

Policies For a Comprehensive Sexual Harassment and  
Protection of Minors Program  
Presentation to the University of Illinois Board of Trustees  
November 8, 2012



# Task Force – Priorities and Updates

Sexual Abuse and Harassment Task Force (Task Force) established with four key priorities identified

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

Last BOT Meeting

- Discussed a forthcoming University-wide policy to address mandatory sexual harassment and ANCRA (mandatory reporting) education, campus tracking of activities with minors, and broader use of background checks

# Policy Development Process

- The new and revised policies provide for a comprehensive sexual harassment program focused on protecting minors, staff, students, and visitors on our campuses and at University sponsored events.
- The Task Force worked with the following groups to develop these policies:
  - Task Force Members
  - University Ethics Office
  - Equal Opportunity Offices
  - Campus Human Resources Offices
  - Student Affairs Offices
  - University of Illinois Legal Counsel
  - Franczek Radelet P.C.

# Policy Overview

## University of Illinois Statement on Sex Discrimination, Sexual Harassment, and Sexual Misconduct *(updated)*

- Expanded, more comprehensive
- Provides details on Title IX

## Prohibition of Sex Discrimination, Sexual Harassment, and Sexual Misconduct and Related Activities and Educational Programs *(new)*

- Each U of I campus will maintain and broadly disseminate a comprehensive written policy
- All incoming and transfer students will participate in an education program each fall
- Employees will participate in an education program every three years

# Policy Overview

## Protection of Minors *(new)*

- Meets requirements of *PA97-0711 Abused and Neglected Child Reporting Act (ANCRA)*
- Mandates the completion of an ANCRA mandatory reporting awareness program
- Requires background and sex offender registry checks
- Requires campuses to maintain detailed reports of activities and programs that involve minors
- Limits minors' exposure to areas which may be hazardous or not suitable
- Requires the documentation of health and safety considerations

# Policy Overview

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## Reporting Fraud or Misconduct, Whistleblower Protection, and Investigations (*broadened*)

- Both updated and broadened to clarify the intention and scope is well beyond financial matters.
- The policy can be accessed on multiple University websites (OBFS, UHR).

# Previous and Current Practices

POLICY OR PROCEDURE	PREVIOUS	NOW
Mandated Reporting	Only select employees	All employees
Background Checks	Only employees in “security sensitive positions”	All employees who have regular interaction with minors
Tracking Minors on Campus	Did not formally occur	Campuses must maintain records
Sexual Harassment Education Program	Only mandatory for incoming students	Mandatory for incoming students and transfer students each Fall. Mandatory for employees every three years

# Campus Policies Under Review (Partial List)

## Chicago

- HR Policy 101 – Sexual Harassment
- UIC Campus Violence Response and Prevention Plan
- UIC Student Sexual Assault Policy
- UICHR Policy 317 Criminal Background Checks – Applicants Selected for Security Sensitive Positions
- UICHR Policy 318 Criminal Background Checks – Applicants for Healthcare Positions
- UIC Medical Center Policy 1.07 – Criminal Background Checks for Applicants at the Medical Center

## Springfield

- Sexual Harassment policy
- University of Illinois at Springfield Policy on Criminal Background Checks for Security-Sensitive Positions

## Urbana

- Policy and Procedures for Addressing Discrimination and Harassment at the University of Illinois at Urbana-Champaign
- Activities with Minors policy
- Background Check policy



# Next Steps

## Policies

- Individual campus policies and procedures will be reviewed for consistency with University-wide umbrella policies
- A policy communication plan will be implemented

## ANCRA Awareness Program

- ANCRA awareness program will begin in March 2013 for both new hires via the University's new hire onboarding system as well as for existing employees via an electronic education module
- Paper-based education will be available for those without computer access

## Ongoing Priorities

- Task Force members will be available for consultation on the development of processes and procedures