

SUBSTITUTE RESOLUTION 05/1

A RESOLUTION TO ENDORSE THE SEXUAL HARASSMENT POLICY AND PROCEDURES OF THE GEORGE WASHINGTON UNIVERSITY (05/1)

WHEREAS, in Resolution 04/3, adopted on November 12, 2004, the Faculty Senate endorsed the reinstatement of the Interim Policy and Procedures Governing Sexual Harassment Complaints, as originally adopted by the Faculty Senate in Resolution 98/5, with certain further amendments; and

WHEREAS, Resolution 04/3 also provided that (i) the Faculty Senate and the University Administration would create a joint ad hoc committee charged with the mission of preparing a proposed new policy and procedures governing sexual harassment complaints; and (ii) the ad hoc committee's proposed new policy and procedures would be reported to the Faculty Senate's Committee on Professional Ethics and Academic Freedom ("PEAF Committee") for its expeditious review and, following such review, would be referred to the Faculty Senate with the PEAF Committee's comments and recommendations; and

WHEREAS, in accordance with Resolution 04/3, the Faculty Senate and the University Administration created an ad hoc University Committee on Sexual Harassment Policy (the "Ad Hoc University Committee"), and, on April 19, 2005, the Ad Hoc University Committee unanimously proposed a document entitled "Sexual Harassment Policy and Procedures" for adoption by the University (the "Ad Hoc Committee Proposal"); and

WHEREAS, at its most recent meeting in February 2005, the University's Board of Trustees requested that the Faculty Senate endorse, if possible, a new policy and procedures governing sexual harassment complaints for consideration by the Board of Trustees during its meeting on May 19-20, 2005; and

WHEREAS, the PEAF Committee has reviewed the Ad Hoc Committee Proposal and recommends certain clarifying amendments as indicated on the marked copy of the document attached hereto: and

WHEREAS, after reviewing the Ad Hoc Committee Proposal, the Faculty Senate has determined that the proposed new Sexual Harassment Policy and Procedures satisfy the following important objectives: (i) prohibiting sexual harassment by any student, staff member, faculty member, or other person in the University community, (ii) encouraging reporting of sexual harassment before it becomes severe or pervasive, (iii) identifying persons in the University Administration to whom incidents of sexual harassment may be reported, (iv) prohibiting retaliation against persons who bring sexual harassment complaints, (v) assuring confidentiality to the full extent consistent with the need to resolve complaints of sexual harassment appropriately and fairly, (vi) assuring that allegations of sexual harassment will be promptly, thoroughly and impartially addressed

with appropriate regard for the interests of the persons involved and principles of fairness and due process, and (vii) providing for appropriate corrective action to be taken against persons who have engaged in sexual harassment;

**NOW, THEREFORE, BE IT RESOLVED BY THE FACULTY SENATE
OF THE GEORGE WASHINGTON UNIVERSITY:**

That the Faculty Senate hereby endorses, for adoption by the University, the “Sexual Harassment Policy and Procedures” as unanimously proposed by the University Committee on Sexual Harassment Policy on April 19, 2005, with the additional clarifying amendments shown on the marked copy of the proposed document attached to this Resolution.

Faculty Senate Committee on Professional Ethics and Academic Freedom
May 10, 2005

Adopted, with the underlying Policy as amended, May 13, 2005