

Summary of discrimination/sexual harassment complaint by student regarding instructor.

On April 12, 2011, the College received written information from a student alleging gender discrimination and sexual harassment by one of her instructors. The instructor was alleged to have made inappropriate statements about the student's work, treated the student unfairly, and made the student uncomfortable during instruction by kneeling at her computer.

Action Taken and Investigation: Under the direction of the General Counsel, the EA/EO Office reviewed both the discrimination and sexual harassment elements of this complaint. Given the sexual harassment element of this complaint, it was first confirmed that the student was no longer in the instructor's class and would not be required to have any future contact with the instructor on the campus. The EA/EO Office investigated this matter by reviewing the written documentation provided by the student and speaking with the dean and the instructor. The EA/EO Office also attempted to meet with the student and the dean to give the student an opportunity to provide any additional information regarding her concerns. On May 26, 2011, after several unsuccessful attempts to meet with the student and/or obtain additional information regarding her complaint, the Equity Office advised the student that the Equity Office would proceed with its review of the written documentation and make a finding based on the written information provided to the Equity Office.

Findings: Based on the allegations and after reviewing information submitted by the student, dean and the instructor, the findings show that there appears to be a disagreement between the instructor and the student as to the nature of their interactions regarding the student's assignment(s) and the student's receiving a WF grade. Given that no witness information was provided by the student, her allegations about statements made by the instructor regarding her coursework could not be verified by a third party. Even if witnesses to the student's allegations had been provided, there is no evidence presented by the student that would substantiate or support a claim of sexual harassment or discrimination based on sex.

Conclusion: The student was advised that based on the informal review there was insufficient information to support a claim of either sexual harassment or discrimination based on sex. The student was provided additional contact information and encouraged to continue to work with the campus administration to address any unresolved academic concerns.

The student did not continue to pursue the matter or initiate any formal complaint or process through the Equity Office and the matter was administratively concluded.