

## Conflict of Interest or Bias or Form

Under federal law and per El Paso Community College policy, investigators, decision-makers, and informal resolution facilitators must be free of bias and conflict(s) of interest. This memo documents reported allegations of bias and/or conflict of interest, including at any time during the course of an investigation, informal resolution, formal hearing, or determination subsequent to a hearing, and the Title IX Coordinator's determination and rationale.

Provide factual and relevant context and detail for the concerns of bias or conflict of interest, including:

- Any known date, times, or locations related to the concerns
- Whether the concerns arose during an investigation, as part of a hearing, were raised on or prior to appeal, or other relevant context
- The specific role(s) and any relevant background of the particular individual(s) who is the subject of the concerns
- Any other interviews, follow-up, or additionally relevant information gathered, such as audio/video recordings or transcripts of investigative interviews or the hearing, particularly if the concerns center around alleged statements

Specifically, provide a <b>detailed rationale</b> supporting the challenge regarding alleged bias or a conflict of interest including:

After review and consideration of all the relevant information, if it is determined that a conflict of interest or bias exists, there will be a new appointment of the conflicted or biased individual.