



# Informal Resolution Process Refresh and Q&A

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Foundation: Practitioner Considerations

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Introducing Process to Students

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Reminders for Practitioners

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Scenarios

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Q&A

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Practitioner  
Considerations:  
Trauma-  
Informed

Traumatic experience

Neurobiology of trauma: disjointed,  
fragmented memories

Hormonal flood during traumatic  
event

Lacking confidence

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Practitioner  
Considerations:  
Recognize Bias

Initial thoughts and feelings

Reflection

Review procedure and process  
options

Multipartial perspective

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## Practitioner Considerations: Alternative Process

Community building

Identifying harm, accountability,  
and resolution agreement

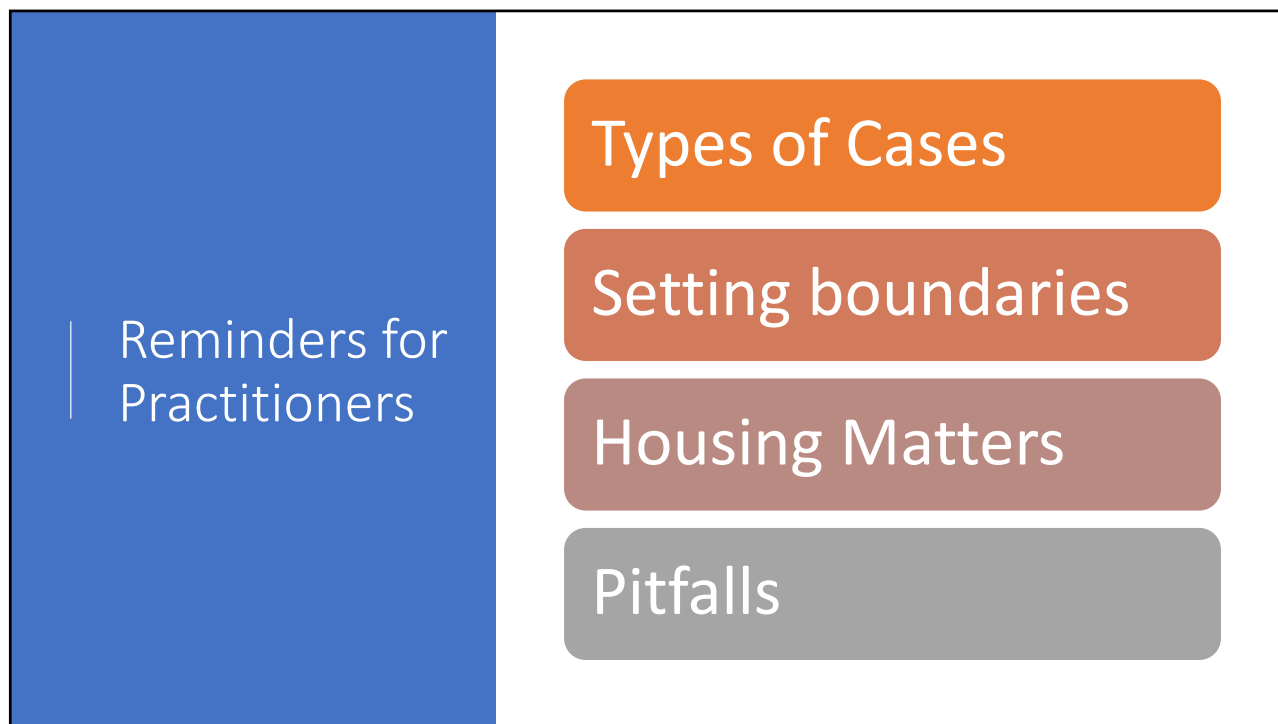
Center voices of complainant  
and respondent

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## Introducing Process to Students

- Informal resolution: alternative process
- Accountability vs. Responsibility
- Voluntary, both parties
- \*Flowchart

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## Scenarios

- Complainant makes a complaint regarding Respondent Student who repeatedly “catcalls” and uses sexually suggestive innuendo in comments to Complainant, and sends Complainant unwelcome and inappropriate messages via social media.
  - What questions might you ask Complainant in the initial intake meeting to assess appropriateness for Informal Resolution as an option?
  - Do you have any concerns regarding offering an informal resolution under these facts?

Source: Husch – Blackwell LLC

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- Complainant makes a report about Respondent Student, who is also a member of the same club sports team. Complainant stated Respondent Student has a leadership role in the club and often flirts with Complainant during practices and social gatherings for the club team. Complainant has told Respondent to “knock it off” with the flirting, which causes a brief break by Respondent. Complainant feels like they have to quit the team to get the flirting to stop.
  - What questions might you ask Complainant in the initial intake meeting to assess appropriateness for Informal Resolution as an option?
  - Do you have any concerns regarding offering an informal resolution under these facts?

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- Complainant makes a report following a recent situation with Respondent Student. Complainant provides context—the two have gotten to know each other over the past couple of months. They spend time together and seem to be close friends. Complainant shares a recent night of drinking with Respondent. Complainant and Respondent end up lying next to each other in a friend’s bed; Respondent attempts to kiss Complainant, but Complainant turned away. Respondent rubs their hips against Complainant; Complainant begins to cry. Respondent stops and leaves room and apartment.
- Complainant reports feeling anxiety and fear while on campus, making many attempts to avoid Respondent on campus. Complainant reports nightmares about the situation and is angry at the Respondent for their behavior that night. Complainant does not want to participate in the formal investigation and hearing process, but they want Respondent to “learn a lesson” from this situation.

Source: Husch – Blackwell LLC

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Q & A: What questions do you have?



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## Resources

- Informal Resolution Guidebook, June 2021
- [ATIXA](#)
- [Dan Schorr, LLC](#)

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