



**Myths, Bias,  
and People  
Management  
Training**

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**EHC**  
Campus and Workplace Solutions

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**Agenda**


- 1 People v. Process
- 2 Myths & Bias
- 3 Trauma
- 4 Managing people
- 5 Conclusion

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Section 1

**People v. Process**



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**Who are your people?**

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**Your People and Your Community Matter**

- This is a people business
- Your students and employees matter
- How to we ensure that we work to do no harm?

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**WHAT WE BRING**



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Putting a personal matter through a process...

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Section 3  
**Myths and Bias**

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**Myths**

- Myths about sexual assault, dating violence, sexual harassment, discrimination, harassment...etc.
- Myths/biases about complainants and respondents
- Myths and expectations about human behavior
- Myths about alcohol and dress

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**What is Bias?**

- prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair
- cause to feel or show inclination or prejudice for or against someone or something
- a personal and sometimes unreasoned judgment
- Explicit vs. Implicit

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**Biases**

- Biases about complainants and respondents
- Biases about witnesses, advisors, lawyers, etc.
- Implicit Bias
- Affinity Bias
- Confirmation Bias
- Myths and biases based on gender and identity

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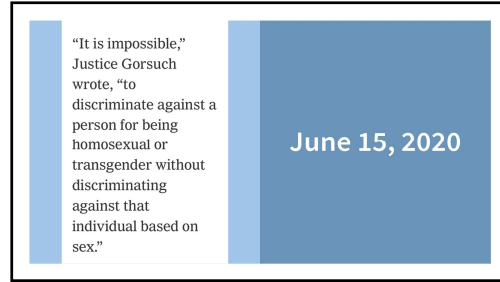
**Required under the new Title IX regs:  
presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process**

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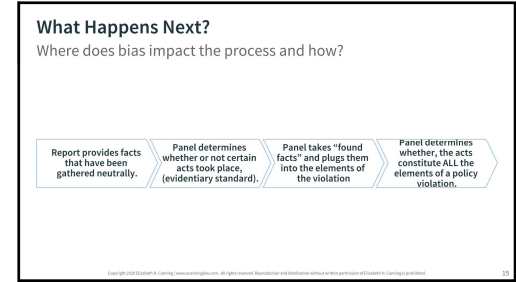
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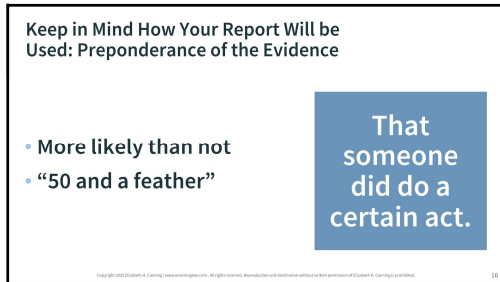
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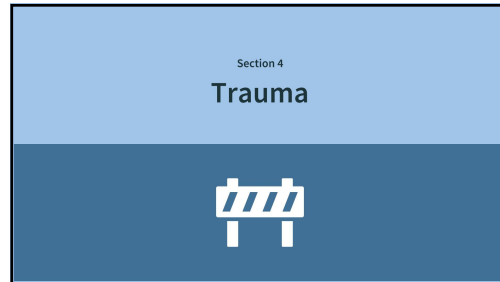
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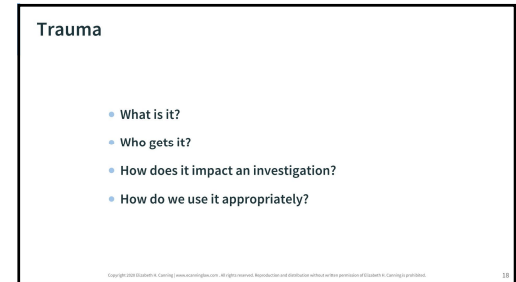
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Section 5  
**People Management**




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**Demeanor**  
Consistent.

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**Get in the Right Headspace & Work to Stay There**



- You will hear deeply personal/private, painful, difficult, sad, and offensive things
- You will interact with people who exhibit a range of emotion and behaviors
- Breathe
- Take time for yourself afterwards


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**Neutrality**

- Do not take sides
- Manage bias
- Do not seek or promise a particular outcome
- Be kind, but do not try to please people
- What is a presumption of “not responsible” and why does it matter?
- No judging

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**Words Matter**



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**Managing the Conversation**

- What is your role? What is the purpose of the conversation?



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Examples

- The good
- The bad
- The ugly

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Exercise



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Thank you!

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