

**Revisions to Chapter 4 of the 22nd Edition of the
*Faculty and Academic Staff Handbook***

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AFFIRMATIVE ACTION COMPLAINT PROCEDURES page 3 – Additional Section

Equal Opportunity/Affirmative Action Complaint Procedures

The University of Wisconsin – Eau Claire has developed procedures to provide prompt and equitable resolution of allegations of discrimination or harassment on the basis of race, religion, creed, color, sex, gender identity or expression, ancestry, national origin, age, marital status, sexual orientation, disability, veteran’s status, membership in the military forces, arrest or conviction record, political affiliation, and all other categories protected by law. Employees are encouraged to use these procedures without fear of prejudice or reprisal.

Every effort should be made to resolve issues informally through discussions among the affected parties. Employees and students may also at any time contact the Affirmative Action Office for assistance with informal resolution of issues.

If a formal complaint becomes necessary, it may be initiated with the Affirmative Action Officer verbally or in writing. Formal complaints must be lodged within 300 days after the complainant knew or reasonably should have known of the occurrence, event, or omission out of which the complaint has arisen, unless there are extenuating circumstances. **A complainant who does not comply with this time limit shall be barred from further pursuit of the complaint process.** Upon receipt of a complaint, the Affirmative Action Officer will investigate the issue and attempt to resolve it without a formal hearing. If no satisfactory resolution is achieved, a request for a formal hearing can be made.

All complaints, questions, or requests for information should be referred to the Affirmative Action Office, 217 Schofield, (715) 836-2387, affirm01@uwec.edu. The Affirmative Action Office’s procedure for handling complaints as well as a complaint form is available in the Affirmative Action Office, or at <http://www.uwec.edu/affirm/Policies/index.htm>.

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CONSENSUAL RELATIONSHIP STATEMENT, page 9 – Addition of Power Differential and Conflict of Interest; Deletion of Last Paragraph of Responsibility Section

Potential for Abuse

Abuse of Power Differential

Individuals entering into a consensual relationship in which a power differential exists must recognize that:

- a. the reasons for entering such a relationship may be a function of the power differential;
- b. where power differentials exist, even in a seemingly consensual relationship, there are limited after-the-fact defenses against charges of sexual harassment; and
- c. the individual with the power in the relationship may bear the burden or responsibility.

Codes of ethics for many professional associations forbid professional-client relationships; the relationships enumerated above should be viewed in this context. In the case of instructor and student, for example, the respect and trust accorded the instructor by the student, as well as the power exercised by the instructor in giving grades, academic advice, evaluations, recommendations for further study and future employment, greatly diminish the student’s actual freedom of choice in an amorous or sexual relationship.

Conflict of Interest

Conflicts of interest may arise in connection with consensual romantic and/or sexual relationships between instructional staff and students, supervisors and subordinates, or between employees and students. It is a generally accepted ethical principle in our society, reflected in the University's nepotism policy, that individuals are precluded from evaluating the work or academic performance of others with whom they have intimate familial relationships, or from making hiring, salary or similar financial decisions concerning such persons. The same principle applies to consensual romantic and/or sexual relationships.

Responsibility

~~A complete copy of the Statement on Consensual Relationships, including additional information on power differential and conflict of interest, is available in the Affirmative Action Plan.~~

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SEXUAL HARASSMENT STATEMENT page 9 – Replace Procedures Section with the Following

Procedures: An allegation of sexual harassment should be brought to the Affirmative Action Office for investigation and review. Complaints will be handled according to the Equal Opportunity/Affirmative Action Complaint Procedures, which can be obtained in the Affirmative Action Office or at <http://www.uwec.edu/affirm/Policies/index.htm>.

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