



Addressing Bias, Prejudice, Prejudgment & Conflicts of Interest

FOR TITLE IX DEPUTIES, INVESTIGATORS, ADVISORS & HEARING OFFICERS

AUGUST 2020

Stetson University
Office of Title IX



Stetson is committed to ensuring
ALL our processes are free from:

- ▶ Bias (gender, race, ethnicity, orientation, affiliation, etc.)
- ▶ Prejudice
- ▶ Prejudgment
- ▶ Sex Stereotyping

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It's not whether you have biases...

- ▶ It's recognizing what they are and addressing them if they show up
- ▶ Unaddressed bias = conflict of interest
- ▶ This includes whether an individual is an athlete, works for the University, is a member of Greek organization, in a certain program

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How our processes work to minimize bias/conflicts of interest:

- ▶ Two-investigator model
- ▶ Two Hearing Officer Panel (minimum)
- ▶ List of pertinent information provided to individuals before assignment
- ▶ Due Process throughout
- ▶ Always assume individual is not responsible

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What to do if you believe you have a conflict of interest:

- ▶ Notify the Title IX Coordinator immediately
- ▶ Provide details of why you believe a conflict might exist
- ▶ Do not discuss the potential conflict with any of the parties (if necessary, the TIX Coordinator will do this)

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Appeals can be based on bias/conflict of interest

- ▶ This is why each individual assigned will be asked to address potential conflicts
- ▶ This is important to the integrity of our process

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Remember...

Our process works best when everyone proceeds with professionalism and fairness to all involved.

Your role is vital to ensuring due process for all.

Awareness is the key.

Your work is appreciated and important!

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For assistance:

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