TRAINING MATERIALS
Facilitating Fair and Effective Informal Resolution Processes Under Title IX

Fall 2020

What are the regulatory requirements regarding “informal resolution” under Title IX?

Informal resolution may present a way to resolve sexual harassment allegations in a less adversarial manner than the investigation and adjudication procedures that comprise the § 106.45 grievance process.

The Department believes an explicit definition of “informal resolution” in the final regulations is unnecessary. Informal resolution may encompass a broad range of conflict resolution strategies, including, but not limited to, arbitration, mediation, or restorative justice. Defining this concept may have the unintended effect of limiting parties’ freedom to choose the resolution option that is best for them, and recipient flexibility to craft resolution processes that serve the unique educational needs of their communities.

A recipient may not require as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right, waiver of the right to an investigation and adjudication of formal complaints of sexual harassment consistent with this section.

[1] A recipient may not require the parties to participate in an informal resolution process under this section and may not offer an informal resolution process unless a formal complaint is filed.

(emphasis added)
§ 106.45(b)(9) Cont’d

At any time prior to reaching a determination regarding responsibility the recipient may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication . . .

§ 106.45(b)(9)(i) (Written Notice)

Parties must be provided written notice that outlines

- The allegations
- The requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint

- any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared

(emphasis added)

§ 106.45(b)(9)(ii-iii)

(ii) Obtains the parties’ voluntary, written consent to the informal resolution process; and

(iii) Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.

(emphasis added)

From the commentary...

Because informal resolution is only an option, and is never required, under the final regulations, the Department does not believe that § 106.45(b)(9) presents conflict with other Federal or State laws or practices concerning resolution of sexual harassment allegations through mediation or other alternative dispute resolution processes.

Id. at 30404.

Points on Informal Resolution

- The new regulations don’t require it, but informal resolution is allowed.
- A formal complaint must be filed before any informal resolution process can begin.
- Both parties must voluntarily agree to informal resolution (written consent required). [No coercion or undue influence.]
- No “informed” consent standard as such, other than information required by regulations.
- Parties do not have to be in the same room...often, they are not.
- Equitable implementation by trained personnel

Points on Informal Resolution

- Should you offer it?
  - Pros/Cons
  - Increased complainant autonomy
  - Training of personnel is required under the new regulations
- Who should implement?
- What type of training is needed?
  - Mediation? Arbitration? Restorative justice?
- When can’t we use informal resolution?
  - When the allegation is that an employee sexually harassed a student?
  - Does this option provide for more opportunities for “educational” interventions?
- What does this look like in practice?
What types of informal resolution exist?
What are the range of options available to institutions?

Informal Resolution Options

• Educational Conferences
• Mediation (Neutral, Facilitative, Collaborative)
• Med-Arb (Mediation and Arbitration, Non-Binding Arbitration)
• Restorative Justice
• Collaborative Law Model

[Each of these will be discussed more in-depth in the next module.]

Important Considerations

Who can implement informal resolutions on your campus?

• Title IX Coordinator
• Dean of Students
• Student Conduct
• Campus Ombudsperson
• Outside Entity/Third Party/Trained Mediators
• Other options….

Important Questions

• Who are “impacted Individuals” under Title IX?
• How do informal processes support culture and climate work on campus?
• How do informal processes relate to other, more formalized processes such as bias and incident response processes?
• Budget impacts/size and nature of an institution?
• What are the intersections among advisors, investigators and decision-makers?

§ 106.45(b)(9)(iii) [N]ot offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.
Training Mandates Specific to the New Regulations

"Schools must ensure that Title IX personnel [Title IX Coordinator, any investigator, any decision-maker, and any person who facilitates an informal resolution (such as mediation)] receive training as follows:
- On Title IX's definition of "sexual harassment"
- On the scope of the school's education program or activity
- On how to conduct an investigation and grievance process
- On how to serve impartially, including by avoiding prejudgment of the facts at issue
- On how to avoid conflicts of interest and bias
- Decision-makers must receive training on any technology to be used at a live hearing, and on issues of relevance of questions and evidence, including when questions and evidence about a complainant's sexual predisposition or prior sexual behavior are not relevant
- Investigators must receive training on issues of relevance to create an investigatory report that fairly summarizes relevant evidence"

Posting Training Materials to Your Website

“All materials used to train Title IX personnel:
- Must not rely on sex stereotypes,
- Must promote impartial investigations and adjudications of formal complaints of sexual harassment,
- Must be maintained by the school for at least 7 years,
- Must be publicly available on the school’s website; if the school does not maintain a website the school must make the training materials available upon request for inspection by members of the public.”

“Schools must publish training materials that are up to date and reflect the latest training provided to Title IX personnel.”

“If a school’s current training materials are copyrighted or otherwise protected as proprietary reasons, except by the original author(s), is strictly prohibited.

Title IX’s definition of “sexual harassment”

[Three-Prong Test]

Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:
1. An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual’s participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient’s education program or activity; or

Example of “Scope” in a Policy

This policy applies to ABC University students, employees, and third-parties located within the United States both on and off campus, as well as in the digital realm. Off-campus coverage of this policy is limited to incidents that occur on employee-led trips, at internship or service learning sites, and college-owned properties (including buildings operated by Registered Student Organizations), or in any context where the University exercised substantial control over both alleged harassers and the context in which the alleged harassment occurred. Scope will be specific to an institution.
Desirable skills and knowledge bases

- Active listening skills (e.g., paying attention, withholding judgment, reflecting, clarifying, paraphrasing, and summarizing)
- Legal training
- Prior ADR experience
- Operational knowledge and experience in higher education
- Comfortable with TIX subject matter
- Bias/Implicit bias training
- Knowledge regarding campus policies/cultures
- Understanding of relevant objective standards

Cross-training

- Cross-train with other disciplines
- Build credentials
- Other NASPA training programs
- Education Credentials
- Training in ADR in other contexts (e.g., Family Court)
- Other civil rights metrics
- Read, read, and read some more

Never Claim to Have More Skills or Expertise Than You Actually Have

• “Ultra Vires”
  - Latin meaning act without authority or literally beyond powers. This term is frequently used in business and agency law (the Doctrine of Ultra Vires). An ultra vires act occurs when one commits an act that is beyond the powers or purpose of an individual and/or organization.
  - (https://dictionary.thelaw.com/ultra-vires/)

• “Intra Vires”
  - An act is said to be intra vires (“within the power”) of a person or organization when it is within the scope of their powers or authority. It is the opposite of ultra vires.
  - (https://dictionary.thelaw.com/intra-vires/)

Mental Health Providers, Lawyers, Trained/Certified Mediators are professional trades that require specialized training and are often regulated by federal and/or state requirements, professional organizations, and individual institutions.

Bias, Conflicts of Interest, Impartiality, etc.

All Title IX personnel, including those implementing and/or facilitating informal resolution processes, should serve in their roles impartially.

All Title IX personnel should avoid:
- prejudgment of facts
- prejudice
- conflicts of interest
- bias
- sex stereotypes

American Bar Association (ABA) Section of Dispute Resolution
- Mediate.com Mediate University
- Basic 40-hour Mediation: This training satisfies most state and court basic mediation requirements. It is approved for 40 hours of continuing mediation credit in Washington state and 40 hours of CLE credit in California.
- Preparing for Family Mediation: This training is for those who desire to prepare for family mediation.
- American Psychological Association (APA)
- Ensuring that investigations of campus sexual misconduct are reflective of psychological science: APA helped draft, and has endorsed, legislation that would minimize re-traumatization from campus sexual misconduct investigations.
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- Ensuring that investigations of campus sexual misconduct are reflective of psychological science: APA helped draft, and has endorsed, legislation that would minimize re-traumatization from campus sexual misconduct investigations. Date created: September 4, 2020 (https://www.apa.org/search)

Additional Resources

Conclusion
Facilitating Fair and Effective Informal Resolution Processes Under Title IX
Module 2: Developing Informal Processes for Your Campus

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The Department believes an explicit definition of “informal resolution” in the final regulations is unnecessary. Informal resolution may encompass a broad range of conflict resolution strategies, including, but not limited to, arbitration, mediation, or restorative justice. Defining this concept may have the unintended effect of limiting parties’ freedom to choose the resolution option that is best for them, and recipient flexibility to craft resolution processes that serve the unique educational needs of their communities.

From the commentary accompanying the new Title IX regulations...

Informal Resolution Options

- Educational Conferences
- Mediation (Neutral, Facilitative, Collaborative)
- Med-Arb (Mediation and Arbitration, Non-Binding Arbitration)
- Restorative Justice
- Collaborative Law Model
Educational Conferences

- Concept in Beyond Discipline (2009)
- Can be called by a student, RSO, staff or faculty member
- Opportunity to have a conversation about anything
- How could ed conferences be adapted for Title IX?
- How campuses utilize educational conferences: Two examples

The Educational Conference should be viewed as an opportunity for a student to clarify their decision-making process and, in the case of poor judgment, take responsibility for correcting that error. The Educational Conference is designed to be a civil but critical examination of the student's decision-making process and direct discussion of choices the student has made. This process is only effective if a student participates openly, respectfully and honestly. Deception and incivility reduce the ability of the Conduct Educator to assist the student in evaluating the educational purposefulness of their choices and will not be tolerated."

An Educational Conference might also be requested if university personnel identify a pattern of behaviors or decisions that illustrate poor decision-making or potential risk. A student may also request an Educational Conference if there is a concern they would like to discuss. An Educational Conference may also be required in order to help UCM staff prevent a foreseeable negative event. For example, if staff become aware that students have planned a large and potentially risky party, those students might be required to meet with a Conduct Educator to discuss how they plan to manage that event and minimize the risk to attendees.

The Educational Conference is an opportunity for a student or organization to seek mentorship and guidance, and so on."

Tulane University

"The educational conference is an important instructional tool at Tulane University, and students and student organizations should expect to participate in this process. When the University becomes aware of a student who may not be meeting the core values and expectations of a Tulane University student and/or may have violated Tulane Code Rules (excluding sexual assault), the Office of Student Conduct or their designee, often Residence Life or Campus Life, can choose to resolve this concern through an educational conference instead of the more formal resolution process. The educational conference is an opportunity for a student or organization to discuss critical decisions and options or to take responsibility for correcting any error in judgment. The educational conference may feature critical examination of a student’s or organization’s decision-making and a discussion of choices the student or organization has made. It is also proactive, allowing staff to speak with students about worrisome patterns of behavior or to prevent foreseeable negative outcomes, like discussions of risk management for events. It can also be an opportunity for students to share concern for other members of the community, to discover resources, to seek mentorship and guidance, and so on."

"Conduct Educators” and “Educational Conferences”

“The primary tool of the Conduct Educator is the opportunity for an “Educational Conference” with the student. When the University becomes aware of a student who may not be meeting the expectations of good decision-making (usually through an academic alert from faculty, public safety report, or housing report), then the student will be contacted (generally by email) to schedule an Educational Conference.”


What is arbitration?

- The submission of a dispute to an unbiased third person designated by the parties to the controversy, who agree in advance to comply with the award—a decision to be issued after a hearing at which both parties have an opportunity to be heard.
- Arbitration is a well-established and widely used means to end disputes. It is one of several kinds of Alternative Dispute Resolution which provide parties to a controversy with a choice other than litigation. Unlike litigation, arbitration takes place out of court: the two sides select an impartial third party, known as an arbitrator; agree in advance to comply with the arbitrator's award; and then participate in a hearing at which both sides can present evidence and testimony. The arbitrator's decision is usually final and courts rarely reexamine it.
- Arbitration can be voluntary or required. (Except on a college campus, for Title IX purposes, informal resolution cannot be required.)

University of Central Missouri Cont’d

"The primary tool of the Conduct Educator is the opportunity for an "Educational Conference" with the student. When the University becomes aware of a student who may not be meeting the expectations of good decision-making (usually through an academic alert from faculty, public safety report, or housing report), then the student will be contacted (generally by email) to schedule an Educational Conference.”


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What is mediation?

Mediation, as used in law, is a form of alternative dispute resolution involving disputes between two or more parties with concrete effects. Typically, a third party, the mediator, assists the parties to negotiate a settlement. Disputants may mediate disputes in a variety of domains, such as commercial, legal, diplomatic, workplace, community, and family matters.

"Neutrals"
Campus "Ombudsperson"

https://en.wikipedia.org/wiki/Mediation

What is mediation? Cont'd

The mediator uses a wide variety of techniques to guide the process in a constructive direction and to help the parties find their optimal solution. A mediator is facilitative in that she/he manages the interaction between parties and facilitates open communication. Mediation is also evaluative in that the mediator analyzes issues and relevant norms ("reality-testing"), while refraining from providing prescriptive advice to the parties (e.g., "You should do...").

https://en.wikipedia.org/wiki/Mediation

What is mediation? Cont'd

The term "mediation" broadly refers to any instance in which a third party helps others reach an agreement. More specifically, mediation has a structure, timetable, and dynamics that "ordinary" negotiation lacks. The process is private and confidential, possibly enforced by law. Participation is typically voluntary. The mediator acts as a neutral third party and facilitates rather than directs the process. Mediation is becoming a more peaceful and internationally accepted solution to end the conflict. Mediation can be used to resolve disputes of any magnitude.

https://en.wikipedia.org/wiki/Mediation

Mediators use various techniques to open, or improve, dialogue and empathy between disputants, aiming to help the parties reach an agreement. Much depends on the mediator’s skill and training. As the practice gained popularity, training programs, certifications, and licensing followed, which produced trained and professional mediators committed to the discipline.

- JAMS
- American Arbitration Association (AAA)
- American Bar Association, ADR Section
- Association for Conflict Resolution (ACR)
- CPR Institute for Dispute Resolution
- National Association for Community Mediation

https://en.wikipedia.org/wiki/Mediation

What is medi-arb?

A form of arbitration in which the arbitrators start as a mediator but in the event of a failure of mediation, the arbitrator imposes a binding decision.

https://en.wikipedia.org/wiki/Mediation
The essence of Med-arb is to allow a softer mediation process to occur and thus taking every opportunity of achieving a resolution to a dispute which is not imposed and to which each party to the dispute subscribes voluntarily. In this initial phase, the presiding neutral third-party acts as a mediator and coaches or encourages the parties towards a settlement taking into account the information received from both at a mediation hearing. Med/arb motivates the participants at the mediation given the shadow of the hammer of Med-arb: the transformation, if mediation fails, of the process to arbitration. At that point, the presiding officer, now sitting as an arbitrator and no longer as a mediator, is enabled to proceed as if the hearing was one of arbitration and to impose a resolution, a final and binding award, generally relying on the information presented during the mediation hearing.

Restorative Justice

Theories about its effectiveness include:

• The offender has to learn about the harm they have caused to their victim, making it hard for them to justify their behavior.
• It offers a chance to discuss moral development to offenders who may have had little of it in their life.
• Offenders are more likely to view their punishment as legitimate.
• The programs tend to avoid shaming and stigmatizing the offender.

Many restorative justice systems, especially victim-offender mediation and family group conferencing, require participants to sign a confidentiality agreement. These agreements usually state that conference discussions will not be disclosed to nonparticipants. The rationale for confidentiality is that it promotes open and honest communication.

What is restorative justice?

A restorative justice program aims to get offenders to take responsibility for their actions, to understand the harm they have caused, to give them an opportunity to redeem themselves and to discourage them from causing further harm. For victims, its goal is to give them an active role in the process and to reduce feelings of anxiety and powerlessness. Restorative justice is founded on an alternative theory to the traditional methods of justice, which often focus on retribution. However, restorative justice programs can complement traditional methods.

Academic assessment of restorative justice is positive. Most studies suggest it makes offenders less likely to reoffend. A 2007 study also found that it had the highest rate of victim satisfaction and offender accountability of any method of justice. Its use has seen worldwide growth since the 1990s. Restorative justice inspired and is part of the wider study of restorative practices.

How can it be used in Title IX/sexual misconduct?


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From the commentary accompanying the new Title IX regulations...

With respect to the implications of restorative justice and the recipient reaching a determination regarding responsibility, the Department acknowledges that generally a critical feature of restorative justice is that the respondent admits responsibility at the start of the process. However, this admission of responsibility does not necessarily mean the recipient has also reached that determination, and participation in restorative justice as a type of informal resolution must be a voluntary decision on the part of the respondent.

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From the commentary accompanying the new Title IX regulations...

Similarly, a recipient could use a restorative justice model after a determination of responsibility finds a respondent responsible; nothing in the final regulations dictates the form of disciplinary sanction a recipient may or must impose on a respondent.

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Collaborative Law Model (A Team Approach)

- According to Black’s Law Dictionary, collaborative law is a dispute-resolution method by which parties and their attorneys settle disputes using nonadversarial techniques to reach a binding agreement.
- Collaborative law is a method well-suited for settling highly emotional cases such as business partnership dissolutions, wrongful discharge claims, and family law cases.
- In a Collaborative case, clients work with a team of collaboratively trained professionals with the goal of reaching an out-of-court agreement. The team includes two attorneys, a coach/facilitator, and as needed, a financial neutral, child specialist and other professional experts. Each of these team members has a role in the Collaborative process which is described further below.

https://massclc.org/collaborativepros

Collaborative Law Model Cont’d

- The Collaborative Attorney: represents the client’s interests, taking into account the other party’s interests as a whole; Refrains from using adversarial techniques; 
  Educates the client about legal issues; Works effectively with the other attorney and coach/facilitator to create a structure and environment that maximizes agreement potential
- The Collaborative Coach / Facilitator: Serves as a neutral focused on managing process, client behavior, and emotions; Provides expert advice on the psychology of the circumstances; Identifies and reinforces effective communication between parties; Intervenes to contain and manage conflict; Educates the attorneys about the parties’ communication dynamics
- Other Professionals: During the Collaborative process, the parties may choose to engage other neutral professionals to assist with specific areas that require their unique expertise (e.g., well-trained public safety liaison, trauma specialist/counselor, academic support specialist, etc.)

https://massclc.org/collaborativepros

Restorative Justice Resources Cited in the Commentary to the New Title IX Regulations

Clare McGlynn et al., “I just wanted him to hear me”: Sexual violence and the possibilities of restorative justice, 39 Journal of L. & Society 2 (2012);
Katherine Mangan, Why More Colleges Are Trying Restorative Justice in Sex Assault Cases, Chronicle of Higher Education (Sept. 17, 2018);
Kerry Cardoza, Students Push for Restorative Approaches to Campus Sexual Assault, Truthout (Jun. 30, 2018);
Howard Zehr, The Little Book of Restorative Justice (Good Books 2002);
David R. Karp et al., Campus Prism: A Report On Promoting Restorative Initiatives For Sexual Misconduct On College Campuses, Skidmore College Project on Restorative Justice (2016);

Restorative Justice vs. Mediation

Mediation
- Dispute doesn’t necessarily have to cause a harm, can be just a disagreement
- One party doesn’t have to admit wrongdoing/ parties are treated as moral equals
- Focuses on coming to an agreement
- settlement-driven
- Not necessarily focused on emotional needs of the parties

Restorative Justice
- A party has been harmed/ victimization has occurred
- The offending party must admit to wrongdoing before the process begins
- Focuses on reparations and looks to improve future behavior
- dialogue-driven
- Very focused on the emotional needs of the victim/victim empowerment

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How will you identify your process(es)?

- Name
- Description
- Demonstrations?
- Personnel
- Relationship to Title IX Policy/Articulation
- Think about the “complaint” requirement
- Desirable or simply available?

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<th>What are the goals and desirable outcomes associated with your informal process(es)?</th>
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<tr>
<td>• Should an institution even have a goal or desirable outcome—pure v. perfect procedural justice?</td>
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<td>• Long term/short term goals/outcomes</td>
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<td>• More durable resolution</td>
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<td>• Satisfy stakeholder interests</td>
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<td>• Non-participating stakeholders/shareholders</td>
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<td>• Transparency?</td>
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<th>What forms of informal resolution will you choose?</th>
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<tr>
<td>• Institutional choice...how will this occur and when?</td>
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<tr>
<td>• The choice of one vs. multiple modalities</td>
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<tr>
<td>• Resources, training and being realistic</td>
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<tr>
<td>• Setting measurable institutional goals/ objective evaluation of selection</td>
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<tr>
<td>• Ask counsel: legal implications for specific campus</td>
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<tr>
<td>• Never utilize trial by ordeal; beware of toxic positivity and forced facilitation</td>
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<th>Who will facilitate the development of new or existing informal process(es)?</th>
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<tr>
<td>• Evaluate personnel assets and needs</td>
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<td>• Beware of conscription</td>
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<td>• Develop a leadership plan for creating new processes with ownership</td>
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<td>• Don’t outrun your logistics</td>
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<td>• Talk with counsel and insurers</td>
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<th>Who will participate in informal process?</th>
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<tr>
<td>• Develop rules and guidelines for participation</td>
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<td>• Authority of informal resolution personnel to expand or contract participation?</td>
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<tr>
<td>• Think about role of lawyers and legal counsel</td>
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<td>• Families, friends... and advocates?</td>
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<td>• Experts and ”witnesses”?</td>
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<td>• Adding ”neutrals”?</td>
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<th>What will you handle in-house and what might, or benefit from, the assistance of external assistance?</th>
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<tr>
<td>• Complexity of issues and number of parties</td>
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<tr>
<td>• Resources</td>
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<tr>
<td>• Objectivity, conflict of interest, impartiality issues</td>
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<tr>
<td>• Expertise and experience needed</td>
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<tr>
<td>• Cost</td>
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<tr>
<td>• Culture assessment</td>
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<th>What legal considerations exist?</th>
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<tr>
<td>• Talk to counsel.</td>
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<td>• Laws regulating arbitration?</td>
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<td>• Licensing requirements in some states?</td>
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<tr>
<td>• Restorative Justice (admitting responsibility)</td>
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<td>• Confidentiality</td>
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Confidentiality Considerations

The Department appreciates the concerns raised by some commenters that the confidential nature of informal resolutions may mean that the broader educational community is unaware of the risks posed by a perpetrator; however, the final regulations impose robust disclosure requirements on recipients to ensure that parties are fully aware of the consequences of choosing informal resolution, including the records that will be maintained or that could or could not be shared, and the possibility of confidentiality requirements as a condition of entering a final agreement.

Confidentiality & DOE (Cont’d)

We believe as a fundamental principle that parties and individual recipients are in the best position to determine the conflict resolution process that works for them; for example, a recipient may determine that confidentiality restrictions promote mutually beneficial resolutions between parties and encourage complainants to report, or may determine that the benefits of keeping informal resolution outcomes confidential are outweighed by the need for the educational community to have information about the number or type of sexual harassment incidents being resolved.

Confidentiality & DOE (Cont’d)

The recipient’s determination about the confidentiality of informal resolutions may be influenced by the model(s) of informal resolution a recipient chooses to offer; for example, a mediation model may result in a mutually agreed upon resolution to the situation without the respondent admitting responsibility, while a restorative justice model may reach a mutual resolution that involves the respondent admitting responsibility. The final regulations permit recipients to consider such aspects of informal resolution processes and decide to offer, or not offer, such processes, but require the recipient to inform the parties of the nature and consequences of any such informal resolution processes.

Examples in the Field

Where are examples of informal resolution processes in practice?

- Princeton University
  - Comprehensive website
  - Explicitly states it is not a restorative justice model
  - https://sexualmisconductinvestigations.princeton.edu/informal-resolution-process

- UNC Greensboro
  - Flowchart
  - “The goal of the process is to develop a written agreement between the parties documenting the resolution of the incident.”
  - https://titleix.wp.uncg.edu/informal-resolution-process/
Thank you!

Assessment to follow...

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A Review of A.D.R.

• "Alternative" Dispute Resolution
• "Appropriate" Dispute Resolution

—formal methodology used to provide parties a process that feels informal

As a facilitator you are not winging it.

• A.D.R. is Pandora’s Box—The more I learn, the more I realize how much more there is to learn.

• (E.g. Harvard PON, JAMS, MWI, Inc., AAA, CPR Neutrals, Mediate.com, American Bar Association, hundreds of law school courses and LLMs, hundreds of graduate school programs, etc.)

The A.D.R. Continuum

• Negotiation
• Mediation
• Neutral
• Facilitative
• Conciliator
• Med-Arb
• Formal Process or Litigation.

Dispute Resolution

• Whether for mediation, collaborative model, or restorative justice process, ALL based on helping the parties NEGOTIATE.

• To what end? An agreement.
  • Avoids a winner/loser outcome
  • Parties are generally more satisfied with outcomes and process
  • Addresses the reality that the parties remain in proximity, at least to some extent, of each other

• So what does effective negotiation look like and how can we help parties get there?
Negotiation

* “Negotiation can be defined as back-and-forth communication designed to reach an agreement between two or more parties with some interests that are shared and others that may conflict or simply be different.”

> [The Handbook of Dispute Resolution, M. Moffitt & R. Barbaree (2003), Chapter Eighteen: Negotiation, B. Patton]

* “A party’s basic needs, wants, and motivations are commonly referred to as interests... People negotiate because they are hoping to satisfy their interests better through an agreement than they could otherwise.”

> [The Handbook of Dispute Resolution, M. Moffitt & R. Barbaree (2003), Chapter Eighteen: Negotiation, B. Patton]

Chapter Eighteen: Negotiation

**The Theory of Asking “Why?”
Three, Five, or More Times**

In behavioral psychology, we are using techniques to get a person to tell us the underlying factor(s) of a specific position they hold.

https://medium.com/@kiyanadunlock/root-cause-analysis-psychology-11bf231b26f9

I think it might help (name of other party) understand your position better if you could talk about WHY you believe this / feel this way.

Can you tell us a bit more about WHY [insert answer] is important to you? I hear how important [insert answer] is for you, can you say a bit more about WHY it matters so much or how knowing this might help us move forward?

**Best Alternative To a Negotiated Agreement**

**BATNA**

Parties end up “... better through an agreement than they could otherwise.”

The Handbook of Dispute Resolution, M. Moffitt & R. Barbaree (2003), Chapter Eighteen: Negotiation, B. Patton

BATNAs are the parties’ “walkaway” alternatives.

We should remind parties why we are here, why they chose to participate—to try and find a better outcome than they could otherwise find through an alternative process.

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Conflict Styles

Thomas-Kilmann Conflict Mode Instrument (TKI)

TKI assessment identifies a person’s preferred conflict-handling style and provides detailed information about how they can use the five different modes effectively:

1. Avoiding
2. Accommodating
3. Compromising
4. Collaborating
5. Competing

The TKI model demonstrates that these differing behaviors are just different modes of communicating.

TKI Conflict Modes (Continued)

1. Avoiding: “Leaving Well Enough Alone”
2. Accommodating: “Closure Through Self-Sacrifice”
3. Compromising: “Splitting the Difference”
4. Collaborating: “Two Heads Are Better Than One”
5. Competing: “I Know Best”


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* “Interests are not the same as the positions or demands that people typically stake out and argue for in negotiation.”


* There are underlying interests to every position and demand.

We can:

1. Cautiously Use Root Cause Analysis (Asking 3, 5 or More Whys)
2. Remind Parties’ of Their B.A.T.N.A.s
3. Facilitate the Conversation & Guide the Process

We should remind parties why we are here, why they chose to participate—to try and find a better outcome than they could otherwise find through an alternative process.

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Mediation Requirements

- Mediation as problem-solving requires three things:
  - A willingness on the part of all the relevant stakeholders to work together to resolve the problem or deal with the situation;
  - The availability of a trusted “neutral” with sufficient knowledge and skill to manage difficult conversations; and
  - An agreement on procedural ground rules (i.e., confidentiality, timetable, agenda, good faith effort, etc.).

How Mediation Works

- Planning and the Preliminary Meetings
  - Before mediation begins, the mediator helps the parties decide when and where to meet, for how long, and who will be there. The mediator also conducts a preliminary meeting with each party separately.
  - Mediator’s Introduction
    - With the parties gathered together in the same room, the mediator introduces the participants, outlines the mediation process, lays out the ground rules, answers questions, and emphasizes the goal for the mediation—to reach an agreement.
  - Opening Remarks by Parties
    - Following the mediator’s introduction, each side is given an opportunity to present its view of the dispute without interruption. In addition, they may also take time to vent their feelings.

Mediation Requirements Cont’d

- Joint Discussion
  - After each side presents its opening remarks, the mediator and the parties are free to ask questions with the goal of arriving at a better understanding of each party’s needs and concerns.
- Caucuses
  - If emotions run high during a joint session, the mediator might split the sides into separate rooms for private meetings.
- Facilitated Negotiation
  - At this point, it’s time to begin formulating ideas and proposals that meet each party’s core interests.
  - Closing and Follow Up
    - If the parties reach consensus, the mediator will outline the terms and may write up a draft agreement.

How Mediation Works Cont’d

- Preparation
  - Understanding the conflict(s)
  - Defining points of agreement and dispute
  - Identifying objective standards and interests
  - Creating options
  - Developing a resolution, including an agreement

Important Steps

- In most cases, the mediator will meet with the parties and/or their representatives prior to the joint mediation session.
- The initial meeting provides:
  - An explanation of the mediation process;
  - An opportunity to build rapport with the parties by encouraging them to discuss issues, which might affect the likelihood of reaching an agreement;
  - An appropriate time for parties to discuss concerns they have and to ask the mediator questions.
  - (E.g. What are you hoping for in this mediation? What are your interests and how do they rank in importance? What do you think are the other party’s interests? What questions do you have? Concerns?)

Planning and the Preliminary Meetings

- Welcome
  - Overview of the Process and Role of the Mediator
  - Voluntariness of Mediation
  - Confidentiality of Mediation
  - Neutrality and Impartiality of Mediation
  - Structure of this Mediation Session
  - Answer Questions and Confirm Participation
Mediators should be patient in this phase of the mediation. The goal is for the mediator to help a party present what they view to be the facts and the desired outcome. If the parties reach consensus, the mediator will outline the terms and may write up a draft agreement. If the parties do not reach an agreement, the mediator will sum up where the session left off and engage in a discussion about alternatives (e.g., another session or an alternative form of dispute resolution).

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Who can help?
What about “break-downs” where an agreement cannot be reached?
Planning for Problems

- When self help is an appropriate response?
- When you need assistance, but it can wait?
- When immediate assistance is necessary?
- Returning to the mediation table?
- When a formal process may be your BATNA (best alternative to a negotiated agreement)?
- What about:
  - Confidentiality?
  - Mediator ethics?
  - Dealing with difficult behaviors?

Mediation & Confidentiality: State Statutes and Campus Policies

Consider state medical privacy laws and educational record rules—consult counsel
Be aware of mandatory and permissive disclosure rules—example Texas reporting laws or Sandusky laws
Confidentiality vs. Discoverability vs. Testimonial Privileges
Records and record keeping—need to know?
Implementation and confidentiality
Drafting of agreements—advice of counsel
Penalties for disclosure?
Tuning and respecting campus policy
“The coconut telegraph”—Jimmy Buffett

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“The coconut telegraph”—Jimmy Buffett

Mediator Ethics Guidelines

(1) Ensure that all parties are informed about the mediator’s role, the nature of the mediation process, and the terms of the agreement—if one is reached.
(2) Protect the voluntary participation of each party.
(3) Be competent to mediate the particular matter.
(4) Maintain neutrality and the perception of neutrality, and conduct the process impartially.
(5) Refrain from providing legal advice or guaranteeing results.
(6) Withdraw under certain circumstances (e.g. lack of informed consent, conflict of interest, use of mediation for inappropriate purpose, procedural or substantive unfairness)

https://www.jamsadr.com/mediation-guide

Monitoring Informal Resolutions/Planning for Potential Issues Post-Resolution

- Managing no-contact orders/agreements
- Case management functions, if any
- Options for self-help, reporting and/or enforcement
- Returning to informal resolution

Return to the A.D.R. Continuum

Med-Arb

A hybrid mediation-arbitration approach called med-arb combines the benefits of both techniques. Parties first attempt to collaborate on an agreement with the help of a mediator. If the mediation ends in impasse, or if issues remain unresolved, the parties can then move to arbitration. The mediator can assume the role of arbitrator (if qualified) and render a binding decision, or an arbitrator can take over the case after consulting with the mediator.

https://www.pon.harvard.edu/daily/mediation/deciding-on-arbitration-vs-mediation-try-combining-thems/
About Our Upcoming Live Session

• Practice, Practice, Practice
• Shadow and be shadowed
• Co-facilitation / Co-mediation
• Register for a 40-Hour training
• Consider who else can mediate...
• See you soon!

Facilitating Fair and Effective Informal Resolution Processes Under Title IX
Live Virtual Session

Peter Lake
Professor of Law, Charles A. Dana Chair, and Director of the Center for Excellence in Higher Education Law and Policy
Stetson University College of Law

Kristine Goodwin
M.Ed., J.D.
Associate of The Registry, CPR Distinguished Neutrals, MWI, Inc., and Umass Justice Bridge

Thank you!
Assessment to follow...

What we hope to accomplish today...

• Brief Review of Issues Discussed in the Modules with Q&A
• Highlight of Select Issues
• Mediator Introduction and Scenario #1 Demonstration
• Scenarios #2 - #4 in Breakout Groups
• Open Time for Questions and Answers

Housekeeping Items...

• We are taking attendance, so please make sure your name appears as a participant.
• Scenarios were emailed this morning. Please let us know via chat if you did not receive them.
• Please send any and all questions directly to Kristine Goodwin via chat.
  • We will not read your name.
  • We will stay slightly past the end time if needed to answer questions but if you need to leave at the exact ending time, that's ok.
• REMINDER--This session is NOT being recorded.

REMINDER--This session is NOT being recorded.
Points on Informal Resolution

• The new regulations don’t require it, but informal resolution is allowed.
• A formal complaint must be filed before any informal resolution process can begin.
• Both parties must voluntarily agree to informal resolution (written consent required). (No coercion or undue influence.)
• No “informed” consent standard as such, other than information required by regulations.
• Parties do not have to be in the same room...often, they are not.
• Equitable implementation by trained personnel.
• Dept. of Education gives flexibility for institutions to create informal processes that work for them.

From the commentary accompanying the new Title IX regulations...

The Department believes an explicit definition of “informal resolution” in the final regulations is unnecessary. Informal resolution may encompass a broad range of conflict resolution strategies, including, but not limited to, arbitration, mediation, or restorative justice.

Defining this concept may have the unintended effect of limiting parties’ freedom to choose the resolution option that is best for them, and recipient flexibility to craft resolution processes that serve the unique educational needs of their communities.

Informal Resolution Options

• Educational Conferences
• Mediation (Neutral, Facilitative, Collaborative)
• Med-Arb (Mediation and Arbitration, Non-Binding Arbitration)
• Restorative Justice
• Collaborative Law Model

[We will focus on mediation in our scenarios.]

Mediation Requirements

• Mediation as problem-solving requires three things:
  • A willingness on the part of all the relevant stakeholders to work together to resolve the problem or deal with the situation;
  • The availability of a trusted “neutral” with sufficient knowledge and skill to manage difficult conversations; and
  • An agreement on procedural ground rules (i.e., confidentiality, timetable, agenda, good faith effort, etc.).

https://www.pon.harvard.edu/daily/mediation/mediation-as-problem-solving/

Best Alternative To a Negotiated Agreement

BATNA

• Parties end up “... better through an agreement than they could otherwise.” The Handbook of Dispute Resolution, M. Moffitt & R. Bordone (2005) Chapter Eighteen: Negotiation, B. Patton

• BATNAs are the parties’ “walkaway” alternatives.

• We should remind parties why we are here, why they chose to participate—to try and find a better outcome than they could otherwise find through an alternative process.

Questions on Information from the Video Modules?
Special Issue Highlight:
Informal Resolution and Possible Impact of the 2020 Election on Title IX Regulations

• Will new DOE favor or disfavor informal resolution? Forms of informal resolution? Transparency and fairness issues....
• Regulations: the law until they are not. But what of commentary and the return of guidance?
• How might court cases influence the future of informal resolution?
• Priorities and timing of new administration

2020 Election: Potential Impacts on Informal Resolution

What Types of Disputes Can You Address Informally?

<table>
<thead>
<tr>
<th>REMEMBER...</th>
</tr>
</thead>
<tbody>
<tr>
<td>• A formal complaint must be filed before offering informal resolution.</td>
</tr>
<tr>
<td>• A recipient cannot require parties to participate in informal resolution—participation must be voluntary.</td>
</tr>
<tr>
<td>• A recipient should use “good judgment” to ensure informal resolution is appropriate in each situation.</td>
</tr>
</tbody>
</table>

Special Issue Highlight:
What Types of Disputes Can You Address?

• Student ↔ Staff/Faculty
• Student harasses staff/faculty
• Never when staff/faculty harasses student
• What are some nuances when dealing with each permutation?
• When if ever are multi-party disputes not appropriate or unsuited for informal resolution
• Can ‘issues’ be sent into informal resolution as opposed to entire matters?
The Role of Advisors in Informal Processes

- Will advisors participate in informal process? Only certain types of “advisors”? Prohibition on attorneys?
- If advisors can participate, how?
- We decline to mandate that the parties confer with an advisor before entering an informal resolution process, or to mandate that recipients provide the parties with advisors before entering an informal resolution process. \[\text{id. at 3042}\]
- Remember: the Department of Education gives flexibility to institutions to create informal processes that serve their needs.

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122 Special Issue Highlight: Confidentiality

Section 106.45(b)(9)(i) provides that the written notice given to both parties before entering an informal resolution process must indicate what records would be maintained or could be shared in that process. Importantly, records that could potentially be kept confidential could include the written notice itself, which would not become a public record. The Department believes this requirement effectively puts both parties on notice as to the confidentiality and privacy implications of participating in informal resolution. \[\text{id. at 3042}\]

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124 Special Issue Highlight: “Consequences” or “Sanctions” in Informal Resolution

[A]n informal resolution process, in which the parties voluntarily participate, may end in an agreement under which the respondent agrees to a disciplinary sanction or other adverse consequence, without the recipient completing a grievance process, under § 106.45(b)(9). \[\text{id. at 3042}\]

125 Informal resolutions may reach agreements between the parties, facilitated by the recipient, that include (supportive) measures but that also could include disciplinary measures, while providing finality for both parties in terms of resolving allegations raised in a formal complaint of sexual harassment. Because an informal resolution may result in disciplinary or punitive measures agreed to by a respondent, we have revised § 106.45(b)(9) to expressly state that a recipient may not offer informal resolution unless a formal complaint is filed. This ensures that the parties understand the allegations at issue and the right to have the allegations resolved through the formal grievance process, and the right to voluntarily consent to participate in informal resolution. \[\text{id. at 3042}\]
Mediation does not bar imposition of penalties. E.g., Rajib Chanda, Mediating University Sexual Assault Cases, 6 Harv. Negotiation L. Rev. 265, 301 (2001) (defining mediation as "a process through which two or more disputing parties negotiate a voluntary settlement with the help of a 'third party' (the mediator) who typically has no stake in the outcome" and stressing that this "does not impose a 'win-win' requirement, nor does it bar penalties. A party can 'lose' or be penalized; mediation only requires that the loss or penalty is agreed to by both parties—in a sexual assault case, 'agreements . . . may include reconciliation, restitution for the victim, rehabilitation for whoever needs it, and the acceptance of responsibility by the offender'."

What can be an outcome?

- "Disciplinary sanction"
- "Consequence"
- "Outcome"
- Due process? Informal resolution consequences will be/will not be on student record?
- What is discipline and what is not?
- Counseling?
- Continuation of supportive measures?
- Consult counsel

Do respondents face discipline as a result of the informal resolution process? Can a respondent’s participation in the informal resolution process be considered in future disciplinary proceedings?

Under this process, there will be no disciplinary action taken against a respondent, and the resolution will not appear on the respondent’s disciplinary record. In addition, if a formal complaint is filed against the respondent in an subsequent matter under the Title IX Sexual Harassment policy or the University Sexual Misconduct policy, the respondent’s participation in a prior informal resolution process will not be considered relevant and will not be taken into account in the resolution of the subsequent complaint.

What part does the institution play?

- None?
- Institution (Title IX coordinator or decision-maker or designee) signs off on agreement parameters?
- Institution manages "contract" agreed to under informal resolution processes?
- Institution "enforces" agreement?
- Institution implements sanctions?
- Mediators act on behalf of the institution?

Expulsion as a Result of Informal Process?

The Department expects informal resolution agreements to be treated as contracts; the parties remain free to negotiate the terms of the agreement and, once entered into, it may become binding according to its terms.

The Department believes that the robust disclosure requirements of § 106.45(b)(9), the requirement that both parties provide voluntary written consent to informal resolution, and the explicit right of either party to withdraw from the informal resolution process at any time prior to agreeing to the resolution (which may or may not include expulsion of the respondent), will adequately protect the respondent’s interest in a fair process before the sanction of expulsion is imposed. Accordingly, the Department believes that prohibiting recipients from using informal resolution where it results in expulsion is unnecessary; if expulsion is the sanction proposed as part of an informal resolution process, that result can only occur if both parties agree to the resolution.
If a respondent, for example, does not believe that expulsion is appropriate then the respondent can withdraw from the informal resolution process and resume the formal grievance process under which the recipient must complete a fair investigation and adjudication, render a determination regarding responsibility, and only then decide on any disciplinary sanction.

Special Issue Highlight: Legal Liability

With respect to recipients’ potential legal liability where the respondent acknowledges commission of Title IX sexual harassment (or other violation of recipient’s policy) during an informal resolution process, yet the agreement reached allows the respondent to remain on campus and the respondent commits Title IX sexual harassment (or violates the recipient’s policy) again, the Department believes that recipients should have the flexibility and discretion to determine under what circumstances respondents should be suspended or expelled from campus as a disciplinary sanction, whether that follows from an informal resolution or after a determination of responsibility under the formal grievance process.

Federal courts have considered a recipient’s duty not to be deliberately indifferent by exposing potential victims to repeat misconduct of a respondent, when considering what sanctions to impose against a particular respondent.

All who implement informal processes should serve in their roles impartially.

All Title IX personnel should avoid
• prejudgment of facts
  • prejudice
• conflicts of interest
  • bias
• sex stereotypes
Remember, you have no “side” other than the integrity of the process.

Mediator’s Introduction

- Welcome
- Overview of the Process and Role of the Mediator
- Voluntariness of Mediation
- Confidentiality of Mediation
- Neutrality and Impartiality of Mediation
- Structure of this Mediation Session
- Answer Questions and Confirm Participation

How Mediation Works

- Planning and the Preliminary Meetings
  - Before mediation begins, the mediator helps the parties decide when and where to meet, for how long, and who will be there. The mediator also conducts a preliminary meeting with each party separately.
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- Joint Discussion
  - After each side presents its opening remarks, the mediator and the parties are free to ask questions with the goal of arriving at a better understanding of each party’s needs and concerns.

- Caucuses
  - If emotions run high during a joint session, the mediator might split the sides into separate rooms for private meetings.

- Facilitated Negotiation
  - At this point, it’s time to begin formulating ideas and proposals that meet each party’s core interests.

- Closing and Follow Up
  - If the parties reach consensus, the mediator will outline the terms and may write up a draft agreement.

It’s Your Turn!
Scenarios #2 – #4 in Breakout Groups
Breakout Groups

• We’re going to take a 15-minute break before starting the scenarios in the breakout groups.
• Please jot down some words regarding your mediator’s introduction.
• Please review the scenarios if you have not already.
• You will be placed into a random breakout group with about 4-6 other people.
• Please make sure you are unmuted and video is on.

Scenarios #2 - #4

• Take about 75 minutes in your group to work through Scenarios 2 – 4.
• You can do them in any order.
• Remember:
  • Group of 4—Two Co-Mediators, One Complainant, One Respondent
  • Group of 5—One Mediator, One Complainant, One Respondent, One Complainant Advisor, One Respondent Advisor
  • Group of 6—Two Co-Mediators, One Complainant, One Respondent, One Complainant Advisor, One Respondent Advisor
• Mediators should practice their introductions.
• Please rotate positions so everyone has a chance to play all the roles.
• If you don’t have enough time to work through all the scenarios, that’s okay.

Questions following the scenarios?

Thank you!

Facilitating Fair and Effective Informal Resolution Processes Under Title IX
Live Session Handouts

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Stetson University College of Law

Kristine Goodwin
M.Ed., J.D.
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