

▲ TRAINING OUTPOST

THE IMPORTANCE OF IMPARTIALITY

AVOID CONFLICTS OF INTEREST

Conflicts of interest exist when there is a personal or private situation, relationship, or other interest that could be affected by the decisions and actions resulting from the process. Conflicts of interest can be both actual and perceived. Examples of potential conflicts of interest include relationships, financial investments, and other activities that may prevent you from or cause you to be perceived as preventing you from acting impartially.



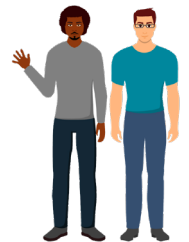
MITIGATE BIAS

A bias is a tendency to like or dislike someone or a prejudice toward or against someone. Bias can be explicit or implicit. An explicit bias is known to you and intentional. An implicit bias is unintentional and unknown to you. Biases are formed from our experience and beliefs based on race, gender, sexual orientation, socioeconomic status, disability, culture, religion, or other aspects of social identity. Biases impact our ability to build rapport, act impartially, and lead to ignoring evidence or over-weighting certain evidence.



DO NOT PREJUDGE THE FACTS

This occurs when a decision maker determines responsibility before an investigation is complete or before all evidence and witnesses have been considered. Stereotyping and bias lead to prejudgment of the facts and need to be addressed to offer a fair and impartial process.



CONSIDERATIONS

- Be attentive to the presence of sex stereotypes in trainings, materials, or processes.
- Allocate significant time to reflect and deliberate on information and content because rushed and distracted decisions open you up to elements of bias.
- Create a clear framework for decision making including how you organize and analyze information, how you weigh evidence, and questions for deliberation that align with the allegations and guiding policies.
- Be careful not to make promises about the outcome of the investigation or to avoid any implications about decisions.
- Allow all parties an opportunity to raise conflict of interest or bias concerns before the hearing.
- Treating the complainant and the responding party equitably across all elements of the process.