



**D. STAFFORD
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Assessing Credibility in Sexual Misconduct Complaints

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TITLE IX

What is your role?

2

Sexual Misconduct

Sexual Harassment

Quid pro quo Hostile Environment Sexual Assault, Dating Violence, Domestic Violence and Stalking

3

Personnel

Fair and impartial Free of bias

No conflict of interest

4

Fair and Equitable

Opportunity to participate and to present evidence and witnesses Access to process Written notice throughout

Transparent to the Respondent and Complainant Includes an examination of evidence

5

Evaluation

Evidence

- Exculpatory
- Inculpatory

Credibility

- Not based on a person's status

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Evaluating the Credibility of the Parties

- Perception
- Memory
- Deception
- Motivation
- Bias
- Plausibility

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Evaluating the Credibility of the Parties

- Detail
- Consistency
- Corroboration

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Evaluating the Credibility of the Parties

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Evaluating the Credibility of the Parties

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Unrelated to Credibility

- Appearance and behavior during interviews and hearing
- Character witnesses
- Party/witness credibility
- Past conduct history
- Academic history

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Analysis of Statements

- Narrative
- Corroboration
- Analysis

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In Closing 13



Reasonableness

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