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# A Proposed New WPI Sexual Misconduct Policy

## Committee on Governance:

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# Policy Development and Needs Addressed

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- 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

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- **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

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- 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

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# Discussion