



Human Resources Considerations for Cases Involving Employees

VAWA ADJUDICATOR TRAINING PROGRAM

1



Not Just for Students









“If an institution has a disciplinary proceeding for faculty and staff, the institution would be required to describe it in accordance with § 668.46(k)(1)(i).” (34 CFR Part 668)

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Written Explanation of Rights and Options



- 
Preserve Evidence
- 
Reporting Options
- 
Notification Options
- 
Existing Services
- 
Protective Measures
- 
No Contact and Restraining Orders
- 
Confidentiality
- 
Procedures

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3

Disciplinary Proceedings

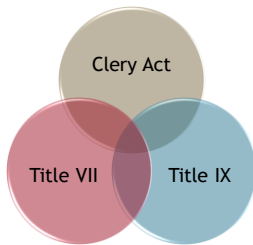


- Prompt, fair, and impartial process
- Annual training for officials adjudicating VAWA Offenses
- Types of proceedings
- Steps and timelines
- How to file
- Advisor of choice
- Standard of evidence
- Disciplinary Proceedings
- Possible Sanctions
- Notification of Results
- Appeals (optional)
- Recordkeeping

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Intake



Alleged Behavior



Policy



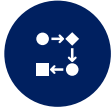
Employee

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Resolution Process



Procedures



Standard of Evidence

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Decision-maker



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8

Conflict of Interest/Bias



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9

Advisor of Choice



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10

Timely and Equal Access



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Results



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Appeals



Allowed for Both Parties if Offered

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Final Thoughts



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