




# TASK FORCE ON SPU'S DISCRIMINATION AND HARASSMENT POLICY

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# Timeline

- 2018-2019
  - *Faculty Task Force created to review SPU's Discrimination and Grievance Process; data collection and analysis; presentation to Senate; Faculty Council voted for Task Force to continue its work*
- Fall 2019
  - *Researching best practices at other institutions; Megan Hamshar joined Task Force as a staff representative*
- Winter 2020
  - *January: Senior Leadership hired Grand River Solutions, Inc., to consult*
  - *February: Cherie Scricca and Jody Shipper on campus, interviewed more than 85 people*
- Spring 2020
  - *April 19th: GRSI sent draft report with recommendations*
  - *May 7th: Task Force met to discuss GRSI draft report*
  - *May 19th, June 2nd: Task force met with Senior Leadership to plan for implementation of recommendations*
    - *May 21<sup>st</sup>: Recommendation summary posted to Sharepoint ([https://spuonline.sharepoint.com/:w:/r/sites/FacComm/FacCouncil/\\_layouts/15/Doc.aspx?source=doc=%7B6ED0DE94-BBCC-47B8-962C-9DF771D55060%7D&file=GRSI%20draft%20recommendation%20summary.docx&action=default&mobileredirect=true&DefaultItemOpen=1](https://spuonline.sharepoint.com/:w:/r/sites/FacComm/FacCouncil/_layouts/15/Doc.aspx?source=doc=%7B6ED0DE94-BBCC-47B8-962C-9DF771D55060%7D&file=GRSI%20draft%20recommendation%20summary.docx&action=default&mobileredirect=true&DefaultItemOpen=1))*
    - *May 28th: Faculty Council voted for Task Force to continue its work*

## Highlighted Recommendations:

- 1) Need to clearly define and communicate SPU's community standards for appropriate workplace behavior.
- 2) A designated "confidential resource" who has legal privilege who can advise and support an employee considering filing a complaint.
- 3) Create and maintain a data base with all complaints (regardless of outcome) to be reviewed regularly for patterns or evidence of systemic issues.
- 4) This information would be available for any committee/administrator making decisions regarding tenure, pay, benefits, etc.
- 5) Training/Training/Training!

## 2020-2021: Advisory Group

To formulate, coordinate, and implement policy changes recommended by the Grand River Solutions, Inc. consultants, an advisory group of faculty, staff, and administrators has been meeting since Spring 2020:

*Sandra Mayo & Nick Glancy – Co-Chairs*

*Michelle Beauclair, Ryan Ferrer, Karen Gutowsky-Zimmerman,  
Megan Hamshar, June Hyun, Sharleen Kato, Sara Koenig,  
Jobe Korb-Nice, Cheryl Michaels, Kevin Neuhouser,  
Becky Tindall, Trista Truemper*

## Actions Taken 2020-2021:

- 1) Creation of an “Anti-Bullying Policy” and a “Complaint Procedure.”

<https://wiki.spu.edu/pages/viewpage.action?spaceKey=HR&title=Anti-Bullying+Policy>

<https://wiki.spu.edu/pages/viewpage.action?pageId=238158000>

- 1) Hiring of a Title IX Coordinator – Trista Truemper.
- 2) Planning for the creation and maintenance of a complaint data base.
- 3) Proposal for revisions to the Faculty Handbook to require the inclusion of complaint findings of responsibility in all review processes for tenure-track faculty – will be presented for consideration at the next Faculty Senate.
- 4) Training/Training/Training – on-going discussions on how best to accomplish this!