

Sexual Misconduct Policy and Policy Prohibiting Discrimination, Harassment, and Retaliation Policy (email sent November 28, 2017)

TO: Campus Community

Union College remains committed to a campus environment that is free from all forms of sexual misconduct, including sexual assault and sexual harassment. To that end, we are writing to remind you that the new campus-wide Sexual Misconduct Policy went into effect on July 1, 2017. This new policy was initially presented to campus stakeholders, which included students, administration (including Human Resources), the FEC, and the general faculty in fall 2016. Feedback was solicited and the final policy was revised and reviewed by the FEC and Senior Staff.

The new policy resides on the [Title IX website](#) and is referenced on the [Human Resources website](#) under Legal Notices. At the next opportunity for update, the new policy will also be noted in the Faculty and Administrator Manuals and Staff Handbook.

With the exception of sexual misconduct and sexual harassment complaints, any complaints involving prohibited discrimination, harassment, misconduct, bias activity, and/or retaliation will continue under the existing policies. The Policy Prohibiting Discrimination, Harassment, and Retaliation (other than sexual misconduct and sexual harassment) is currently being reviewed and updated, and the revised version will separate out provisions relating to sexual misconduct and sexual harassment.

Should you have a question regarding the new campus-wide Sexual Misconduct Policy, please feel free to contact the Title IX Coordinator, Melissa Kelley. Should you have a question regarding the policy Prohibiting Discrimination, Harassment, and Retaliation please feel free to contact the Dean of Diversity & Inclusion and Chief Diversity Officer, Gretchel Hathaway.

Sincerely,

Melissa Kelley, Title IX Coordinator

Gretchel Hathaway, Dean of Diversity & Inclusion and Chief Diversity Officer

Eric Noll, Chief HR Officer

Strom Thacker, Stephen J. and Diane K. Ciesinski Dean of Faculty & Vice President for
Academic Affairs