

Sexual Abuse and Harassment and Related Misconduct Task Force Update to the Board of Trustees

May 31, 2012



Initial Charge

Sexual Abuse and Harassment Task Force (Task Force) Established and Four Priorities Identified

1. Draft and distribute University-wide Presidential communication
2. Compile inventory of all applicable Federal and State laws, University campus policies and procedures
3. Conduct substantive review of applicable laws, policies and procedures
4. Identify special situations meriting extra attention and oversight involving minors

Task Force Composition

The Task Force consists of individuals from each campus and UA from the following offices:

- Human Resources
- Ethics
- Legal
- Equal Employment Opportunity (EEO)
- Risk Management
- Student Affairs
- Athletics
- Campus Police
- Provost

Progress on Each Priority

	Task	Status
1	Draft and distribute University-wide Presidential communication	Completed
2	Compile inventory of all applicable Federal and State laws, University campus policies and procedures	Completed
3	Conduct substantive review of applicable laws, policies and procedures	Completed
4	Identify special situations meriting extra attention and oversight involving minors	Completed

Sexual Harassment Training

Current

- Mandatory for students (as required by Illinois law)
- Voluntary for employees
- EEO Offices developed and began offering online training in February and March
- Positive response to training

Future

- Mandatory for all employees
- New policy mandating training expected to be implemented during FY 2013

Current Federal and State Mandates

Federal Mandates

- Title IX of the Education Amendments of 1972
- Campus Sex Crimes Prevention Act
- Clery Act
- Campus Sexual Violence Elimination Act

State Mandates

- Human Rights Act
- Campus Security Act
- Sexual Assault Awareness
- Health Care Worker Background Check Act
- Abused and Neglected Child Reporting Act (ANCRA)

Forthcoming Mandates

House Bill 3887 – Expands the Illinois Abused and Neglected Child Reporting Act

- Applies to ALL “personnel of institutions of higher education”
- Mandates reporting
- Requires training
- Requires personnel to sign an acknowledgement of duty

Status of House Bill 3887

- Passed unanimously in House (2/29/2012)
- Passed unanimously in Senate (5/15/2012)
- Will be effective on the date the Governor signs
- Task Force developing a mass communication for distribution once signed into law

Next Steps

A forthcoming University-Wide umbrella policy will address the following issues

- Mandatory sexual harassment and AN CRA training
- Campus tracking of activities involving minors
- Broader use of background checks

Ongoing Priorities

- Task Force members will be available for consultation on the development of processes and procedures
- Individual campus policies and procedures will be reviewed for consistency with University-wide umbrella policy