



## President's Working Group on Sexual Assault and Harassment

Prevention and Education

University Rights & Responsibilities Process

Meeting Summary

5:30 p.m., Tuesday, November 19, 2013

Emily Trussell, Honey Wilson

Members Absent: Sophie Siegrist

Guests: Michael Beseda, Ramiro Flores, Lori Johnson, Cynthia Stinson

### WELCOME, ANNOUNCEMENTS AND FUTURE ITEMS:

Kristen Grainger called the meeting to order and welcomed Willamette community members in attendance. Kristen shared that Meredy Goldberg Edelson sent a cover letter as well as a letter on behalf of a subset of CLA faculty members to President Thorsett and others outlining

Flores Director of Admission for CLA were present and available to answer general questions about CLA admissions protocols regarding obtaining and considering prior disciplinary issues of students seeking

2013 and there are 25 students signed up and a few spots are still open. The first couple of trainings are geared for students and there will be training for faculty and staff in the near future. A big marketing push to campus will take place in January/February 2014. It was recommended that student groups such as fraternities and sororities be strongly encouraged to go through the Green Dot program. Another suggestion was to invite Liz to present to fraternity and sorority education via Lisa Holliday.

#### WILLAMETTE'S SURVIVAL-FOCUSED RESPONSE, CONTINUED: INVESTIGATIONS, DISCIPLINARY PROCESSES AND SANCTIONS:

Margaret Trout, Director of Bishop Wellness Center, along with Cynthia Stinson, Deputy Title IX Coordinator and Director of Educational Equity Assurance and Lori Johnson, Director of Rights & Responsibilities and Chief Conduct Officer, walked through the Title IX Flow Chart found under the November 19, 2013 meeting heading

<http://www.willamette.edu/about/leadership/president/pwgsah/meetings.html>.

Employees have a different process for addressing complaints of sexual harassment, since student sanctions cannot be applied to employees. Willamette's policy for employee harassment complaints is posted online at

[http://www.willamette.edu/dept/hr/policies/policy\\_harassment/complaintprocedures/index.html](http://www.willamette.edu/dept/hr/policies/policy_harassment/complaintprocedures/index.html)".

Willamette's conduct process is not a legal or criminal proceeding. The harshest sanction the Rights & Responsibilities process can impose is to ban a perpetrator from Willamette University's campus and from any university event.

During a preliminary inquiry, information is gathered to determine if action is required to preserve individual or community safety. If it is not, the complainant can decide whether to engage the department of Rights and Responsibilities or stop the process.

In an administrative hearing, the intention is to have equal rights and ensure fundamental fairness. No students are involved in the process other than the students directly involved and anyone they bring with them as a support person. Claimant and respondent are in separate spaces during the hearing. They will not cross paths.

Someone asked how long an investigation takes. Investigation times vary; federal regulations indicate a time frame limitation of no more than 60 business days. Willamette now has a full-time person handling investigations, which will make us able to respond much more nimbly. Another question was asked about appeals. There is one opportunity for appeal; there cannot be an appeal of an appeal.

Question asked about the Honor Code and if it is part of the Willamette Ethic and if it is specific. Dean Douglass clarified that the Willamette Ethic is primarily an academic standard, not conduct.

**WRAPUP & NEXT STEPS:**

**NEXT MEETING IS: Analysis and Findings of Campus Climate Survey and Focus Groups**

Tuesday, January 28, 2014

5:30-7:30pm

Montag Den

Kristen Grainger thanked all community members who were in attendance and adjourned the meeting.