

Board Meeting
May 21, 2020

APPROVE NEW UNIVERSITY OF ILLINOIS SYSTEM POLICY ON WORKPLACE-RELATED INTIMATE PERSONAL RELATIONSHIPS

Action: Approve New University of Illinois System Policy on Workplace-Related Intimate Personal Relationships

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 Workplace-Related Intimate Personal Relationships is intended to address actual or potential conflicts of interest that can occur in some intimate personal relationships and can interfere with the U of I System's institutional mission by undermining the integrity of professional roles. The Policy prohibits intimate personal relationships between employees where one has supervisory or evaluative authority over another; between faculty or staff and any undergraduate student; and between faculty or staff and graduate/professional students over whom they have direct or indirect supervisory or evaluative authority.

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.