The following is the University of Puget Sound discriminatory harassment report from August, 2011 through July, 2012.

This report is compiled annually by the Harassment Reporting Officers (listed below). As part of an effort to cultivate a campus environment in which concerns, questions, and complaints are forwarded for resolution, the officers have this year broadened the campus reporting practice to include all inquiries or concerns raised in areas related to discriminatory harassment, not just those which resulted in official actions. As a result, there is a significant increase in the number of reported incidents in this year’s report versus those of previous years.

There are also other campus reports that detail campus crime activity (http://www.pugetsound.edu/about/offices--services/security-services/annual-security-report/) and incidents of bias and hate (http://www.pugetsound.edu/about/diversity-at-puget-sound/diversity-strategic-plan/annual-report-on-diversity/). There is overlap in information between these reports and the one below. All, however, account for incidents in slightly different ways and, thus, the numbers reported in each document will be different and should not be seen as cumulative in nature.

Three students forwarded a complaint alleging sexual harassment and sexual assault by another student. One complainant removed herself from the process. The complaint of the other two students was resolved informally. The outcome included a No Contact Order, educational components and limitations of communication between the complainants and respondent.

A student forwarded a complaint alleging sexual assault by another student. The complaint was resolved formally via a Sexual Misconduct Board. The outcome included probation, a No Contact Order and additional educational sanctions for the responding student.

A student forwarded a complaint alleging sexual assault by another student. The complaint was resolved informally. The outcome included probation, a No Contact Order and additional educational sanctions for the responding student.

A student forwarded a complaint alleging sexual assault by another student. The complaint was resolved informally. The outcome included probation, No Contact Order and additional educational sanctions for the responding student.

A student forwarded a complaint alleging sexual misconduct by another student. The complainant chose not to utilize an informal or formal process. The responding student was contacted for a discussion and a No Contact Order was put in place.

A student forwarded a complaint alleging sexual harassment by another student via electronic media. The complaint was investigated; there was not enough evidence to move an allegation forward.

A student forwarded a complaint alleging sexual assault by another student. This allegation was quickly withdrawn and the complainant asked that no further investigation take place. The concerns were
addressed with the responding student in a meeting with Student Affairs staff. That meeting led to a facilitated conversation between the two students.

A pattern of allegations of sexual misconduct (ranging from graffiti to sexually assaultive behaviors) beginning early in the fall semester led the Bias Education Response Team to invite representatives from Gender Studies to hear about the incidents and make recommendations about campus responses. Those discussions led to educational presentations by Student Affairs staff with several women’s organizations and other student groups interested in social justice issues.

A follow up from the 2010-11 report: A student forwarded a complaint alleging sexual assault by another student. A campus investigation determined that the respondent was no longer a student at the time of the alleged assault, therefore no campus conduct process was initiated.

An off-campus person sent anonymous letters to several campus offices alleging sexual misconduct by a faculty member with respect to a student. The claim was investigated and determined to be unfounded.

A visiting faculty member raised concerns about a faculty supervisor with respect to potential discrimination based on sexual orientation and/or ethnicity; the matter is in a resolution process.

A staff member brought a complaint about a retired faculty member that concerned unwanted comments of a sexual/romantic nature. The complaint was resolved informally and to the satisfaction of both parties.

A staff member expressed a concern about a supervisor during the exit interview process. The staff member reported the supervisor making comments about age, religion, and sexual orientation that while not meeting the standard of discriminatory harassment, were inconsistent with creating an environment of inclusion. The staff member requested an informal resolution. The staff member was assisted in providing feedback to the next-level supervisor, received a response and indicated no further action was requested.

A staff member reported concern about a faculty member making an inappropriate gesture and comment in the presence of two staff members. The staff member’s supervisor initiated an informal follow-up with the faculty member. Following review and response to the concern by the Associate Dean, the staff member indicated no further action was desired.

A staff member who received performance feedback from a manager inquired about whether the performance feedback was based on the staff member’s race. The concern was investigated and determined to be unfounded.

A staff member who received two separate instances of performance feedback from a manager inquired about whether the performance feedback was due to the staff member’s race. The concern was investigated and was determined to be unfounded.
Two former students inquired about a staff member who made comments about their relationship status based on their sexual orientation. The students declined their option to make a formal complaint, and the concern was addressed through the performance management process by the department head. Note: this concern was first brought up in May 2011 and may have been noted on last year’s report, but the matter was closed at the beginning of this reporting cycle.

A staff member sought consultation about questions related to disability by the staff member’s department head and direct reports. These comments were determined not to meet the standard of discriminatory harassment but were discussed with the next-level supervisor. A discussion about appropriate handling of personal disclosures and disability status occurred with the next-level supervisor and department head. The staff member ultimately left the position indicating poor job fit.

Faculty members, staff members, and students may bring sexual or other discriminatory harassment complaints to any of the following designated officials as specified in the Campus Policy Prohibiting Harassment and Sexual Misconduct, available on the Puget Sound website:

Kris Bartanen (Academic Vice President), Debbie Chee (Assistant Dean of Students), Sunil Kukreja (Associate Dean), Cindy Matern (Associate Vice President for Human Resources), Grace Kirchner (Faculty Ombudsperson), Donn Marshall (Associate Dean of Students), Nancy Nieraeth (Employment and People Development Director), Mike Segawa (Dean of Students)

Distribution: The Trail, Open Line, web posting, Diversity Committee, Student Life Committee, Bias Education Response Team