COMMUNITY REPORT

September 2014

POLICIES & PROCEDURES
Policies and Procedures

Charge: Collect and catalog all procedures and policies addressing bias-related behavior on campus. The group will review the policies and make a recommendation as to where the policies should be located so that they are easily accessible to the WU community.

Tasks: 1. Review and compile a list of all relevant WU policies and procedures; 2. Provide a recommendation as to where these policies and procedures should be published.

Outcomes: The committee was convened in the summer of 2013 and met a number of times to determine how to approach its assigned work and gather information. The charge of the committee was to collect and review all policies and procedures that might affect someone who has experienced an incident of bias. The committee was not charged with rewriting these polices, but did seek to identify whether there were any obvious inconsistencies.

The Committee identified the following key University policies below. In addition, each individual school has additional policies that may govern incidents involving alleged bias against students:

* General Student Policies
  * Policy against Discrimination and Discriminatory Harassment ([http://hr.wustl.edu/policies/Pages/DiscriminationAndDiscriminatoryHarassment.aspx](http://hr.wustl.edu/policies/Pages/DiscriminationAndDiscriminatoryHarassment.aspx))
  * Non-Discrimination Statement ([http://hr.wustl.edu/policies/Pages/Non-DiscriminationStatement.aspx](http://hr.wustl.edu/policies/Pages/Non-DiscriminationStatement.aspx))
  * Grievance Policy & Procedures for Allegations by Undergraduate Students Against Faculty ([http://wustl.edu/policies/grievance1.html](http://wustl.edu/policies/grievance1.html))
  * Rights and Responsibilities of Resident Students ([http://wustl.edu/policies/rights.html](http://wustl.edu/policies/rights.html))
  * USAIB Procedures for Complaints of Sexual Assault Filed against Students ([http://wustl.edu/policies/sexualassault.html](http://wustl.edu/policies/sexualassault.html))
  * Policy against Sexual Harassment ([http://hr.wustl.edu/policies/Pages/SexualHarassment.aspx](http://hr.wustl.edu/policies/Pages/SexualHarassment.aspx))

Although all of these are available on the University’s Compliance and Policies page, students are not familiar with that page and the Committee discussed and recommended an additional website page where students might first look to find the policies and procedures. This page is up and located on the Mosaic site and is easily accessible from the Bias Response Report and Support System page ([http://diversity.wustl.edu/students/mosaic/bias-report-support-system/university-bias-related-policies/](http://diversity.wustl.edu/students/mosaic/bias-report-support-system/university-bias-related-policies/)). The committee also created a list of meta-tags to make the page easier to find.

The Committee members individually reviewed the policies, and the Office of General Counsel will continue to review policies submitted to it for consistency.
Next Steps:
The Center will work with the Office of General Counsel to review the list of policies annually to make sure that the links to the relevant policies are present and updated.

Members:
Chair: Mark Smith, Associate Vice Chancellor for Students and Director of the Career Center
Chair: Tamara King, Associate Dean of Students and Director of Judicial Programs
Georgia Binnington, Associate Dean of Students, Sam Fox School of Design & Visual Arts
Carolyn Burns, Financial Aid and Student Services Coordinator, School of Law
Jill Carnaghi, Former Associate Vice Chancellor for Students and Dean of Campus Life
Mary Elliott, Former Associate Director, Residential Life
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Liz Hay, College of Arts & Sciences, Class of 2014
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