

CONFIDENTIALITY IN SEXUAL HARASSMENT, SEXUAL MISCONDUCT OR COERCION

When investigating a complaint of sexual harassment, sexual misconduct or coercion the University will proceed in such a manner as to maintain confidentiality and protect the identity of the parties involved. This care will be consistent with that exercised by the University in investigating the possibility that any serious offense has occurred. In the course of an investigation, a number of persons may have to know of some aspects of the charges so that an inquiry can be successfully conducted.

The University desires to protect all parties to the dispute in seeking to maintain confidentiality during the investigation of allegations of sexual harassment, sexual misconduct, or coercion. On the one hand, it wishes to encourage the reporting and correction of incidents of misconduct and minimize the exposure of those who have suffered misconduct to publicity. On the other hand, the university recognizes that those accused/charged are presumed innocent until found otherwise and that anyone charged must be told the nature of the charges, the name(s) of the person(s) bringing them and have an opportunity to defend themselves before any findings are made or sanctions imposed.

PROHIBITION OF RETALIATION IN SEXUAL HARASSMENT, SEXUAL MISCONDUCT, OR COERCION

Retaliation against anyone making an informal or formal allegation is strictly forbidden and constitutes a separate incident of harassment/sexual harassment. The University wishes members of the University community to report an incident or retaliation whenever one occurs.

SANCTIONS RELATED TO SEXUAL HARASSMENT, SEXUAL MISCONDUCT, OR COERCION

Sexual harassment, sexual misconduct, and coercion are serious offenses. Thus, disciplinary action for those found to have engaged in these actions will be severe. For student employees, such discipline could include dismissal; for employees, termination of employment. Discipline will be taken in accord with that for serious offenses as specified in the University's *Student Handbook*, *Personnel Handbooks*, *Faculty Handbook*, or collective bargaining agreements. Conversely, it would be a serious act of misconduct to knowingly bring untrue charges of sexual misconduct against an innocent party. If the conclusion of an administrative inquiry or grievance procedure determines that this has occurred, the person making the false charges will be subject to discipline in accord with the usual University procedures.

For additional regulations, refer to "Sexual Harassment" and "Sexual Misconduct" in the section "University Standards of Behavior."