooking up,” “making out,” “cuddling,” “belligerent”



Ask about things you don’t understand (snapchat, dating apps)



Avoid compound questions



Know elements of alleged violations and focus on questioning those issues



Ask hard questions in a non-accusatory way

Instead of “Why didn’t you report this right away?”

Try: “What brought you to report at this time?” OR, “Did you consider reporting after the incident? Why or why not?”



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!



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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 her 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 there?”

Leading – Assumes the answer ex: “She drove you to her apartment, correct?”



Breakout Group



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