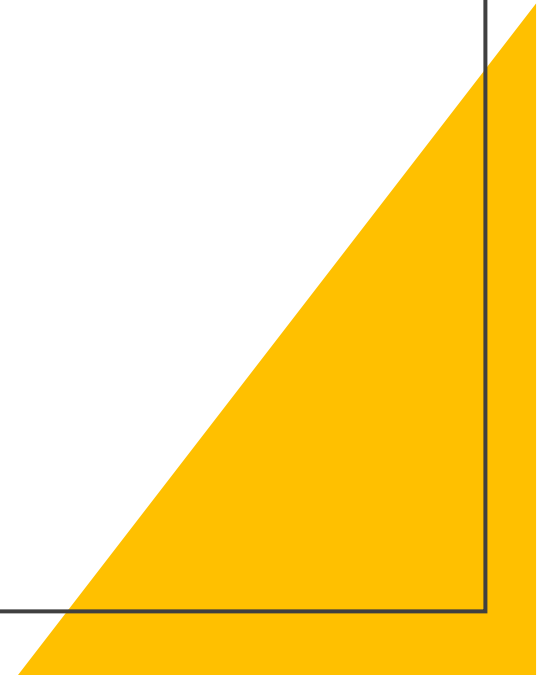


Trauma- Informed Interviewing

Title IX and Public Safety





Introductions

Learning Objectives

By the end of this training, participants will be able to:

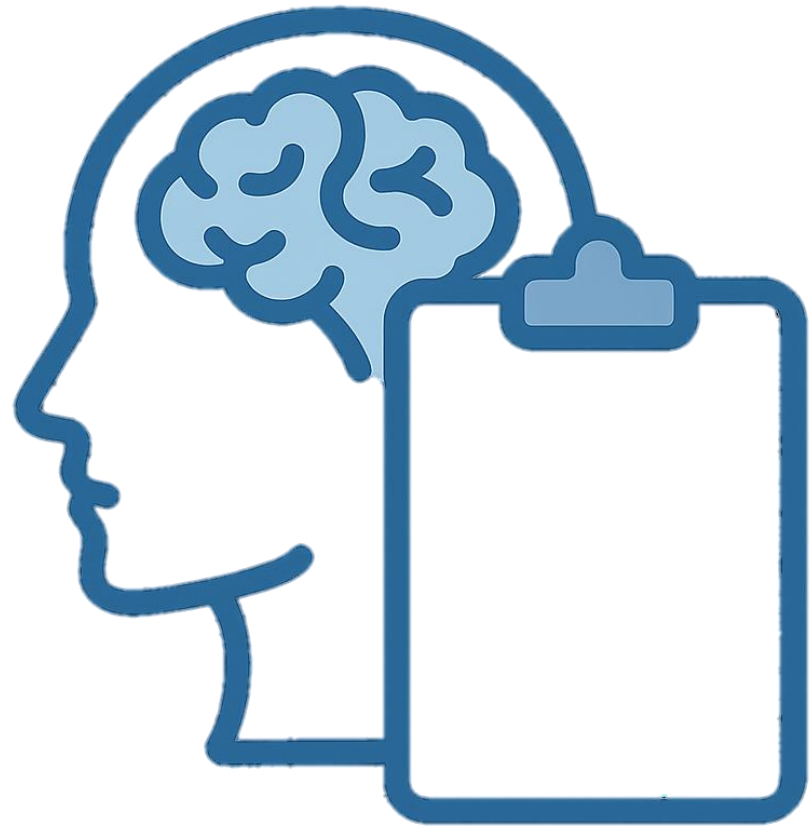
Explain how trauma affects the brain, memory, and communication during interviews.

Recognize trauma responses and respond with empathy, structure, and professionalism.

Apply trauma-informed interviewing principles and the **FRAMES Strategy** to real-world conversations.

Demonstrate effective questioning, pacing, and documentation that promote safety and accuracy.

Use self-regulation and peer support tools to prevent secondary trauma and maintain steadiness in your work.



Agenda



Neurobiology of Trauma and Memory



Trauma-Informed Interviewing
Techniques



Title IX and Public Safety Applications



Practice Scenarios & Role-Playing



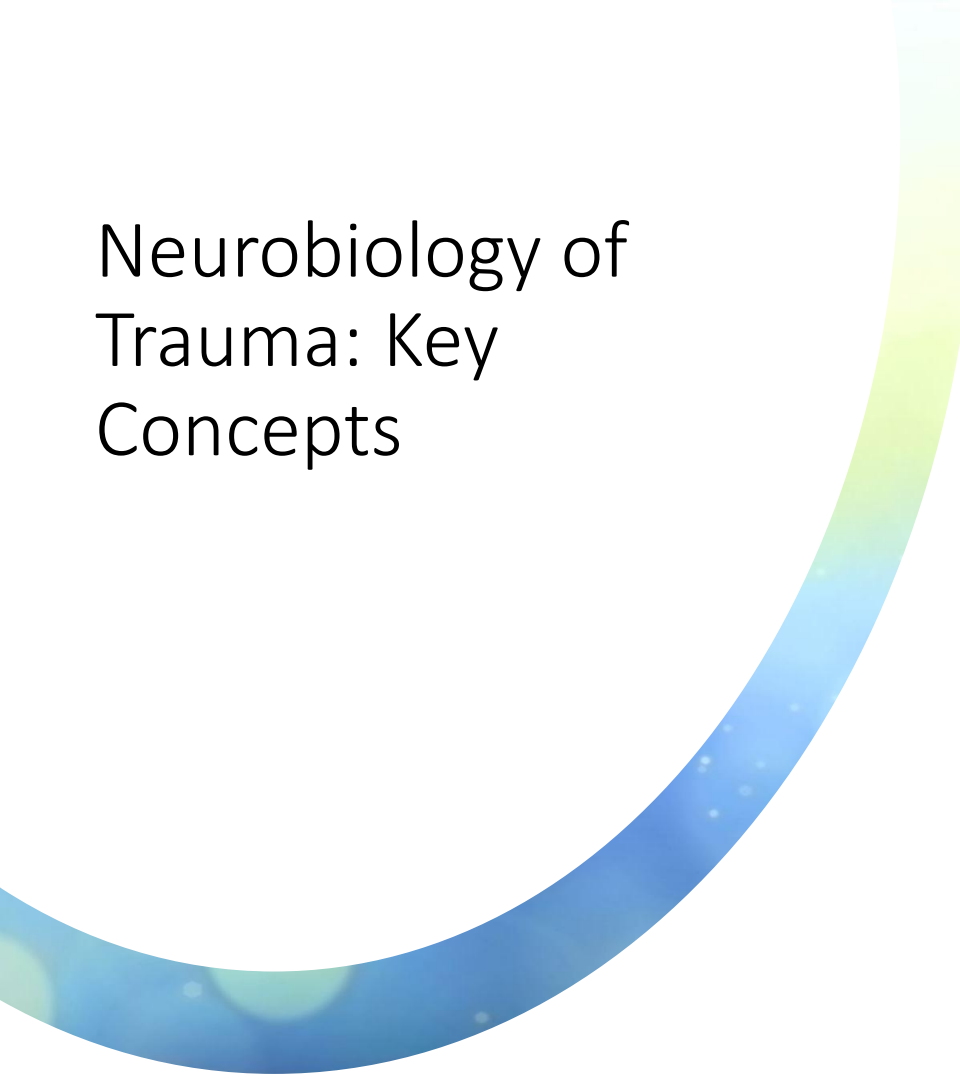
Self-Care & Secondary Trauma
Prevention



Evaluation & Next Steps



Neurobiology of Trauma and Memory

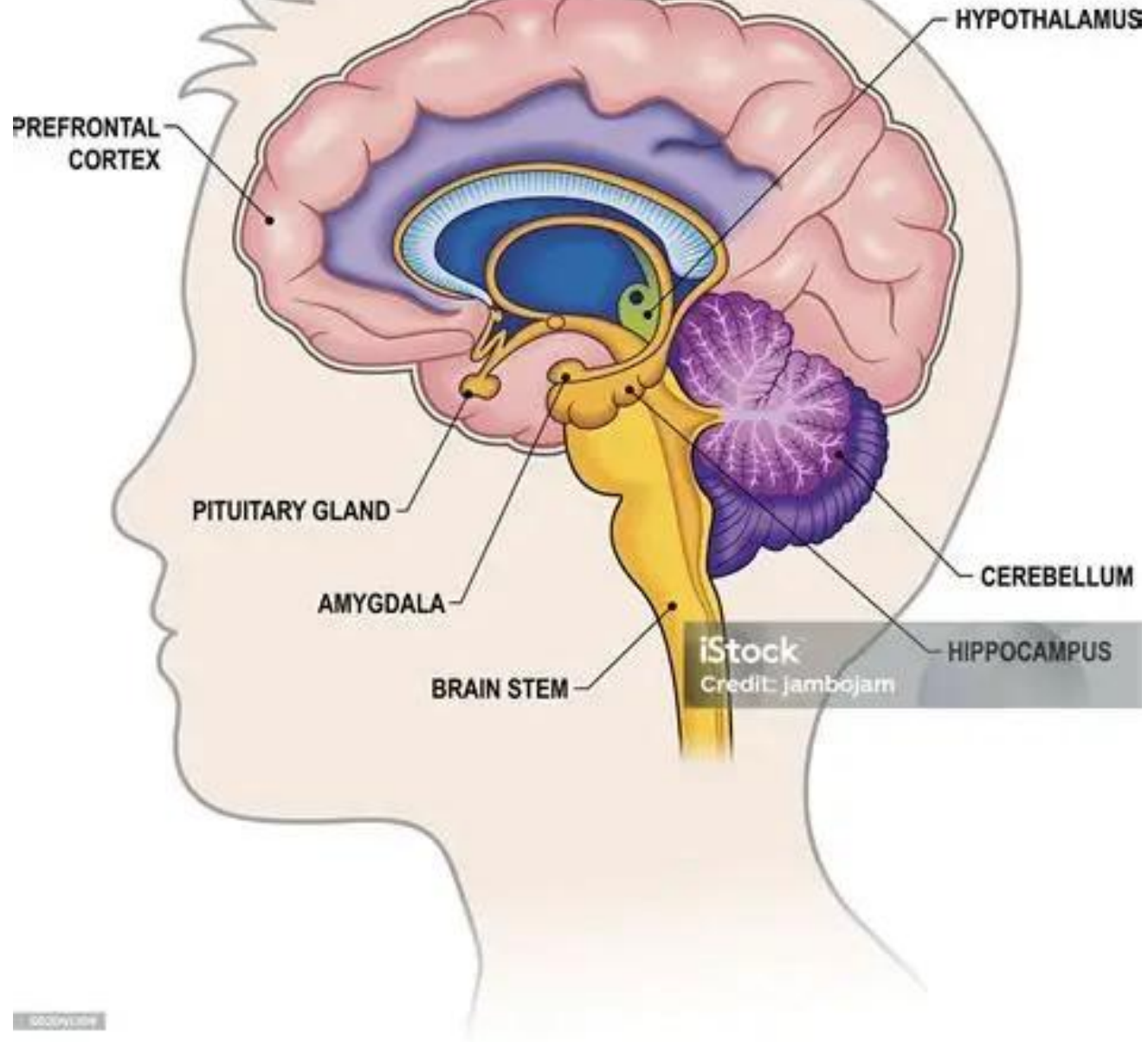


Neurobiology of Trauma: Key Concepts

Role of amygdala,
hippocampus, and
prefrontal cortex

Fight, Flight, Freeze, &
Fawn responses

How stress hormones
affect memory



Neurobiology of Trauma: Traumatic Memory

Often fragmented, sensory-focused, and non-chronological

Time distortion and gaps are common

Trauma responses can be mistaken for evasion or deception

Recognizing Trauma Responses

Tonic immobility: freeze or difficulty responding

Collapsed immobility: physical weakness or dissociation

Hypervigilance and emotional dysregulation

Emotional or behavioral responses may seem out of context

How Stress Hormones Affect Memory



ADRENALINE



CORTISOL



IMPACTS ON
MEMORY

How Trauma Shapes the Brain and Behavior



Brain



Body



Behavior

Trauma-Informed Interviewing Techniques

- Explain what to expect
- Calm the person with your tone and pacing
- Open, neutral questions
- Offer control when possible
- Acknowledge emotions
- Reassure



Trauma-Informed Guiding Principles

Safety

Trustworthiness
and Transparency

Peer Support

Collaboration and
Mutuality

Empowerment,
Voice, and Choice

Cultural,
Historical, and
Gender Sensitivity

Safety



Trustworthiness & Transparency



Peer Support



Collaboration & Mutuality



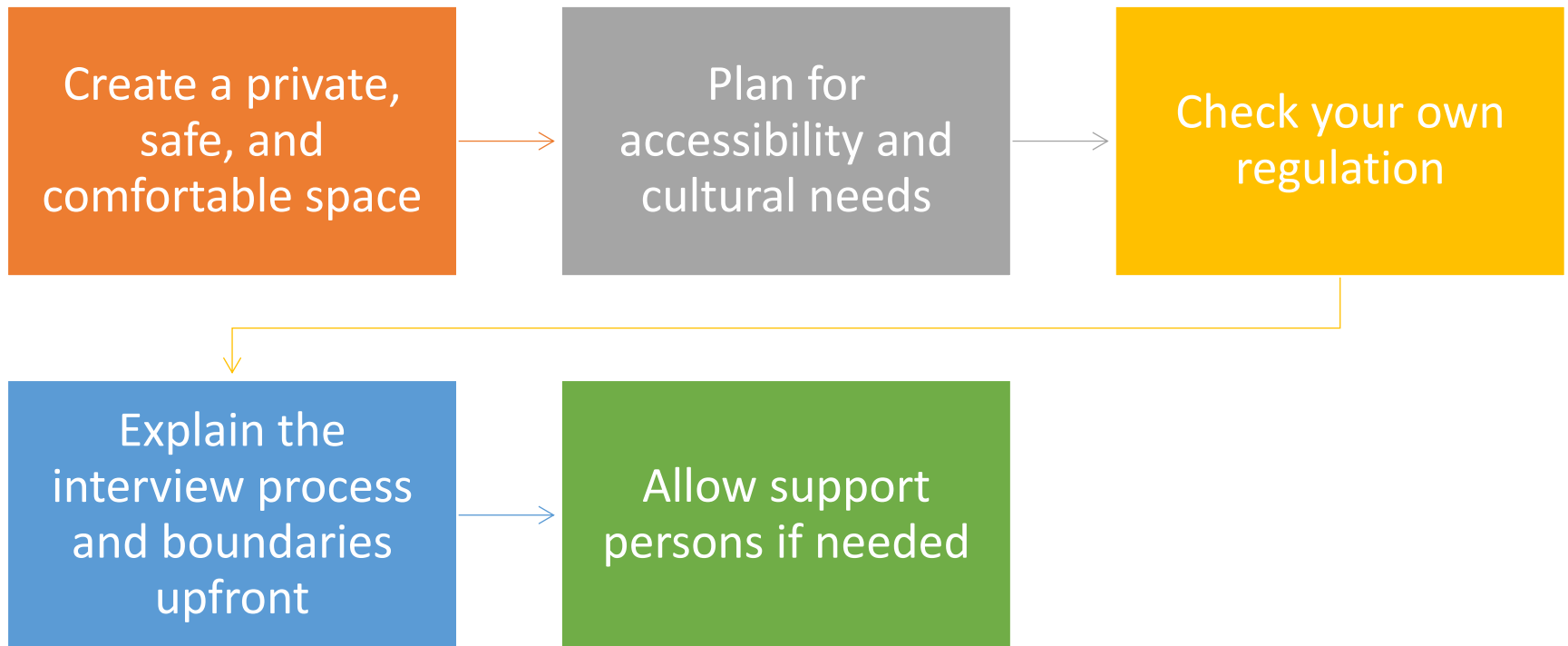
Empowerment, Voice, & Choice



Cultural, Historical, & Gender Sensitivity



Interview Preparation



FRAMES Strategy for Engagement

F

- Feedback: Explain interview purpose/process

R

- Responsibility: Empower interviewee participation

A

- Advice: Offer gentle guidance, not directives

M

- Menu of Options: Provide choices (e.g., seating, breaks)

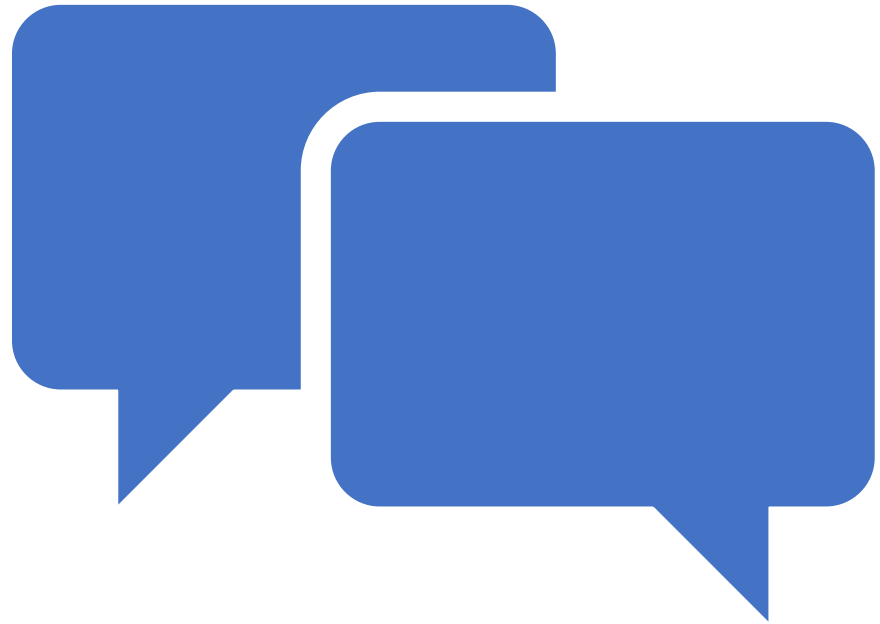
E

- Empathy: Demonstrate genuine care and interest

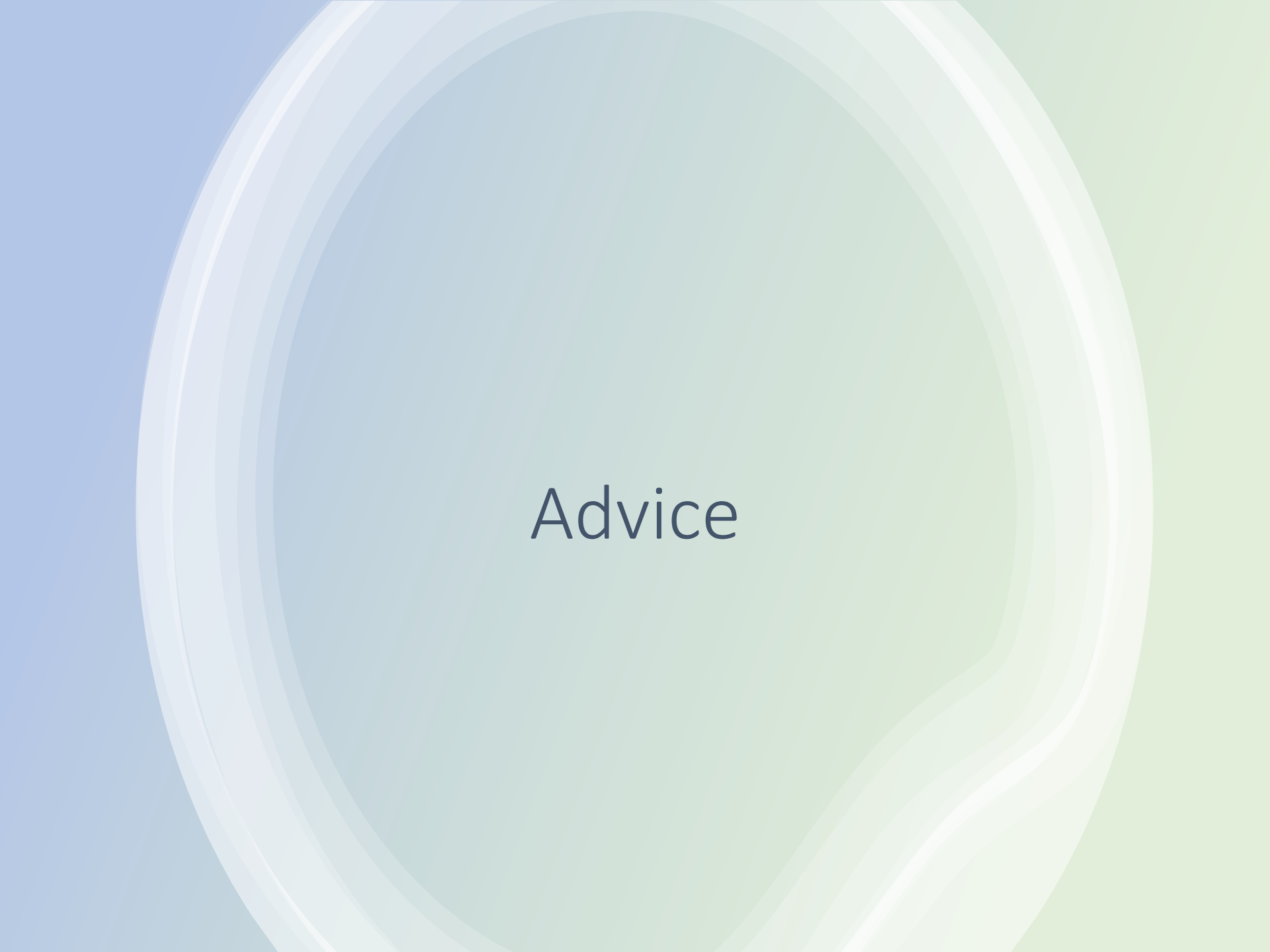
S

- Self-Efficacy: Reinforce the interviewee's strengths

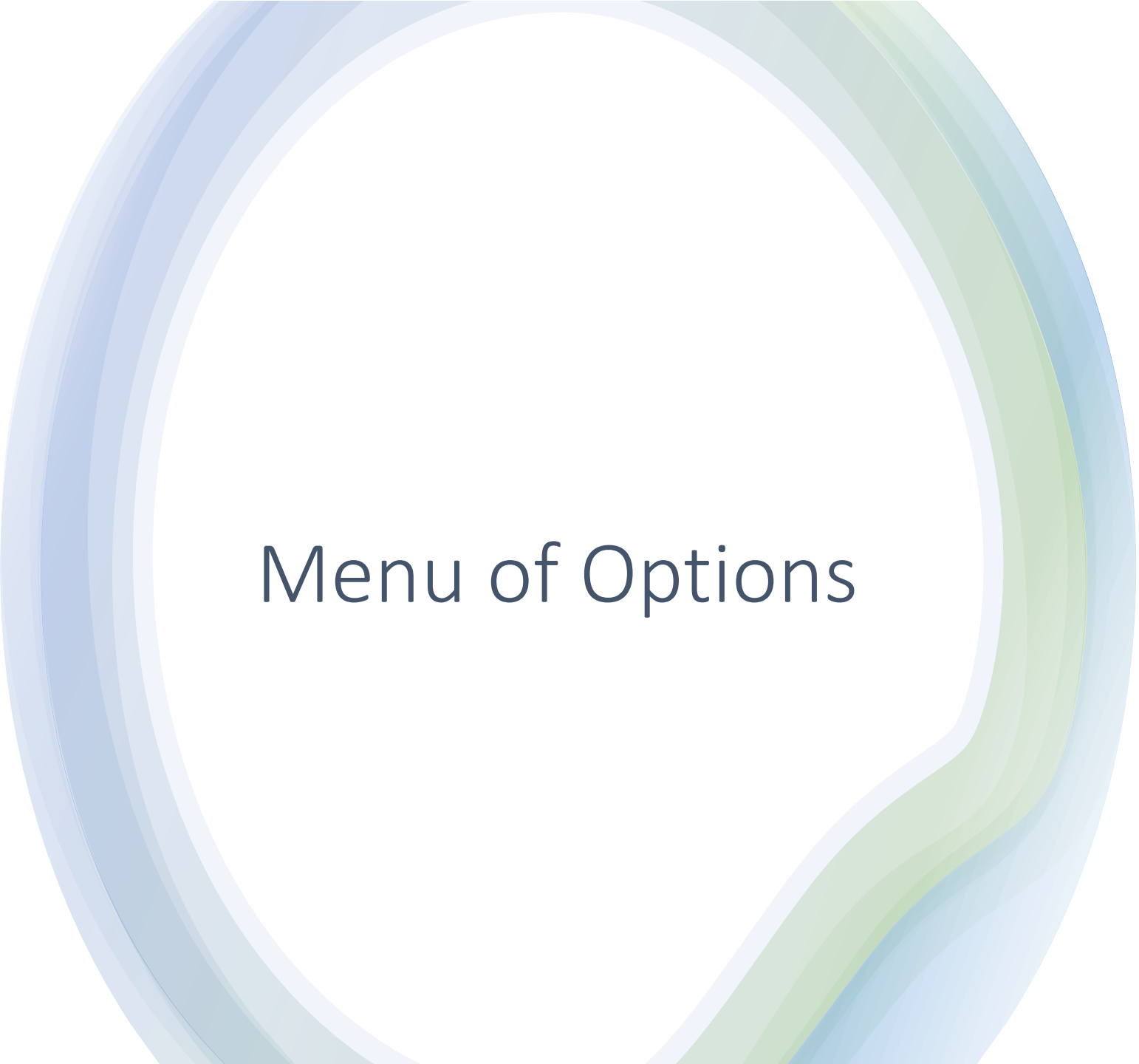
Feedback



Responsibility



Advice



Menu of Options

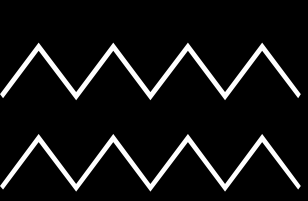
Empathy

Self-Efficacy



Building Rapport

Start	Start with introductions and less sensitive topics
Use	Use preferred names and pronouns
Express	Express appreciation for participation
Acknowledge	Acknowledge the difficulty of the process



Effective Questioning



- Use open-ended questions: 'Tell me about...', 'What happened next?'



- Avoid 'why' questions and leading queries



- Ask about sensory details: sights, sounds, feelings



- Allow narrative responses, avoid interruptions

Managing Interview Dynamics



LET INTERVIEWEE SET THE
PACE



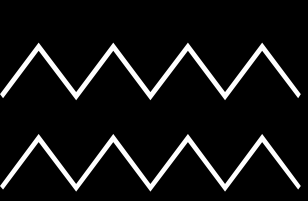
OFFER BREAKS AS NEEDED



USE GROUNDING
TECHNIQUES FOR DISTRESS



DOCUMENT INFORMATION
AS IT IS PROVIDED, EVEN IF
OUT OF ORDER



Documentation Best Practices



Record statements accurately, avoid interpretations



Note when details are non-chronological



Document observed trauma reactions



Maintain neutral, factual reporting

Break





Title IX and Public Safety Considerations

Title IX-Specific Considerations

1

Maintain strict impartiality to all parties

2

Respect due process and regulatory requirements

3

Acknowledge trauma in both complainants and respondents

4

Involve advisors as mandated, remain neutral

Public Safety Considerations





Practice Scenarios and Role Playing

Role-Play



Practice
interviewer/interviewee
roles in pairs

Focus on FRAMES

Team debrief after each
round

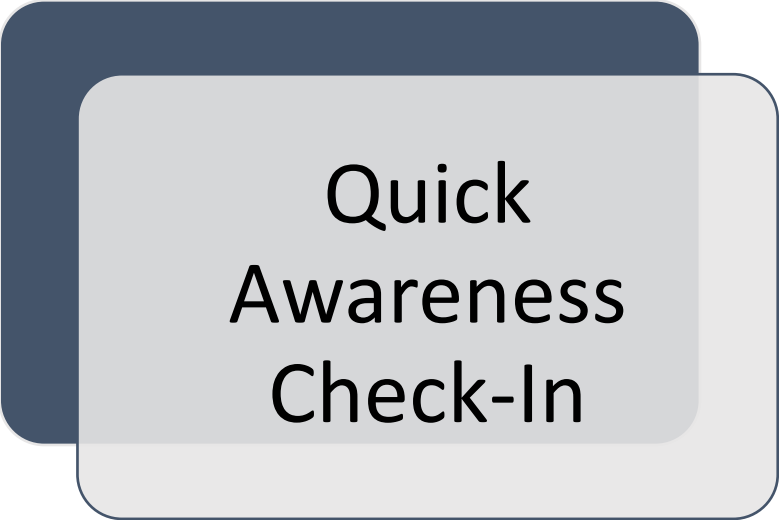
Group debrief and
feedback at conclusion



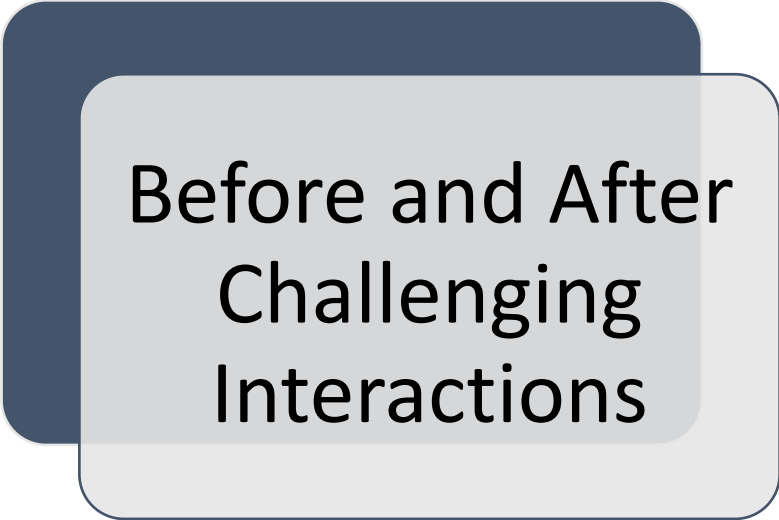
Self-Care & Preventing Secondary Trauma



Self-Care Starts with Self-Awareness



Quick
Awareness
Check-In



Before and After
Challenging
Interactions

**3 Grounding
Tools You
Can Use
Anywhere**

**Tool 1: Box
Breathing**

**Tool 2: 3–2–1
Grounding**

**Tool 3: Release and
Transition**

Hold again

**30 second
breathing exercise**

bre

ise

Peer and Systemic Support

Connection regulates. Support protects.

- Check in with a colleague after hard interviews — “How are you holding up?”
- Build short, routine debriefs into your team culture.
- Normalize taking brief pauses between interviews.
- Supervisors: model balance and boundaries.
- Trauma-informed systems care for **both clients and staff.**



Next Step

What's one takeaway that
you can implement
immediately?

The background of the slide is a vibrant blue gradient. It is populated with numerous speech bubbles of various colors including yellow, orange, pink, and white. Each speech bubble contains a large, bold, dark blue question mark. The bubbles are scattered across the left and center portions of the slide, creating a sense of inquiry and discussion.

Q & A

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