A Proposed New
WPI Sexual Misconduct Policy

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Policy Development and Needs Addressed

• **Iterative Process Used to Develop the Policy:**
  - Working Group (3 faculty members; 3 Trustees)
    - University Counsel
    - Committee on Governance
    - WPI faculty members

• **Needs Addressed:**
  - single policy for faculty members, staff members, and students
  - single policy approved by Faculty and the Board of Trustees
  - current definitions of “sexual misconduct” and “consent”
  - clarity on sexual relationships with undergraduates, graduate students, and supervisees
  - clarity on obligations to report and confidential resource advisors
  - provision for anonymous reporting
  - requirement of qualified investigators and trained judicial panels
  - option to appeal for both Complainant and Respondent
Procedures: Overview

• **Initial Assessment:**
  – by the Title IX Coordinator: to determine if allegations fall within the policy

• **Investigation Phase:**
  – Notice given to Respondent
  – Investigator(s) appointed
  – Investigator(s) deliver an investigative report (to Title IX Coordinator)
    • with no determination of responsibility or sanctions

• **Judicial Phase:**
  – Judicial Panel convened (five members; three faculty members)
  – Judicial Panel review:
    • investigative report, interviews, additional investigation
  – Judicial Panel decides (by majority vote): responsibility and sanctions

• **Appeals (by either party):**
  – to Appellate Officer – reviews responsibility and sanctions

• **Special Appeals (by faculty members in the case of termination):**
  – First to the President
  – Next to the Board of Trustees (after a recommendation from a faculty committee)
**Improvements** Incorporated Since April

- **Clarifications on Sexual or Romantic Relationships**
  - With Undergraduate Students:
    - Prohibited between employees (*not including student-employees*) and undergrads
  - With Graduate Students:
    - *Prohibited when there is a supervisory relationship between the employee and the graduate student*
  - With Supervisees:
    - Not strictly prohibited, but requires awareness of imbalance of power *and possibility of favoritism*

- **Designation of Investigator**
  - *Could be the Title IX Coordinator*

- **Training of Judicial Panel Members**
  - *Explicitly required and overseen by Title IX Coordinator*

- **Special Measures to Restore Reputation of Respondent**
  - *Explicitly requires Title IX Coordinator to follow up with other administrators as appropriate*

- **Evaluation**
  - *Carried out by Title IX Coordinator to assess how well the needs of the Parties are met throughout the process*
Discussion