Title IX Advanced Interviewing Techniques and Strategies for Higher Education Training & Certification Course Agenda

Description:

Intermediate Interviewing Techniques & Strategies is the third course in ATIXA's higher education investigator training curriculum. It draws on the best available research and field-tested practices for effective investigations. At the center of this course is the cognitive interview, a rapport-based, trauma-infused approach to dialogue with parties and witnesses designed to yield the best available evidence.

On day one, participants will learn how to conduct a cognitive interview and will acquire sophisticated investigation skills. Then on day two, participants will work in groups to complete an investigation simulation exercise designed to engage them with the most critical elements of a civil rights investigation, including strategy development, conducting interviews, and developing credibility assessments. ATIXA's experts will provide guidance and feedback to participants throughout the simulation to help participants refine their skills and increase their confidence as investigators.

Learning Outcomes:

After completing this course, participants will be able to…
- Understand the value of the cognitive interview and apply the techniques associated with conducting cognitive interviews
- Identify and accumulate critical relevant evidence
- Plan and conduct a rapport-based, trauma-infused cognitive interview
- Recognize and overcome obstacles to complete, accurate memory recall
- Contextualize how trauma should and should not impact on an investigation
- Identify necessary credibility evidence and design interview questions to probe and assess credibility

Course Topics

Title IX Resolution Process Refresher
- Formal Grievance Process Overview
- Investigation Steps

Building Rapport
- Ethical Considerations
- Practical Considerations
- The Introduction

Non-Cognitive vs. Cognitive Interviews
- Anatomy of a Bad Interview
- Non-Cognitive Interviews
- Memory Basics
- Navigating Memory & Trauma
- The Cognitive Interview
- Cognitive Interviewing Structure
- Funnel Technique
- Memory and Recall
- Cognitive Interview Considerations
- Sensory Recall
- Memory Jogging Techniques
- Additional Tactics and Tolls
- Challenging Interviewees
- Interview Closure

Credibility Evidence & Assessment
- Credibility Evidence
- Consistency
- Credibility Factors
- Triangulating
- Trauma & Credibility
- Responses to Trauma
- Making Credibility Assessments
- Decision-making and Credibility
- Common Credibility Errors

Investigation Simulation Exercise
Participants will work in small groups and large groups throughout the second day to practice the concepts covered in Day One.

Note: Training will include one morning and one afternoon break (approximately 15 minutes each) and a one-hour lunch break. Training start and end times for in-person events are determined by the host site. All virtual training sessions take place from 10 AM – 5 PM ET unless otherwise specified.