

**Non-exhaustive  
list of reasons that  
may create a good  
cause delay in  
completion:**

- Concurrent law enforcement activity
- Witness availability
- A pandemic-related reason (illness, unavailability)
- District breaks
- Absence of a party
- Availability of a party's advisor
- Need for language assistance or ADA accommodations



# Investigation Basics

- Burden of proof is on the District
- No restrictions are placed on the rights of the parties to discuss allegations or gather/present evidence
- Both parties have the same opportunity to have be present during interviews
- Both parties provided with written notice of date, time, participants, purpose, and location of each investigative interview with sufficient time allowed to prepare

