



Conducting Title VI Investigations

July 16, 2026

DAN SCHORR, LLC

OUR SERVICES

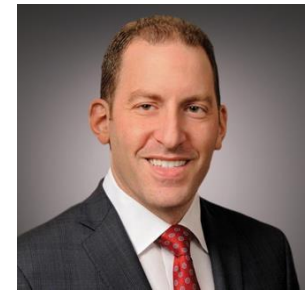
- Title IX, Civil Rights, and Misconduct Investigations
- Decision Makers and Hearing Officers
- Hearing and Process Advisors
- Trainings
- Policy and Program Reviews
- Interim Title IX Coordinator Coverage
- Mediations and Informal Resolution Facilitation
- Expert Witness Testimony

MORE INFO AT [DANSCHORRLLC.COM](https://danschorrllc.com)

DAN SCHORR

President

New York



Dan Schorr is a former criminal prosecutor and municipal inspector general with more than 25 years of legal and investigative experience. He manages a variety of complex assignments, including investigations into sexual misconduct, Civil Rights, and fraud allegations at educational institutions, corporations, and government entities. In addition to specializing in Title IX investigations, Dan assists higher education and K-12 schools by conducting policy and program reviews, training personnel on all aspects of Title IX and Civil Rights compliance, and serving in hearing officer and Decision Maker roles. Dan is a pre-approved Sexual Misconduct Investigator for the United Educators ProResponse Expert Services Benefit.

ALYSSA-RAE MCGINN

Vice President

Boston



Alyssa-Rae McGinn has extensive experience serving as an investigator, decision maker, hearing chair, mediator/informal resolution facilitator, and interim Title IX Coordinator, with particular expertise in applying regulatory requirements and best practices in complex matters of sexual misconduct and identity-based harassment at educational institutions. Alyssa-Rae balances a compassionate understanding of the difficulty parties face being involved in such matters with the importance of remaining compliant with relevant law and policy.

JENNA FARRELL

Investigator

Albany



Jenna Farrell specializes in investigations of sexual misconduct and discrimination allegations based on sex, gender, and race. She was previously an intern in Kroll's Business Investigations & Intelligence practice where she worked on a wide array of investigations including due diligence, fraud investigations, and pro bono human rights matters. Prior to Kroll, Jenna interned at the Washington County District Attorney's Office in New York State focusing on cases of sexual misconduct and domestic violence. She is a pre-approved Sexual Misconduct Investigator for the United Educators ProResponse Expert Services Benefit.

GENERAL GUIDANCE

- Be fair and objective
- Do not discuss opinions or conclusions
- Words matter – stay professional
- Listen, listen, listen!
- Protect privacy and confidentiality, where applicable
- Be prompt, but take the needed time
- Treat all parties equally
- **Follow policy and local, state, and federal law**

PLANNING THE INVESTIGATION

- Who will conduct the investigation?
- What is the scope of the investigation?
- What are the key fact issues?
- Who needs to be interviewed?
- In what order?
- What evidence needs to be collected?

INTERVIEWING BASICS

- Be **transparent**
- Be **kind**
- Be **comfortable**
- Be aware that interviewees may be reluctant, uncomfortable, or even afraid
- Be prepared, but flexible – have a real conversation
- “How do you know that?”
- Clarify facts and discrepancies
- Ask for relevant names, especially potential witnesses
- Ask for relevant documents
- **Treat all parties equally**

IDENTIFYING DISCREPANCIES

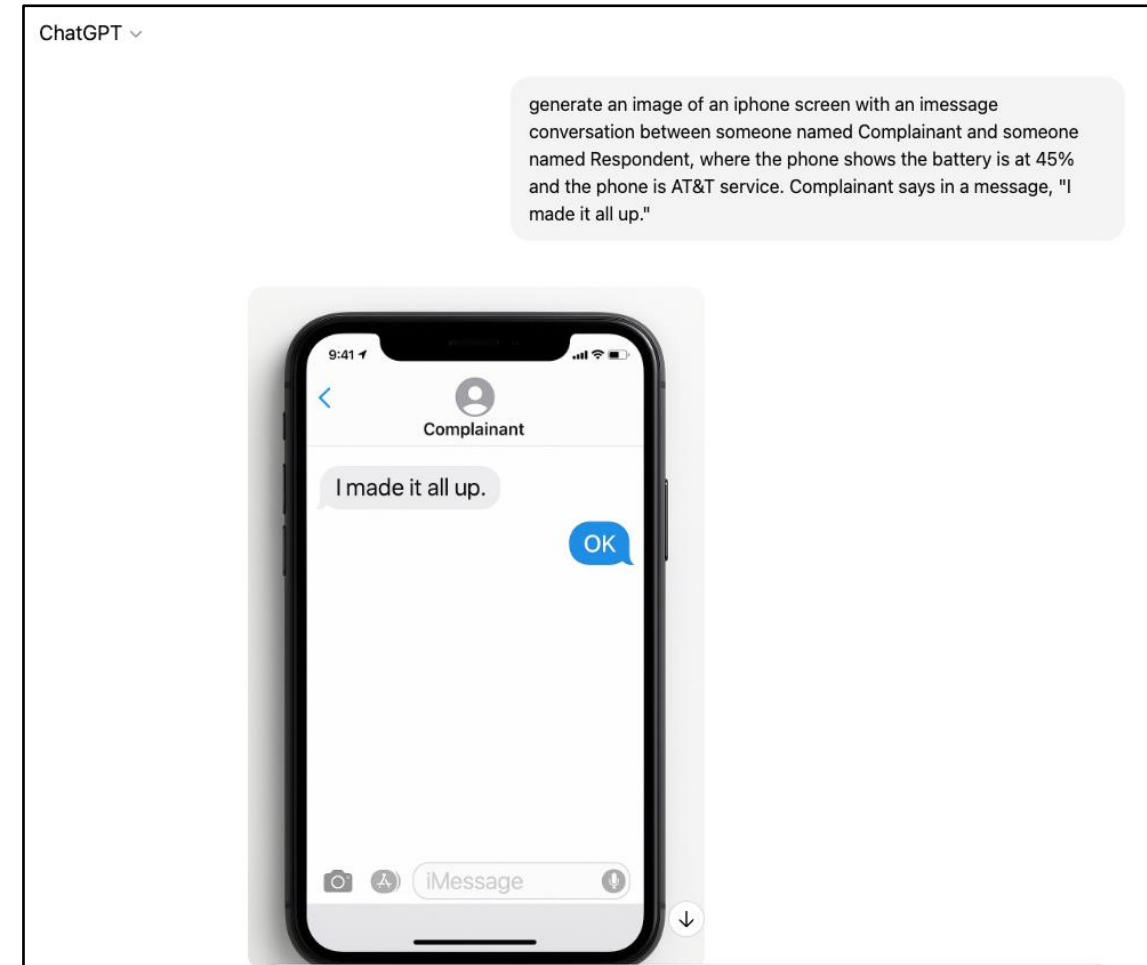
- Do your homework before the interview
- Listen for statements that do not track with the interviewee's own account and with other evidence
- Use common sense and your own experience
- If you were on the other side, what issues, gaps, or statements would you point to in making your case?

ASKING THE HARD QUESTIONS

- Wait to confront with adverse evidence
- **“Let’s go back through that slowly:”** Return to parts of their story that require clarification or are disputed by other evidence
- When asking the hard questions:
 - Phrase your questions so that they are respectful of the story you’ve heard
 - Don’t be accusatory
 - Explain the motivation for your question
- Let them know that as an investigator, you are trying to figure out what doesn’t track and why

OBTAINING EVIDENCE

- Instruct parties and witnesses to preserve evidence
- Go to the source and get primary documentation when possible
- Get the full document or conversation
- Deleted items may still exist
- Be aware of fakes and edits
- Collect both direct and circumstantial evidence
- Include *all* relevant evidence
- Think creatively about evidence types



DOCUMENTING THE INVESTIGATION

- It is important to clearly and carefully document all investigative steps
 - Communication with parties and witnesses
 - Interview summaries/transcripts
 - Evidence requested and collected
- Ultimately, all information collected will be included in an investigative report, which should include:
 - Procedural history
 - Relevant policy provisions
 - Fair and objective representation of all evidence
 - If applicable, determinations of responsibility and rationale for those determinations

THE TITLE IX AND CIVIL RIGHTS

PODCAST



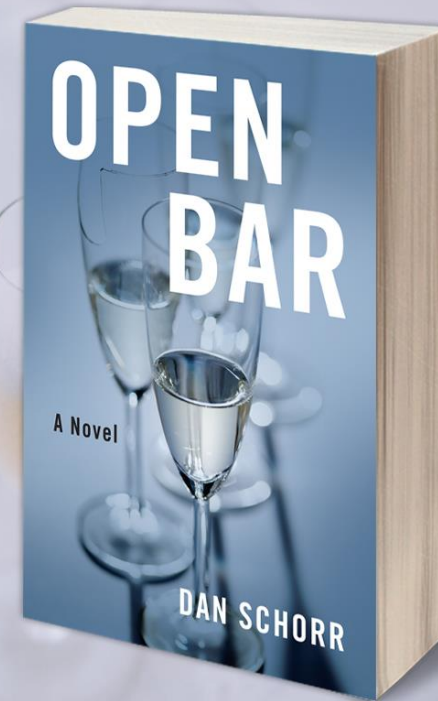
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"Dan Schorr taps his years of real-world experience investigating sexual misconduct allegations to deliver a suspenseful, propulsive, and heart-wrenching novel – *Open Bar*."

—Gretchen Carlson, Journalist, co-founder Lift Our Voices, Female Empowerment Advocate, Author



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