



University Senate CHARGE

Date:	June 12, 2012
To:	Cynthia Hale Chair, Joint President/Senate Sexual Harassment Policies & Procedures Task Force
From:	Wallace D. Loh <i>Wallace D. Loh</i> President Martha Nell Smith <i>MNS</i> Chair, University Senate
Subject:	Review of the UMCP Sexual Harassment Policies & Procedures
Senate Document #:	11-12-43
Deadline:	December 31, 2012

President Loh and the Senate Executive Committee (SEC) request that this Task Force review the University of Maryland Policy and Procedures on Sexual Harassment (VI-1.20(A)) and determine whether and how they could be improved to comport with prevailing best practices. We are calling for this review because our policy and procedures have not been updated since 2004. The goals of this review are fairness, clarity, and consistency.

Specifically, we ask that you:

1. Consult with representatives of the Office of Diversity Education and Compliance, President's Legal Office, and the Office of Student Conduct on the current procedures for handling cases of sexual harassment.
2. Consult with campus equity officers from various units on campus to understand the current process more fully.
3. Review the definition of sexual harassment to ensure that it comports with current law.
4. Review the consistency of interpretation of the policy and procedures used by the various units on campus.

5. Consult with President's Legal Office concerning possible differences between existing policy and procedures and federal and state mandates.
6. Review and assess the existing appeals process for sexual harassment cases.
7. Review and assess the efficacy, frequency, and scope of the University's sexual harassment training program.
8. Collect input from other campus constituents as necessary.
9. Review and assess similar policies and procedures at our peer institutions.
10. If helpful, engage an outside consultant to assist in review of our existing policies and advise on best practices at other universities.
11. If appropriate, make recommendations for changes in the University's policy and/or procedures.

We ask that you submit your report and recommendations to the Senate Office no later than December 31, 2012. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.