# Committee Name: Resources, Planning and Institutional Policy Committee

**Meeting Date & Time: Nov. 15th, 2013,**

**Meeting Location: Porter Hall 228**

**Attendance**:

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| **Members “P” denotes Present, “A” denotes Absent, “R” denotes Regrets** | | | |
| P | Ben McMillan | P | Jan Clark |
| P | Benjamin Davis | R | Macon Mcginley |
| R | Carol Ward | P | Maureen Horgan |
| A | Doc St. Clair | P | Pat Wilkins |
| P | Doug Oetter | P | Shea Groebner |
| R | Elizabeth McCauley | P | Susan Allen |
| P | Holly Nix |  |  |
| Guests: Veronica Womack, Jennifer Graham, Andy Lewter, and Qiana Wilson | | | |
|  | *Italicized text denotes information from a previous meeting.* |  |  |
|  | \*Denotes new discussion on old business. |  |  |

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| Agenda Topic | Discussions & Conclusions | Action or Recommendations | Follow-Up |

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| 2. Sexual Harassment Policy, guests Jennifer Graham, Andy Lewter, and Qiana Wilson | * There currently is a policy, but it is geared more towards employees, does not include students, this new document covers everyone * The policy needs to be in compliance with the Campus Safety Act and Title 9, these pieces of legislation have been used a guide to create this policy * State colleges must have a policy related to sexual assaults of students, faculty, and staff, this one policy will cover students, faculty, and staff, in addition to third parties on campus * This is a more holistic policy than before * There are many new definitions, which were taken from the best practices of other institutions * Who will be the Title 9 coordinator? Jennifer and Veronica are currently deputy coordinators, the coordinator is still to be determined * The coordinator will be a position, not a specific name, different people will fill the position over time * Can victims call women’s center? Yes. Men can also call. * The new policy will address issues that existed in the old policy, and will replace the old policy. Once it is eliminated, it is important to remove all occurrences of it online. * How to assess? Is there a mechanism to assess the effectiveness of the policy outside of an actual assault? While developing new policy, those involved thought through previous and ongoing instances and looked at how the new policy applies to them. * Guidelines can be adjusted * The different outlined procedures gives the ability to take appropriate actions * When the accused is a student, the procedures are separate from those for faculty or staff * For a student, the Code of Conduct can be cited. BOR policy can be used for faculty and staff * The policy often refers to federal guidelines, instead of getting very specific * The policy language is compliant with federal standards * The definitions used have gone through many courts * The definitions for quid pro quo and hostile work environment are in the body of the “sexual harassment” section * 24.7% of women on campus have been a victim of an attempted or completed sexual assault * 95% of assaults on campuses nationwide do not get reported * This policy also covers supervisor – employee situations * There is a general harassment policy that covers non-sexual supervisor – employee situations | * Maureen will work with Jennifer on format, making it consistent with current University Senate format. The final document will be presented at the January meeting for a vote |  |