



October 12, 2017

TO: University Committee, c/o Steve Smith

FROM: Sarah C. Mangelsdorf, Provost and Vice Chancellor for Academic Affairs *scm*

RE: Proposed Policy on Sexual Harassment and Sexual Violence

The Provost's Advisory Group on Sexual Assault and Misconduct has advanced the attached comprehensive policy on Sexual Harassment and Sexual Violence to me for endorsement. I would like to discuss this with you when I meet with you on Monday, October 23.

In May, Cathy Trueba, Director of the Office of Compliance, and Patrick Sheehan, Director of Workforce Development, verbally previewed the draft policy with the executive committees of the faculty, academic staff, and university staff. I am now sharing the PAGESAM-endorsed written policy with you to provide an opportunity to review and provide comment on the policy before it becomes final.

This policy follows the requirements of the UW System [policy template \(https://www.wisconsin.edu/regents/policies/sexual-violence-and-sexual-harassment/\)](https://www.wisconsin.edu/regents/policies/sexual-violence-and-sexual-harassment/) and clarifies the manner in which our institution will continue to comply with federal, state, and UW System mandates. It details the steps we will take as an institution to educate and reduce the instances of sexual harassment and sexual violence, including mandatory training for students and employees on preventing sexual harassment and sexual violence. It also articulates the consequences for employees who do not complete the mandatory training requirements and defines who will be considered a "Responsible Employee" under Title IX for our campus. These employees will have additional training requirements.

Also attached is an executive summary of the policy, which highlights the following:

- Why the policy was created (regulatory requirements)
- Who the policy applies to
- Implementation elements (e.g., mandatory trainings)
- Accountability elements

I have invited Cathy, Patrick, Lauren Hasselbacher, Title IX Coordinator, and Vice Provost Lori Berquam to attend the October 23 University Committee meeting to answer any questions you may have about the policy. After which, I invite your feedback on this important document. I ask that you provide comments to Cathy Trueba and Lori Berquam as soon as possible in early November.

Attachments

c: Cathy Trueba, Director of the Office of Compliance
Patrick Sheehan, Director of Workforce Development
Lauren Hasselbacher, Title IX Coordinator
Lori Berquam, Vice Provost and Dean of Students

Office of the Provost and Vice Chancellor for Academic Affairs

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