



## Human Resources Considerations for Cases Involving Employees

VAWA ADJUDICATOR TRAINING PROGRAM

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### 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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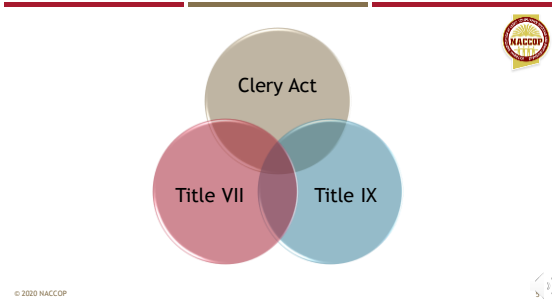
## Disciplinary Proceedings



- 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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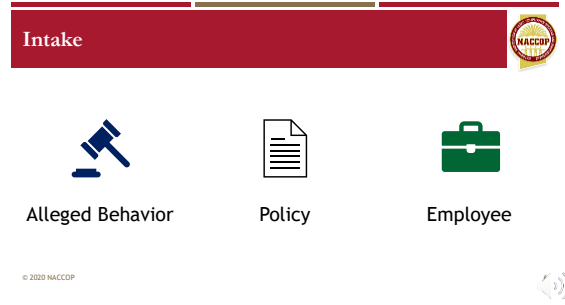
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Conflict of Interest/Bias



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Advisor of Choice



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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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