

ARTS, SCIENCES & ENGINEERING

Office of the Dean

Peter Lennie

Robert L. and Mary L. Sproull Dean

Faculty of Arts, Sciences & Engineering



To: BCS Faculty

From: Peter Lennie, Gloria Culver

Date: July 26, 2016

Re: University Policy Against Harassment and Discrimination

As most of you know, an investigation occurred this spring based upon allegations that there may have been actions by an individual in the department that violated the University's Policy against Harassment and Discrimination. Under the policies established at the University, when claims or concerns regarding discrimination or harassment are reported these are investigated by experienced and impartial personnel. Designated University officers make decisions based on the findings. The investigation has concluded; its findings are a confidential employment matter and are a stage in a policy driven process that includes a mechanism for appeal. In keeping with that policy the University will follow the process to its conclusion.

Over the past few weeks, the office of counsel, the deans' office, and the department chair have received multiple reports from several sources expressing concern about gossip (the repeating of information or rumors of which you do not have first-hand knowledge) about the claims that resulted in the investigation. This is most regrettable and unprofessional. The Policy against Harassment and Discrimination is very important and we believe strongly that the procedures established by the policy should be allowed to play out to their conclusion. They are compromised by gossip that appears to have undermined the confidentiality of the process and fractured the department.

We want to make clear that we fully endorse the rights of individuals to make good faith complaints and we will ensure that no one will be retaliated against for their participation in the investigation. We also recognize that in any situation involving allegations under the Policy against Harassment and Discrimination, people may have strong feelings about the underlying merits and the outcomes to which the investigation leads. That does not mean that people should spread rumors or information that they have heard from others. We ask you to consider this carefully as we go forward.

cc: Greg DeAngelis