



# PA State System of Higher Education Board of Governors

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Effective: October 8, 2009

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## *POLICY 2009-03: SOCIAL EQUITY*

See Also:

Adopted: October 8, 2009

Amended:

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### A. Purpose

The Pennsylvania State System of Higher Education (PASSHE) is committed to creating and maintaining an academic and work environment that is free of unlawful harassment, sexual harassment and discrimination and will not knowingly tolerate substantiated incidences.

### B. Policy Standards

1. Within ninety days of the effective date of this policy, each University President and the Office of the Chancellor will issue or amend, if necessary, their harassment, sexual harassment and discrimination policies to comply with this policy. All policies must comply with federal and state laws or regulations. Policies must contain the following minimum requirements:
  - a. Definitions of harassment, sexual harassment and discrimination
  - b. Full contact information as to where all complaints may be filed
  - c. An obligation on the part of management and administration to report any allegations of unlawful harassment, sexual harassment or discrimination to the appropriate office
  - d. Both informal and formal mechanisms for resolving allegations
  - e. The ability for both the Complainant and the Respondent to be accompanied by advisors who are members of the campus community
  - f. Due process that is consistent with PASSHE's obligations within all collective bargaining agreements or the Board of Governors' Merit Principles Appeal Policy
  - g. Crisis counseling options for employees and students
  - h. Warnings against retaliatory actions and that retaliation is a separate cause of action for potential discipline in addition to the underlying allegation

- i. Statement of risk in sexual harassment policies pertaining to relationships where there is a power or control dynamic (i.e. supervisor and supervisee; faculty and student)
- j. A mandatory obligation to conduct employee training yearly in addition to training for new students and employee orientations. All faculty, staff, and administrators are required to participate in this training within 60 days of commencing employment and at least every year thereafter. The method of training is at the discretion of each university
- k. An obligation to disseminate all social equity policies to employees and students in a manner that makes the information readily accessible. The method of distribution can include but not be limited to electronically, within employee and student handbooks, and/or via university website. A location where hard copies of all policies may be obtained on campus is also to be indicated.
- l. Procedural provisions that address the reporting of complaints when allegations involve the office charged with conducting investigations or the Office of the President so that accusations as to conflict of interest are avoided.

**C. Filing of Policies with the Office of Chancellor**

A copy of each University's social equity policies shall be sent to the Office of the Chancellor within 90 days of the enactment of this policy and at any time thereafter when amendments are promulgated.