



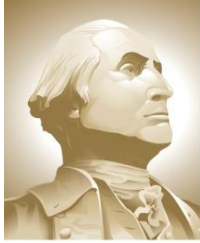
# Faculty Senate

The Faculty Senate will meet on Friday, November 9, 2018, at 2:10pm  
in the State Room (1957 E Street NW).

## AGENDA

1. Call to order
2. Approval of the minutes of the meeting held on October 12, 2018
3. REPORT: Development Activities (Donna Arbide, Vice President for Development & Alumni Relations)
4. UPDATE: Equal Opportunity, Nondiscrimination, and Anti Harassment Policy Revisions (Caroline Laguerre-Brown, Vice Provost for Diversity, Inclusion, and Community Engagement)
5. Introduction of Resolutions
6. GENERAL BUSINESS
  - a) Nominations for election of new members to Senate standing committees
  - b) Reports of Standing Committees
  - c) Report of the Executive Committee: Professor Sylvia Marotta-Walters, Chair
  - d) Provost's Remarks
  - e) Chair's Remarks
9. Brief Statements and Questions
10. Adjournment

**Elizabeth A. Amundson**  
Secretary



**THE GEORGE  
WASHINGTON  
UNIVERSITY**  
WASHINGTON, DC

**Responsible University Official:** Vice Provost, Diversity and Inclusion  
**Responsible Office:** Office of the Vice Provost for Diversity and Inclusion  
**Last Revised Date:** November 15, 2011

## **EQUAL OPPORTUNITY**

### **Policy Statement**

The university is an Equal Employment Opportunity/Affirmative Action (EEO/AA) employer committed to maintaining a non-discriminatory, diverse work environment. The university does not unlawfully discriminate on the basis of race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity or expression, or on any other basis prohibited by applicable law in any of its programs or activities.

### **Reason for Policy**

This policy is necessary to re-affirm the university’s commitment and for compliance with Title VII of the Civil Rights Act of 1964, as amended, the District of Columbia Human Rights Act, and other applicable laws relating to equal opportunity.

### **Who is Governed by this Policy**

Faculty, staff and students

### **Table of Contents**

<b>Policy Statement</b> .....	1
<b>Reason for Policy</b> .....	1
<b>Who is Governed by this Policy</b> .....	1
<b>Table of Contents</b> .....	1
<b>Policy</b> .....	2
<b>Contacts</b> .....	3

**Document History** ..... 3  
**Who Approved This Policy** ..... 3

---

## **Policy**

---

The George Washington University does not unlawfully discriminate against any person on any basis prohibited by federal law, the District of Columbia Human Rights Act, or other applicable law, including without limitation, race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, or gender identity or expression. This policy covers all programs, services, policies, and procedures of the university, including admission to education programs and employment.

Inquiries concerning this policy and federal and local laws and regulations concerning discrimination in education and employment programs and activities may be directed to the university’s Office of Equal Employment Opportunity and Affirmative Action, 2121 Eye Street, NW, Washington, DC 20052, 202-994-9656, [eeo@gwu.edu](mailto:eeo@gwu.edu). Inquiries may also be directed to the U.S. Department of Education Office for Civil Rights, the U.S. Equal Employment Opportunity Commission, or the applicable state or local agency (for example, the District of Columbia Office of Human Rights).

Questions regarding protections against discrimination on the basis of sex may be directed to the university’s Title IX Coordinator, the Vice Provost for Diversity and Inclusion, 813 Rice Hall, 2121 Eye Street, NW, Washington, DC 20052, 202-994-7440.

Questions regarding the protections against discrimination on the basis of disability may be directed to the university’s Disability Services Coordinators. Students may contact the Associate Dean of Students, Administrative Services, Office of the Dean of Students, 401 Rice Hall, 2121 Eye Street, NW, Washington, DC 20052, 202- 994-6710, and other members of the university community may contact the Executive Director of Equal Employment Opportunity and Affirmative Action, 2121 Eye Street, NW, Washington, DC 20052, 202-994-9633.

To request disability accommodations, students should contact the Office of Disability Support Services at 202-994-8250 or [dss@gwu.edu](mailto:dss@gwu.edu). Employees and other members of the university community should contact the Office of Equal Employment Opportunity and Affirmative Action at 202-994-9656 or [eeo@gwu.edu](mailto:eeo@gwu.edu).

---

## Contacts

---

Contact	Telephone	Email
EEO (Questions)	202-994-9656	<a href="mailto:eeo@gwu.edu">eeo@gwu.edu</a>
VPDI (Title IX Coordinator)	202-994-7440	<a href="mailto:diverse@gwu.edu">diverse@gwu.edu</a>

---

## Document History

---

- **Last Reviewed Date:** March 29, 2018
- **Last Revised Date:** November 15, 2011
- **Policy Origination Date:** Not Available

---

## Who Approved This Policy

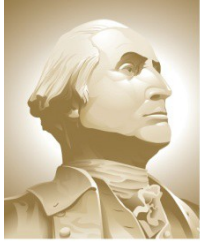
---

Lou Katz, Executive Vice President and Treasurer

Steven Lerman, Provost and Vice President for Academic Affairs

Beth Nolan, Senior Vice President and General Counsel

*This policy, as well as all [university policies](#), are located on the [Office of Compliance and Privacy's](#) home page.*



**THE GEORGE  
WASHINGTON  
UNIVERSITY**  
WASHINGTON, DC

**Responsible University Official:** Vice Provost for Diversity, Equity and Community Engagement

**Responsible Office:** Office of the Vice Provost for Diversity, Equity and Community Engagement

**Last Revised Date:** \_\_\_\_\_, 2018

## EQUAL OPPORTUNITY, NONDISCRIMINATION AND ANTI HARASSMENT POLICY

### Policy Statement

The university is an Equal Employment Opportunity/Affirmative Action (EEO/AA) employer committed to maintaining a non-discriminatory, harassment-free, diverse work environment. The university does not unlawfully discriminate on the basis of protected characteristics, or on any other basis prohibited by applicable law in any of its programs or activities.

### Reason for Policy

This policy affirms the university's commitment to and compliance with Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, as amended, Section 504 of the Rehabilitation Act of 1973, the District of Columbia Human Rights Act, and other applicable laws relating to equal opportunity and nondiscrimination.

### Who is Governed by this Policy

Faculty, staff and students

### Table of Contents

<b>Policy Statement</b> .....	1
<b>Reason for Policy</b> .....	1
<b>Who is Governed by this Policy</b> .....	1

Table of Contents ..... 1

Policy ..... 3

Definitions ..... 3

**Anti-Harassment Policies and Freedom of Expression** ..... 4

**Options for Reporting Non Sex-Based Discrimination and/or Harassment** ..... 4

**Options for Reporting Unwanted Sexual Behaviors/Sexual Harassment/Sexual Assault/Relationship Abuse or Stalking**  
..... 5

**For Disability Accommodations** ..... 6

**External Reporting Options** ..... 6

Contacts ..... 7

**Document History** ..... 7  
**Who Approved This Policy** ..... 7

---

## **Policy**

---

The George Washington University does not unlawfully discriminate against any person on the basis of protected characteristics or any other basis prohibited by federal law, the District of Columbia Human Rights Act, or other applicable law. This policy covers all programs, services, policies, activities, and procedures of the university, including participation in education programs and employment.

## **Definitions**

**Protected characteristics** covered by this policy are those personal traits, characteristics and/or beliefs that are defined by applicable law as protected from unlawful discrimination and/or harassment. They include age, color, disability, marital status, national origin, race, religion, veteran status, genetic information, and/or other characteristics protected by applicable law. This policy also includes as protected class categories sex, gender, gender identity or expression, and sexual orientation not otherwise covered by the Sexual and Gender-Based Harassment and Interpersonal Violence Policy.

**Discrimination** is adverse treatment of an individual based on a protected characteristic, rather than individual merit. Examples of conduct that can constitute discrimination if based on an individual's protected characteristic include but are not limited to:

- Singling out or targeting an individual for different or less favorable treatment (e.g., more severe discipline, denial of promotion) because of their protected characteristic
- Failing or refusing to hire an individual because of their protected characteristic
- Failing or refusing to allow an individual to participate in a student organization or activity based on their protected characteristics
- Terminating an individual from employment or an educational program based on their protected characteristic.

**Harassment** is any unwelcome conduct based on a protected characteristic where such conduct creates a hostile environment. A hostile environment exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefiting from the university's educational, employment, and/or campus-residential experience when viewed through both a subjective and objective standard.

A hostile environment can be created by persistent or pervasive conduct or by a single or isolated incident, if sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical. A single incident of sexual assault, for example, may be sufficiently severe to constitute a hostile environment.

**Harassment:**

- May be blatant and intentional and involve an overt action, a threat or reprisal, or may be subtle and indirect, with a coercive aspect that is unstated.
- Does NOT have to include intent to harm, be directed at a specific target, or involve repeated incidents.
- May be committed by anyone, regardless of gender, age, position, or authority. While there is often a power differential between two persons, perhaps due to differences in age, social, educational, or employment relationships, harassment can occur in any context.
- May be committed by a stranger, an acquaintance, or someone with whom the complainant has a close personal relationship.
- May be committed by or against an individual or may be a result of the actions of an organization or group.
- May occur by or against an individual of any sex, gender identity, gender expression, or sexual orientation.
- May occur in the classroom, in the workplace, in residential settings, or in any other context.
- May be a one-time event or may be part of a pattern of behavior.
- May be committed in the presence of others or when the parties are alone.
- May affect the Complainant and/or third parties who witness or observe harassment.

Nothing in this policy shall be deemed to revoke any right a faculty member may have to file a grievance under the Faculty Code. Further, nothing in this policy limits academic freedom, guaranteed by the Faculty Code, which is a pre-eminent value of the university. This policy shall not be interpreted to abridge academic freedom. Accordingly, in an academic setting expression that is reasonably designed or reasonably intended to contribute to academic inquiry, education or debate on



issues of public concern does not violate this policy.

## **Reporting Allegations of Discrimination and/or Harassment Not Covered by the Sexual and Gender-Based Harassment and Interpersonal Violence Policy**

If you believe that you have been discriminated against or harassed based protected characteristics covered by this policy or on any other basis prohibited by applicable law in any of its programs or activities, reports may be made as follows:

**Students should bring their concerns regarding the conduct of other students under this policy to the Office of Enrollment and the Student Experience.**

Students should raise their concerns to Enrollment and the Student Experience, Office of Student Rights and Responsibilities (SRR):

Call: 202-994-6757

Email: [rights@gwu.edu](mailto:rights@gwu.edu)

Website: <https://studentconduct.gwu.edu/student-rights-responsibilities>

Students will be offered the opportunity to meet with an SRR staff member to talk about the different reporting and complaint options available, including the processes outlined in the Student Grievance Procedures, if the complaint is being made about a faculty member, staff member, or about a chartered student organization, and the processes outlined in the Code of Student Conduct, if the complaint is being made about another student or student organization.

**Concerns about the conduct of a non-faculty staff member should be reported to the Office of Equal Employment Opportunity (EEO) & Employee Relations.**

Non-Faculty staff members should report a potential violation of this policy to the EEO/ER Office in person, by telephone, by email, or online:

Office of Equal Employment Opportunity and Employee Relations (EEO/ER Office)

2033 K Street, NW, Suite 205

Washington, D.C. 20006

(202) 994-9656

[eeo@gwu.edu](mailto:eeo@gwu.edu)

<https://hr.gwu.edu/equal-employment-opportunity>

**Concerns about the conduct of a faculty member should be reported to the Office of the Provost/Office of Faculty Personnel.**

Concerns about the conduct of a faculty member should be reported to the Provost's Office. Reports may be made directly to the Vice Provost for Faculty Affairs at 813 Rice Hall, 2121 Eye Street, NW, Washington, DC 20052, (202) 994-5884, or [facultyaffairs@gwu.edu](mailto:facultyaffairs@gwu.edu). Allegations of violations of this policy will be reviewed and/or investigated by the Office for Faculty Affairs or designee. This policy shall be interpreted in manner consistent with the principles of academic freedom and professional responsibility as set forth in the Faculty Code and related university policies and guidelines. Nothing in this policy shall be construed to revoke any right of a faculty member to file a grievance under the Faculty Code.

## **Sanctions and Corrective Action**

Findings of violations of this policy made by the offices identified above may result in the imposition of sanctions and/or corrective action, in accordance with applicable policies. Sanctions and corrective actions for student Respondents include, but are not limited to, censure, disciplinary probation, restitution, eviction from residence, suspension, expulsion, restriction from employment at the university, educational program attendance, educational project, professional assessment, removal from specific courses, activities or organizations, No Contact Order, transcript notation and/or notification to other institutions, withholding or delaying the conferral of a degree, prohibitions against participation in academic honor ceremonies, such as graduation, training, and guidance.

Sanctions and corrective actions for faculty and staff Respondents include, but are not limited to, oral or written warning/reprimand, suspension, termination of employment, training, guidance, and adjustment of supervisory or evaluative responsibilities. Dismissal of a tenured faculty member will be subject to Article V.C.1. of the Faculty Code and Section F of the Procedures for Implementation of the Faculty Code.

The university may take measures at any time to protect the health and safety of members of the university community.

## **Options for Reporting Allegations of Unwanted Sexual Behaviors/Sexual Harassment/Sexual Assault/Relationship Abuse or Stalking**

If you believe that you have been discriminated against or harassed based on conduct prohibited by the university's Gender-Based Harassment and Interpersonal Violence Policy, reports may be made under the university's Sexual and Gender-Based Harassment and Interpersonal Violence Policy to the university's Title IX Office, 813 Rice Hall, 2121 Eye Street, NW, Washington, DC 20052, (202) 994-7434 or [www.haven.gwu.edu](http://www.haven.gwu.edu).

## **To Request Accommodations**

To request an academic accommodations, contact the Office of Disability Support Services at (202) 994-8250 or [dss@gwu.edu](mailto:dss@gwu.edu). **For faculty and staff accommodations, contact** the Office of EEO & Employee Relations at (202) 994-9656 or [eeo@gwu.edu](mailto:eeo@gwu.edu).

## External Reporting Options

Inquiries concerning this policy and federal and local laws and regulations concerning discrimination in education and employment programs and activities may be directed to the university's Office of EEO & Employee Relations, 2033 K. Street, NW, Suite 205, Washington, DC 20052, (202) 994-9656, [eeo@gwu.edu](mailto:eeo@gwu.edu). Inquiries may also be directed to the U.S. Department of Education Office for Civil Rights, the U.S. Equal Employment Opportunity Commission, or the applicable state or local agency (for example, the District of Columbia Office of Human Rights).

## Retaliation

Retaliation against a person who reports or complains, or who provides information, or participates in an investigation or proceeding covered by this policy is prohibited by law. Allegations of retaliation will be investigated and may result in disciplinary action, up to and including expulsion or termination. More information about GW's policy on Non-Retaliatiion is available at: <http://my.gwu.edu/files/policies/NonRetaliationFINAL.pdf>

---

## Contacts

---

Contact	Telephone	Email
Office of Student Rights and Responsibilities (SRR)	(202)994-6757	<a href="mailto:rights@gwu.edu">rights@gwu.edu</a>
EEO & Employee Relations (Questions)	(202) 994-9656	<a href="mailto:eeo@gwu.edu">eeo@gwu.edu</a>
Office of the Vice Provost for Faculty Affairs	(202) 994-5884	<a href="mailto:facultyaffairs@gwu.edu">facultyaffairs@gwu.edu</a>

Title IX Office	(202) 994-7434	www.haven.gwu.edu
-----------------	----------------	-------------------

---

## Document History

---

- **Last Reviewed Date:** June 14, 2017
- **Last Revised Date:** February 22, 2018
- **Policy Origination Date:** Not Available

---

## Who Approved This Policy

---

Mark Diaz, Executive Vice President and Chief Financial Officer  
Forrest Maltzman Provost and Executive Vice President for  
Academic Affairs

Beth Nolan, Senior Vice President and General Counsel

*This policy, as well as all [university policies](#), is located on the [Office of Compliance and Privacy's](#) home page.*