



■ **STEP 7:**  
**Starting the Interview**



**The interview**

- **Interview in pairs**
- **Record the interview?**
- **Don't dive right in**
  - **Establish rapport**
  - **Establish ground rules**
  - **Video interview rapport (later)**



## STEP 7: Starting the Interview

### Pre-flight

- Create a habit of establishing neutrality
- Follow your checklist of what you say to each party/witness

=Lá Ubá HFU'lj Yg|| Ucf'Jb Ub'XG'XWlj Yd'cWgí h Uia Yhg'Xc bchU Yg'Xg'  
 UbX=Lá \ YFyc Xc'a nícV' =W' YWZUg UbXifYUy YfrobYk|h' Yg'WU'XZU'fbYg'  
 =k|' WZ|YbX'ZM h=Lá hchimi f Uj'lgf/|Zni bYXcbZ'=WbWbbWini k|h' 'cbY'  
 KYWbchfYei jFYd'cdYlc bchXg'Agg'h Yf'Y d'f|YbWk|h' 'ch Yg' Tbj Yg'g'ndc' W'h  
 d'c\ Mlg'fYU|Ujcb'U|Ujg|UmbY|lj'c'j YX|b'U'lj Yg|| Ujcb' KY\_bck' \ck'  
 g'hg'hj Yh'lg|lj Yg|| Ujcb'lg'U'Xk'YHU Y|fYU'W'fYk|h' d'f'g'bu' d'fj U'W'f|b' h Y  
 lj Yg|| Ujcb'" <ck'Y YZ'h YfY| i' Ujcb'g'Veí jFYU'fY'g'cZa n'lj Yg|| Ujcb'lc U'  
 d'fj Yg'WZ'fYh YfY'f'hlg'Z|b'U'X' K\ U'ei Yg'h'g'X'ni \ Uj Y3

7ca d'Ub'hh' h Yg'U'Y' Y|U'f'ha g' bch' Yd'U'g'g' |g'

F'g'cb'X'h

B'Y'h Y'f'h Y'W'a d'Ub'hh' b'c'f'h Y'f'g'cb'X'h'lg'f'Veí jFY'X'c' d'c'j Y'U'rh' |b' 'cb'Y'k'U'ief'  
 U'ch' Y'" f'lg'h Y'Q'g'h' |i' h'cd'Y'f'g'cb'g'V' |m'c' |lj Yg|| U'Y'U'X'X'h'a |b'Y'h Y'Z'W'g'



5

## STEP 7: Starting the Interview

### Pre-flight

- Create a habit of establishing neutrality
- Follow your checklist of what you say to each party/witness



- § bM HFU'lj Yg|| Ucf'
- § Sch'áU Yg'Xg'
- § 7c' YWZUg
- § g' YfrobY| Yg'fY'W'W'ZU'fbYg'
- § : f|YbX'nM h'bc'himi f Uj'lgf'f'c' mi' b'Y'X'k'U'ib'z' Y'h'a U'Y|h' U'bb'L
- § Gh'g'hj Y'U'X' U'X'Y'X'U'g'g' W'W'á'Q'g'h' |i' h'cb'Q
- § G' h'W'bb'f'Veí jFY'd'cd'Y'bc'h'lc' U'\_'
- § F'YU|U'jcb'í W' h'cb'
- § KYU'f'Y'W'f'Y' 'k|h' mi' f' d'fj U'Y' |b'c'í b'Y'X' l'c' b'ck
- § F'Y'U'g'Y'c' d'fj Y'g' |b' U'j' U'W'c'Z'Z'U' f'Y'd'c'h
- § K' U'X'c'g'W'a d'Ub'hh' f'Y'g'cb'X'h'a Y'U'3
- § f'c' Y'c'Z'U'j'lg'f'U'g' Z'f' |b'í f'U'h'b'X'
- § E'í Y'g'h'c'g'



6



**Ground Rules – use same with everyone**

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## **STEP 8**

### **Questioning**



**GOAL: Additional evidence gathering**

**Corroboration phase**

- **Did you document that?**
- **Texts?**
- **Other people there?**
- **Who?**
- **Who else knows about this?**
- **Where else can I find documentation of this?**



9

## **STEP 9**

### **Wrapping It Up**

**Wrapping up**

- **Check things off your outline as you go or during breaks**
- **Take your time. Take breaks. If too emotional, then reschedule. Ensure lucidity. Bring tissues.**
- **BEFORE YOU FINISH, take a break and go over your outline with your interview partner: What did and didn't remember to ask?**
- **Ask before you leave: What else do you think I need to know? What have I forgotten to ask?**



10







## **Specific Approaches Stalking**

- **Follow the popcom trail of evidence**
  - **Text messages**
  - **Social media and other on line platforms**
  - **Phone calls/ emails**
  - **Stalker reaching out to friends/ family of complainant**
  - **Check RS's phone for evidence – consent first**
  - **Notes/ letters/ gifts/ cards/ offers of the same**
- **Observed in complainant's spaces e.g, doms, dining halls, common**





## EXPERT WITNESSES



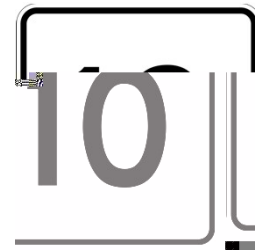
### SAMPLE QUESTIONS:

- **What are your qualifications?**
- **Have you worked primarily for complainants or respondents (or people in their general shoes)?**
- **What evidence or information did you rely on in coming to your opinions?**
- **What are your opinions?**



17

## 10 STEP INVESTIGATION MODEL



1. **Identify Violations and Elements**
2. **Gather Information**
3. **Determine Interview Logistics**
4. **Review and Outline**
5. **Developing Questions**
6. **Using Documents**
7. **Starting the Interview**
8. **Questioning**
9. **Wrapping It Up**
10. **Specific Techniques/Situations**



18



**In breakout rooms, please take a moment to discuss your current interview strategy and identify opportunities for revision or isT ce, s'**

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