



Conducting Effective Internal Investigations

Readings and Resources for Module Three: Reaching a Conclusion and Credibility Determinations

Suggested Reading

[Conducting Thorough, Prompt and Defensible Investigations \(Non-Title IX\)](#), Destinee Waiters, Vianei L. Braun, Dianne M. Irvine, and Marcia R. Isaacson, NACUA November 2015 CLE Workshop (pp. 12-13, “Witness Credibility Issues” and pp. 18-19, “Concluding the Investigation”)

[The Impact of Trauma on Brain, Behavior and Memory](#), Jim Hopper, Ph.D., NACUA January 2016 CLE Workshop

[Investigating Discrimination and Harassment Claims: How to Stay Out of Hot Water AND Do the Right Thing](#), Stephen J. Hirschfeld, NACUA 2007 Annual Conference (pp. 4-10, “Tips on Conducting an Investigation”)

[You're Not Doing Anyone Any Favors - Bias, Credibility and Other Investigation Challenges and Pitfalls](#), Darren Gibson and Ashley Palermo, NACUA March 2017 CLE Workshop

Additional Resources

[Enforcement Guidance: Vicarious Liability for Unlawful Harassment by Supervisors](#), U.S. Equal Employment Opportunity Commission (addresses credibility determinations)

Gregory L. Ogden, *The Role of Demeanor Evidence in Determining Credibility of Witnesses in Fact Finding: The Views of ALJs*, 20 J. Nat'l Ass'n Admin. L. Judges. (2000) available at <http://digitalcommons.pepperdine.edu/naalj/vol20/iss1/1>

Disclaimer

All materials available as part of this course express the viewpoints of the authors or course instructors and not of NACUA. The content is not approved or endorsed by NACUA. The content should not be considered to be or used as legal advice. Legal questions should be directed to institutional legal counsel.