

# Appellate Officers

Committed to impartiality and fairness throughout the Appeals process

Spring 2024

**APPSTATE**

# Today's Agenda

1. EO overview
2. Defining prohibited conduct
3. Overview of the Appeals Process
4. Role of an Appellate Officer
5. Maintaining neutrality
6. Grounds for appeal
7. Resources and Q&A

# EO @ Appstate

Equal Opportunity (EO) strives to make Appalachian State University a discrimination-free, harassment-free environment for faculty, students and staff to work, live, and learn.

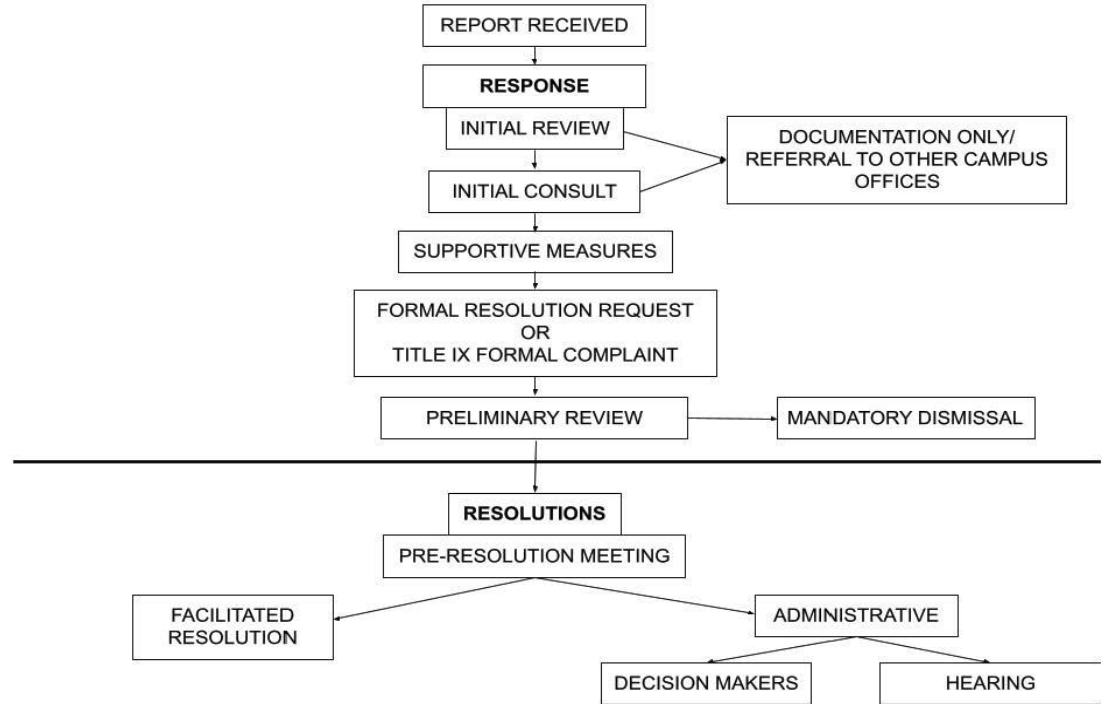


# Applicable Policies & Regulations

Policy/Regulation	Prohibits	Based Upon	Applies To
Title IX	Sexual harassment, assault, stalking, domestic/dating violence, & quid-pro-quo	Sex/Gender	Campus community

# EO Resolution Process

## EQUAL OPPORTUNITY PROCESS FLOW CHART



*Last updated 9/25/2023*

# Role of an Appellate Officer



**See the big picture and smaller details.**



**Remain neutral and unbiased throughout the process.**



**Review materials provided in the Appeal Packet.**

# Neutrality in Appeals

- **Remain Impartial**
  - A Respondent has the right to appeal.
- **Check Personal Bias**
  - What implicit biases do you hold? How will you check in with yourself?
- **Avoid Conflict of Interest**
  - Contact Hearing Officer/EO if you discover a conflict of interest.

# Grounds for Appeal

1. Procedural irregularity
2. New evidence
3. Conflict of interest/bias





# Procedural Irregularity

## **Guiding procedures:**

- Appalachian State University Title IX Resolution Procedures.

## **Applies when:**

- There are noted procedural errors or irregularities that affected the outcome of the case.

# New Evidence

## **Applies when:**

- There is new evidence brought forward that was not previously available.

## **Examples include:**

- Surveillance footage
- Witness testimonies
- Alibi or timeline evidence

# Conflict of Interest/Bias

## **Applies when:**

- It is proven that a party involved in the case had an unreported conflict of interest or showed bias that led to the determination of outcome.

# Resources for Appellate Officers



- You are welcome and encouraged to ask questions to the Hearing Officer, the Title IX Coordinator, and the Office of General Counsel during this process.
- Supplemental materials, including this training, will be shared with you.

# Questions?



**Thank you for your time & willingness to support others.**

*Office of Access & Equity: Equal Opportunity*

Office: 123 I.G. Greer Hall \* Phone: (828) 262-2144 \* Email: [equalopportunity@appstate.edu](mailto:equalopportunity@appstate.edu)