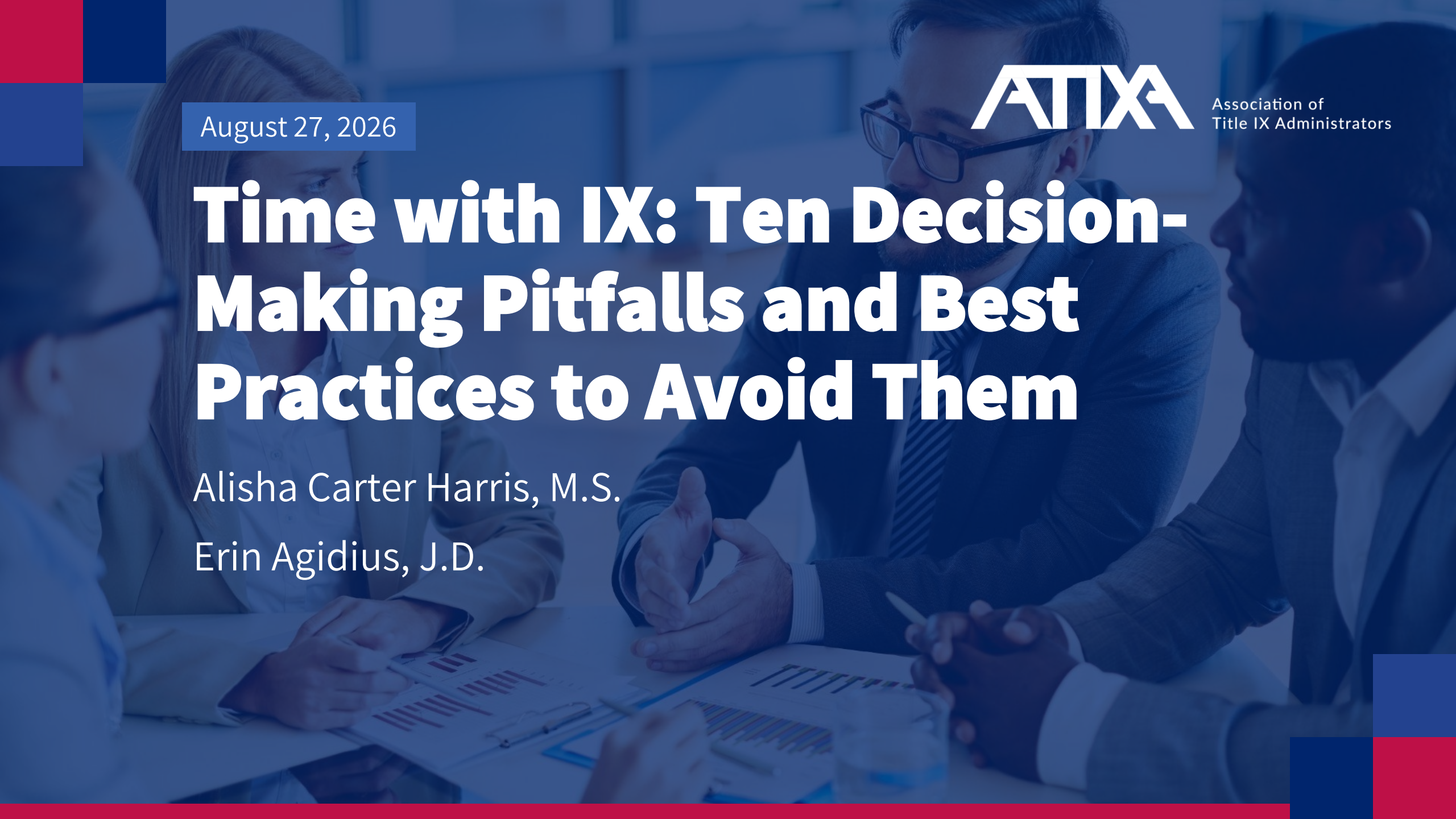




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Association of
Title IX Administrators

Time with IX: Ten Decision-Making Pitfalls and Best Practices to Avoid Them

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Presenters



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Introduction



Recognize ten common decision-making pitfalls that arise when applying policy definitions, evaluating credibility, and weighing evidence in civil rights cases.



Identify practical strategies for avoiding analytical and cognitive traps, including common misunderstandings related to the preponderance standard, circumstantial evidence, and trauma-informed considerations.



Leave with practical tools to help structure clearer and more defensible decision rationales, including approaches for organizing findings, explaining credibility assessments, and connecting evidence to policy elements.

1

“I Know It When I See It”



2

Skipping Policy Elements



3

Incorrect Standard of Proof



4

Personality Contest



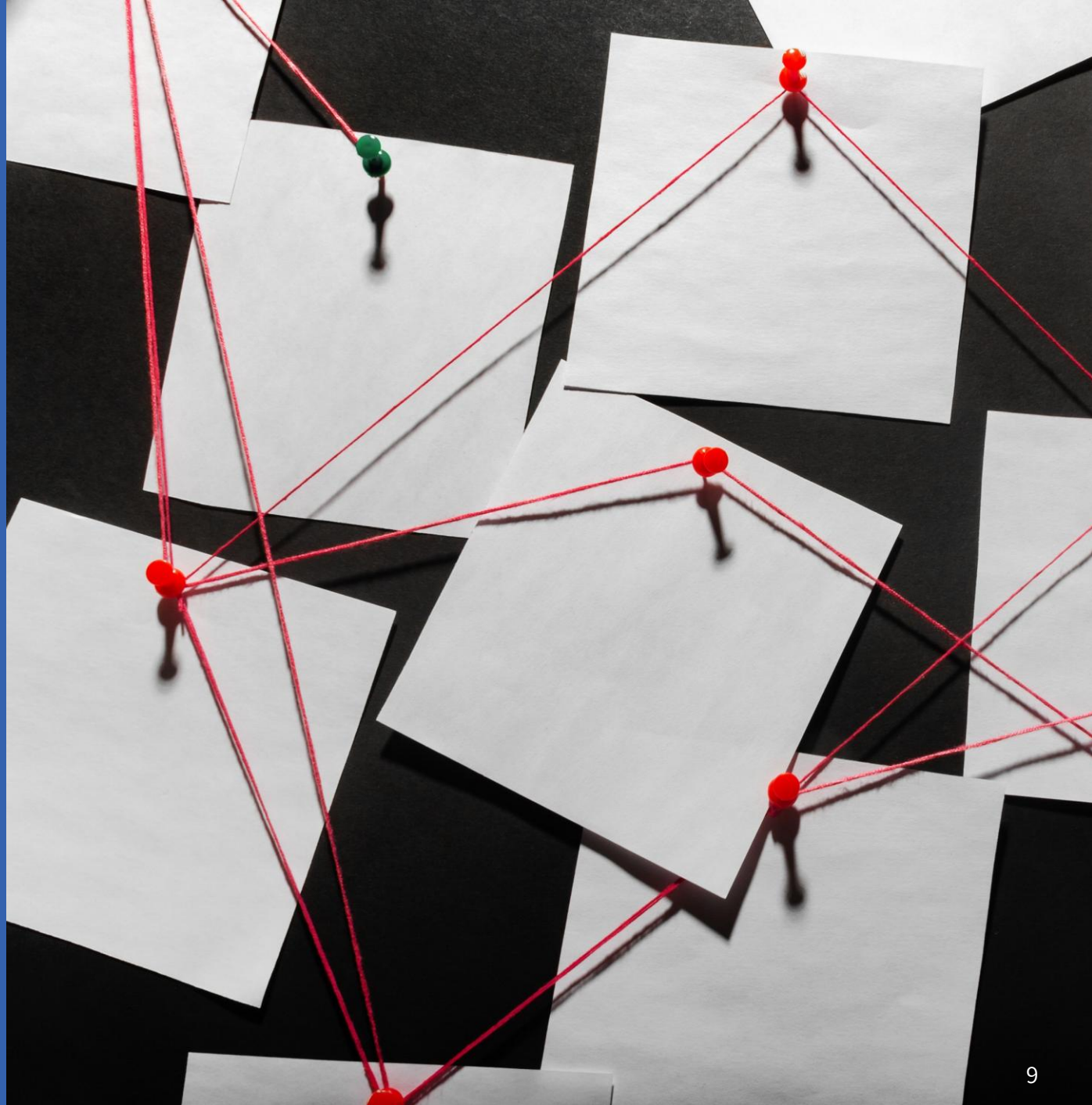
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All-or-Nothing Credibility



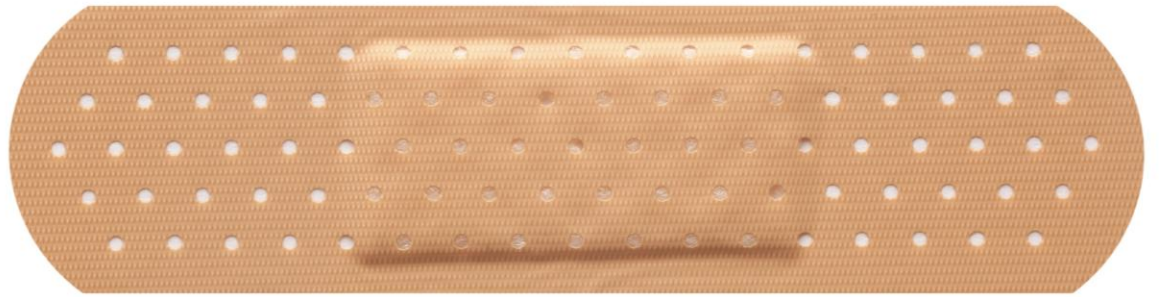
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Direct Evidence Bias



7

Trauma as Credibility



8

“Trust Me” Rationale



9

Summary Substitution



10

Consistency ≠ Truth



Takeaways

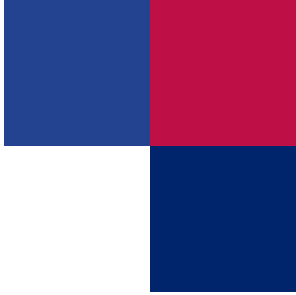
- Each pitfall represents a place where decision-makers take a shortcut...
 - In applying policy, evaluating evidence, assessing credibility, or explaining the result.
- Good decision-making is less about having the “right instinct” or reaching the “right answer.”
 - It’s more about slowing down enough to make your reasoning visible, structured, and testable.



Questions?

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