



MEMORANDUM

TO: Christian Zacher, Secretary of the University Senate
FROM: Larry M. Lewellen, Associate Vice President for Human Resources
DATE: January 5, 2006
SUBJECT: Draft Policy Revision – 1.15, Sexual Harassment

Enclosed please find a proposed revision of the Sexual Harassment policy 1.15, which applies to university employees (faculty, staff, student), students, and volunteers. In accordance with our agreement, we are sharing this draft with the University Senate. The changes to this policy are being proposed as a result of the work of two university committees. In response to concerns raised by students to university faculty and staff, The Women's Place, in collaboration with the President's Council on Women's Issues, convened a work group to examine issues raised by consensual sexual relations between faculty and students at Ohio State. After reviewing the work group's findings, the President's Council on Women's Issues recommended that the President and Provost appoint a Task Force to re-examine the University's current consensual relationship policy, which is contained in the sexual harassment policy. The Task Force recommended to the President and Provost the changes that are reflected in the attached proposed policy revision, and which are outlined below.

At our request for a committee assignment to review and provide feedback, T.K. Daniel, Faculty Council Chair, assigned to Senate Steering. Given our desire for the feedback based on the broadest perspectives, we also plan to share this request with the Senate Diversity Committee. If there are any issues with this approach, please let me know as soon as possible.

We are soliciting feedback on the proposed changes from:

- Vice Presidents, Deans, and Chairs
- University Senate: Secretary of the Senate, Senate Steering, Faculty Council, Senate Diversity Committee
- University Staff Advisory Committee
- University Council on Diversity
- President's Advisory Council on Women's Issues
- Undergraduate Student Government
- Council of Graduate Students
- Inter-Professional Council

If you have any questions about these proposed changes, contact Eunice Hornsby, Organization and Human Resource Development at 688-8643. I would appreciate receiving any feedback by Friday, March 17.

CURRENT POLICY	PROPOSED CHANGES
<p><i>Policy Guidelines III – Consensual Relationships</i></p> <p>Strongly discourages romantic and sexual relationships between faculty and students.</p>	<p><i>Policy Guidelines III – Consensual Relationships between faculty/staff/graduate associates and students</i></p> <p>Prohibits romantic and sexual relationships between faculty/staff/graduate associates and students whenever the employee has supervisory, teaching, evaluation, advising, coaching, or counseling responsibilities for the student or would otherwise be likely to be asked to take on such a role in the future.</p> <p>Strongly discourages consensual romantic and sexual relationships between faculty and students in other contexts</p>
<p><i>Policy Guidelines III – Consensual Relationships – Reporting Responsibilities</i></p> <p>Not explicitly addressed.</p>	<p><i>Policy Guidelines III – Consensual Relationships – Reporting Responsibilities</i></p> <p>States that “University faculty/staff/graduate associates must report and disclose to their supervisor or to the Office of Human Resources (OHR) any such relationship and have a duty to cooperate in making acceptable alternative arrangements. Supervisors must report to OHR any relationship reported or disclosed to them or that comes to their knowledge and must take immediate steps to provide acceptable alternative arrangements.”</p>
<p><i>Policy Guidelines III – Consensual Relationships – Corrective Action</i></p> <p>Does not explicitly address corrective action regarding violation of the consensual relations part of the policy.</p>	<p><i>Policy Guidelines III – Consensual Relationships – Corrective Action</i></p> <p>States that “After a thorough review of the facts, corrective action will be taken with any faculty/staff/student employee who violates the consensual relationship policy by entering into or engaging in a prohibited relationship, or by failing to report such a relationship or cooperate in making alternative arrangements. The corrective action process will be in accordance with university policies, faculty rules, or the Code of Student Conduct.”</p>

Attachments:

- Proposed Policy Revision
- Task Force Examining the Policy on Consensual Relationships Report & Recommendations

Copies:

- Carole Anderson, Office of Academic Affairs
- Deb Ballam, The Women’s Place
- Martha Chamallas, Moritz College of Law and Chair, Task Force Examining the Policy on Consensual Relationships
- Olga Esquivel-Gonzalez, Office of Human Resources Consulting Services
- Karen Holbrook, Office of the President
- Eunice Hornsby, Office of Human Resources Organization and HR Development and Policy Review Committee
- Barbara Snyder, Office of Academic Affairs