

2004 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female Resident

Respondent: Male Other

Summary of Allegations: Inappropriate touching

Action Taken: No further contact

Complainant: Female Healthcare Staff

Respondent: Other

Summary of Allegations: Inappropriate touching

Action Taken: No further contact

Complainant: Female Undergraduate

Respondent: Male Faculty

Summary of Allegations: Inappropriate personal attention

Action Taken: Warning and education

Complainant: Female Staff

Respondent: Male Staff

Summary of Allegations: Inappropriate personal attention and physical conduct

Action Taken: Warning and education

Complainant: Female Staff

Respondent: Male Researcher

Summary of Allegations: Inappropriate comments in the workplace

Action Taken: Warning and education

Complainant: Female Supervisor

Respondent: Female Staff

Summary of Allegations: Inappropriate discussion of personal information

Action Taken: Discipline

Complainant: Female Staff

Respondent: Male Staff

Summary of Allegations: Unwelcome sexual conduct

Action Taken: Discipline and education

Complainant: Female Faculty Respondent: Female Graduate student

Summary of Allegations: Conflict of interest arising out of personal relationship

Action Taken: Cure the conflict and education

Complainant: Female Supervisor

Respondent: Male Supervisor

Summary of Allegations: Unwelcome comments of a sexual nature and favoritism

Action Taken: Warning, education, and assistance with management skills

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Complainant: Female Undergraduate

Respondent: Male Staff

Summary of Allegations: Unwelcome and inappropriate touching and verbal comments

Action Taken: Removal from position and education

Complainant: Female Graduate student

Respondent: Male Researcher

Summary of Allegations: Unwelcome sexual innuendo and standing too close

Action Taken: Complainant requested and received information on how to address the matter herself

Complainant: Male Supervisor

Respondent: Unknown

Summary of Allegations: Pornography directed at the complainant

Action Taken: Unable to determine identity of respondent

Complainant: Female Undergraduate

Respondent: Male Staff

Summary of Allegations: Unwelcome personal attention

Action Taken: Complainant requested and received information on how to address the matter herself

Complainant: Female Undergraduate

Respondent: Male Staff

Summary of Allegations: Inappropriate personal attention to multiple complainants

Action Taken: Warning and education

Complainant: Female Graduate student Respondent: Male Graduate student

Summary of Allegations: Gender-based hostile, bullying behavior

Action Taken: Warning and education

Complainant: Female Graduate student

Respondent: Other

Summary of Allegations: Unwelcome, public comments of a sexual nature

Action Taken: None possible, but advice given to department

Complainant: Male Staff

Respondent: Male Staff

Summary of Allegations: Inappropriate verbal comments and physical conduct of a sexual nature

Action Taken: Allegations could not be substantiated

Complainant: Female Staff

Respondent: Female Faculty

Summary of Allegations: Unwelcome comments and personal attention

Action Taken: Reprimand and education

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Complainant: Female Staff

Respondent: Male Staff

Summary of Allegations: Unwelcome personal attention

Action Taken: Warning and education

Complainant: Female Staff

Respondent: Male Supervisor

Summary of Allegations: Unwelcome comments of a sexual nature

Action Taken: Complainant requested and received information on how to address the matter herself

Complainant: Male Researcher Respondent: Female Graduate student

Summary of Allegations: Unwelcome personal attention

Action Taken: Could not substantiate allegations

Complainant: Female Graduate student

Respondent: Male Supervisor

Summary of Allegations: Negative performance evaluation based on gender

Action Taken: Could not substantiate allegations

Complainant: Female Graduate student Respondent: Male

Graduate student

Summary of Allegations: Inappropriate personal relationship constituting conflict of interest

Action Taken: Not all allegations substantiated, but warning and education on remainder

Complainant: Male Staff

Respondent: Female Supervisor

Summary of Allegations: Gender-based comments in the workplace

Action Taken: Warning and education

Complainant: Female Staff

Respondent: Male Staff

Summary of Allegations: Unwelcome sexual comments, followed by retaliation

Action Taken: Discipline

Complainant: Staff Respondent:

Male Supervisor

Summary of Allegations: Viewing pornography at work; other unwelcome conduct

Action Taken: Discipline

Complainant: Female Supervisor

Respondent: Male Supervisor

Summary of Allegations: Retaliation for prior complaint of harassment and discrimination

Action Taken: Could not substantiate

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Complainant: Female Staff

Respondent: Male Staff

Summary of Allegations: Inappropriate comments and innuendos

Action Taken: Warning and education

Complainant: Female Staff

Respondent: Male Staff

Summary of Allegations: Inappropriate and gendered derogatory language in the workplace

Action Taken: Appropriate follow-up by Employee Relations

Complainant: Female Staff

Respondent: Male Supervisor

Summary of Allegations: Unwelcome verbal and physical conduct of a sexual nature

Action Taken: Discipline and education

Complainant: Female Undergraduate

Respondent: Male Lecturer

Summary of Allegations: Inappropriate classroom comments

Action Taken: Warning and education

Complainant: Female Undergraduate

Respondent: Female Undergraduate

Summary of Allegations: Inappropriate comments and drawings

Action Taken: Warning and education

Complainant: Female Undergraduate

Respondent: Male Lab Staff

Summary of Allegations: Unwelcome requests for dates and unwanted personal attention

Action Taken: Warning and education

Complainant: Undergraduate

Respondent: Male Staff

Summary of Allegations: Inappropriate sexual comments and innuendos

Action Taken: Warning and education

Complainant: Female Staff

Respondent: Male Supervisor

Summary of Allegations: Retaliation for making previous complaint

Action Taken: Overview of department to ensure fair and equitable treatment

Complainant: Female Undergraduate

Respondent: Male Other

Summary of Allegations: Inappropriate physical behavior

Action Taken: Discipline

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Complainant: Female Undergraduate

Respondent: Male Faculty

Summary of Allegations: Staring and other unwelcome personal attention

Action Taken: Warning and education

Complainant: Female Staff

Respondent: Male Staff

Summary of Allegations: Inappropriate gifts and personal attention

Action Taken: Warning and education

Complainant: Male Staff

Respondent: Female Staff

Summary of Allegations: Inappropriate touching

Action Taken: Complainant received advice and elected to handle himself

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Inappropriate comments and unwelcome touching

Action Taken: Warning and education

Complainant: Female Undergraduate

Respondent: Male Other

Summary of Allegations: Staring

Action Taken: None possible, but advice given to complainant

Complainant: Female Researcher

Respondent: Male Faculty

Summary of Allegations: Consensual relationship gone awry

Action Taken: Warning and education

Complainant: Male Staff

Respondent: Male Undergraduate

Summary of Allegations: Demeaning language based on sexual orientation

Action Taken: Referred to supervisor for appropriate action

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Unwelcome physical behavior

Action Taken: Warning and education

Complainant: Male Staff

Respondent: Male Undergraduate

Summary of Allegations: Inappropriate language

Action Taken: Education

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Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Inappropriate touching

Action Taken: Complainant elected to handle the matter on her own

Complainant: Female Graduate student

Respondent: Male Undergraduate

Summary of Allegations: Offensive email

Action Taken: Warning and education

Complainant: Female Staff

Respondent: Female Staff

Summary of Allegations: Consensual relationship created discomfort for third party

Action Taken: Advice and separation of parties

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Unwelcome physical conduct of a sexual nature

Action Taken: Referred to the Dean for appropriate action

Complainant: Female Undergraduate

Respondent: Undergraduate

Summary of Allegations: Obscene drawing

Action Taken: Education

Complainant: Female Undergraduate

Respondent: Male Supervisor

Summary of Allegations: Unwelcome and inappropriate personal attention

Action Taken: Termination of employment

Complainant: Female Undergraduate

Respondent: Female Undergraduate

Summary of Allegations: Unwelcome online posting

Action Taken: Complainant sought advice and elected to handle on her own

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Staring and unwelcome email

Action Taken: Education

Complainant: Female Graduate student

Respondent: Male Other

Summary of Allegations: Inappropriate email

Action Taken: Complainant received advice and elected to handle on her own

2004 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female Lab Staff

Respondent: Male Other

Summary of Allegations: Unwelcome touching

Action Taken: Complainant received advice and elected to handle on her own