
Draft of a New WPI Sexual Misconduct Policy

Committee on Governance:

Len Albano

Bruce Bursten (Provost)

Glenn Gaudette (Chair)

Mark Richman (SOF)

Sue Roberts

David Spanagel

Bengisu Tulu

Suzy Weekes

Process to Develop Proposed Policy for WPI

- Working Group Members: ←
 - 3 Trustees
 - Jack Mollen (Board Chair), Joan Szkutak (APC Chair), Marni Hall (APC Vice Chair)
 - 3 Faculty members
 - Kris Boudreau (HU&A), Glenn Gaudette (BME), Mark Richman (ME)
 - Legal Counsel:
 - University Counsel (David Bunis)
 - Committee on Governance: ←
 - Reviewed draft from the Working Group
 - Suggested modifications
 - Forwarded for faculty consideration
 - WPI Faculty: ←
 - Present at November Faculty meeting
 - Collect feedback
 - On March 2: WPI Board of Trustees approved the draft as an interim policy in effect until May when it will consider a final faculty-approved Sexual Misconduct Policy
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graph TD; WG[Working Group Members] --> CG[Committee on Governance]; CG --> WF[WPI Faculty]; WF --> CG; WF --> WG;
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# Needs Addressed in/by the Proposed Policy

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- The need for WPI to have a single clear Sexual Misconduct Policy;
  - Faculty-approved policy (January 2014)
  - Board-approved policy (December 2014)
- The need for a single the Sexual Misconduct Policy to apply to faculty, staff, and students
- The general need to update language
  - Current usage
  - Compliance...

Reconcile...

# Procedures: Overview

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- Initial Assessment:

- by the Title IX Coordinator
- to determine if allegations fall within the policy
  - If not, dismissed or referred for handling under another applicable policy

- Investigation Phase:

- Notice given to Respondent
- Investigator(s) appointed
  - by the Title IX Coordinator (in **consultation** with the Secretary of the Faculty)
- Investigator(s) deliver an investigative report (to Title IX Coordinator)
  - with no determination of responsibility or sanctions

- Following the Investigative Phase:

- Judicial Panel convened
  - includes at least 3 faculty members (and no students) for faculty member Respondent
  - drawn from pool of **established, trained pool** of faculty and staff (and students...)
- Judicial Panel review:
  - investigative report, interviews, additional investigation
- Judicial Panel decides (by majority vote): responsibility and sanctions
  - Within 60 days of start of Investigation Phase

# Appeals

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- Either Party may appeal: (within seven days of Judicial Panel's decision)
  - Appellate Officer
    - For Faculty: Provost
    - For Students: VP for Student Affairs
    - For Staff: VP of Talent and Chief Diversity Officer
  - Review/Decision by Appellate Officer
    - Review of evidence considered by the Judicial Panel
    - Final decision (responsibility and sanctions) within 14 days of receiving appeal
    - Judicial Panel's decisions (responsibility and/or sanctions) can be overturned on Appeal

# Special Appeals

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- Faculty Members may appeal to the President: (within 14 days of previous decision)
  - Circumstances:
    - When the Judicial Panel has recommended **dismissal** (directly);
    - When the Provost (as Appellate Officer) has recommended **dismissal** after the Judicial Panel did not do so.
  - Review/Decision by President
    - Final decision by President (in consultation with *the Appellate Officer* and SOF) within 30 days
- Faculty Members may appeal the Board of Trustees: (within 14 days of President's decision)
  - Circumstances:
    - When the President has recommended **dismissal**
  - Procedure:
    - Board Chair collaborates with SOF to select a committee of five faculty members who will make a written recommendation concerning the sanction.
    - Board Chair makes final written decision within 30 days of receiving the committee's recommendation.

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# Discussion