In Attendance: Leonard Albano, Bruce Bursten (Provost), Glenn Gaudette (Chair), Mark Richman (Secretary of the Faculty), Susan Roberts, David Spanagel (Secretary), Bengisu Tulu, and Suzanne Weekes (via telephone).

1. The meeting was called to order at 10:06 am.

2. The agenda was approved as amended.

3. Prof. Richman brought COG members up to date on the work done in recent months to draft a new WPI Sexual Misconduct Policy. The three faculty members of the Joint Working Group (Profs. Kris Boudreau, Glenn Gaudette, and Mark Richman) worked with General Counsel David Bunis to produce a draft policy document that is significantly different in structure to the current sexual misconduct policy for faculty members. Whereas currently there are three different sexual misconduct policies for faculty members, staff members, and students, one important advantage of the draft policy is that it is a single policy that applies to all three groups.

   Because of Title IX concerns, the Trustees intend to vote at the upcoming February Board retreat to replace the current WPI Sexual Misconduct Policies with the current draft as an interim measure. To accommodate this very brief time line, Prof. Richman asked COG members to review the draft in its current state, offer additional suggestions for further improvements, and consider voting to approve the draft **as an interim measure only**.

   COG members worked through the draft Sexual Misconduct Policy document carefully. They discussed key terms, suggested language to clarify the timeline for the various provisions of the due process system, and called attention to the need to be more specific about the training and practical guidance that would be provided to Judicial Panel members and anyone placed in an Appellate role. This conversation highlighted a key dimension of institutional concern about sexual relationships that focuses on whether disparities of power exist between the individuals involved that may or may not lie along specific lines of reporting and may or may not be clearly discernible from job titles, status, or categories of membership within the WPI community.

   Concern was raised about the possibility that existing relationships that are currently not prohibited might suddenly become prohibited if the draft policy were approved in its current form. Consequently, COG voted to amend the draft policy such that the language defining "Prohibited Relationships" be withdrawn from the interim measure. This amendment allows further research and clarification to ensure that no one experiences unintended jeopardy during the effective interim period of the draft policy. COG then voted to approve the Interim WPI Sexual Misconduct Policy document, as amended.

   [Note: Following the meeting, Profs. Richman and Gaudette consulted further with General Counsel Bunis regarding the intent of the COG amendment. They identified some appropriate language from WPI's current policies to insert in place of the "Prohibited

Relationships" section of the new draft policy. Prof. Richman contacted all COG members, and obtained sufficient votes through electronic communications to approve this substitution.]

Further review and consideration by COG and all faculty members of the Interim WPI Sexual Misconduct Policy document will proceed as follows: the interim version will be presented at the March 2018 Faculty meeting for discussion; the policy will be revised as needed based on feedback from the faculty and in coordination with Counsel Bunis; and then the policy will be brought back to the Faculty for a vote by the end of the academic year. Assuming this process yields a positive result, the Trustees would then vote on that version of the policy at their May 2018 meeting as a final replacement.

4. COG meetings will return to a single 2-hour meeting schedule for D term.

5. The meeting adjourned at 11:00 am.

Respectfully submitted,

David Spanagel, Secretary