Draft of a New WPI Sexual Misconduct Policy

Committee on Governance:

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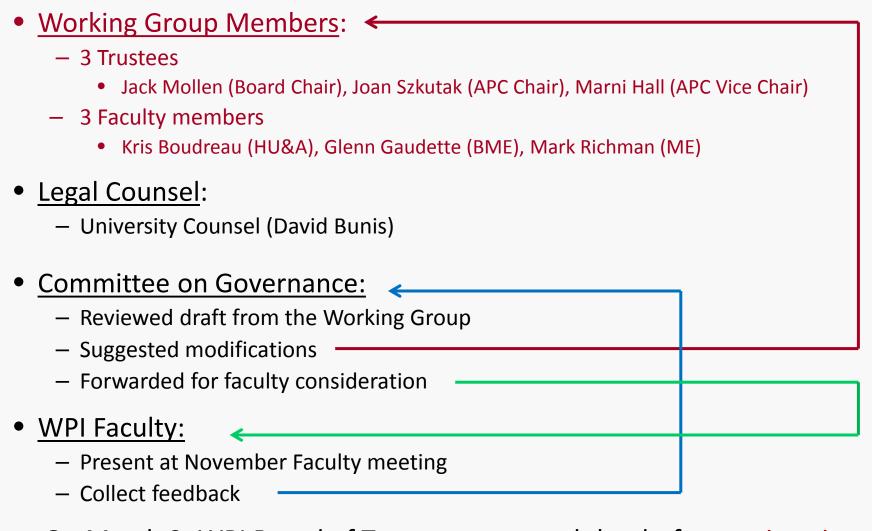
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Process to Develop Proposed Policy for WPI



 On March 2: WPI Board of Trustees approved the draft as an <u>interim</u> <u>policy</u> in effect until May when it will consider a final faculty-approved Sexual Misconduct Policy

Needs Addressed in/by the Proposed Policy

- The need for WPI to have a <u>single</u> clear Sexual Misconduct Policy;

 - Faculty-approved policy (January 2014)
 Board-approved policy (December 2014)

Reconcile...

- 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...

Procedures: Overview

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

- 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

- <u>Faculty Members may appeal to the President</u>: (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.

Discussion