

Approved by the Board of Trustees  
May 21, 2020

Board Meeting  
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## APPROVE NEW UNIVERSITY OF ILLINOIS SYSTEM POLICY ON CONSIDERATION OF SEXUAL MISCONDUCT IN PRIOR EMPLOYMENT

**Action:** Approve New University of Illinois System Policy on Consideration of Sexual Misconduct in Prior Employment

**Funding:** No New Funding Required

In October 2018, President Killeen charged a System-wide Task Force to examine the U of I System's efforts regarding education, prevention and response to sexual harassment, sexual assault, and other categories of sexual misconduct. The Task Force was chaired by Executive Vice President Barbara Wilson, consisted of faculty, staff and students from all three universities, and was assisted by staff in the system offices.

Over the course of a year, the Task Force a) conducted an extensive review of the research on education and training related to sexual misconduct; b) examined current policies and practices related to sexual misconduct across the three universities and system offices; c) worked with an outside law firm to benchmark and evaluate these policies and practices; and d) consulted with stakeholder groups across the system.

In November 2019 the Task Force presented an initial set of recommendations across seven topical areas: 1) institutional values, 2) policy changes, 3) employment practices, 4) education and training, 5) investigations of misconduct, 6)

evaluation of impact, and 7) organizational structure to foster implementation. At that same meeting, the Board approved a Resolution, accepting the recommendations by the Task Force and requesting that the proposed policies identified in the Task Force recommendations be created and implemented expediently and as soon as possible.

Policy committees were created with membership from the Task Force, faculty and staff from the three universities, System HR, university HR offices, University Counsel, outside counsel, and others. Policy input was also solicited from the University Senates Conference and all three university Senates. The attached policy resulted from those efforts. The Policy on Consideration of Sexual Misconduct in Prior Employment will include in the hiring process a notice to potential applicants that final job candidates will be required to disclose any past findings of sexual misconduct or sexual harassment and they will be required to authorize inquiries with current and former employers regarding the findings. The U of I System may remove a candidate from consideration or withdraw a contingent offer of employment if it determines that such action is warranted based on prior sexual harassment or sexual misconduct.

The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes, The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.

The Executive Vice President and Vice President for Academic Affairs recommends approval.

The President of the University concurs.