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
Needs Addressed in/by the Proposed Policy

• 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...
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

- **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.
Discussion