



Oregon
University
System

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February 8, 2005

Philip W. Conn, President
Western Oregon University
Monmouth, OR 97361

Dear President Conn:

As we discussed last week, the Oregon State Board of Higher Education and Western Oregon University do not tolerate sexual harassment and do not countenance inappropriate behavior by faculty or staff toward students.

I recognize that Western Oregon University recently has replaced its policies regarding sexual harassment and consensual relationships with new policies that have been reviewed and approved through campus governance procedures.

However, I believe it necessary for the administration of Western Oregon University to conduct a thorough and objective assessment of the University's policies, procedures, and practices regarding sexual harassment and relationships. Further, I believe it essential for you to assess the campus climate and culture regarding these matters.

I understand that the recent adoption of revised policies may not yet have resulted in changes to the practices and beliefs of the campus community. Consequently, in conducting your assessment, I suggest you underscore those practices which will change as the new policies are implemented, and those steps you are taking and will take to ensure the inculcation of the new policies.

I encourage you engage your faculty and your new provost, Dr. Jem Specter, in the assessment and in the implementation of both your new policies and any other changes in policy and practice that might be appropriate in light of your findings.

In short, I am asking that by April 18, you provide me with (1) a compendium of your current policies and procedures and those which they so recently replaced; (2) an assessment of their efficacy; (3) an assessment of campus practices and beliefs surrounding these matters; and (4) recommendations for additional or changed policies,

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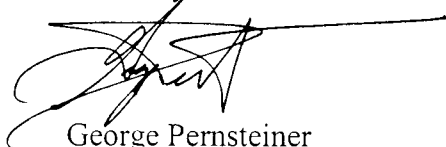
procedures and practices that you believe will contribute to the reality and perception of a safe and secure environment for undergraduate and graduate students with respect to sexual harassment and consensual relationships. If, in your investigation, you find that changes are warranted in these matters as they pertain to the environment for faculty and staff, please recommend improvements in these areas as well.

Of course, my staff, particularly Ben Rawlins and Yvette Webber-Davis, stands ready to assist you with your report. I know your efforts in the matter will be careful, exhaustive, and inclusive. Their submission in early April should allow the campus and Board time to consider the recommendations and adopt any needed changes by the conclusion of the 2004-05 academic year.

I look forward to your report and recommendations.

Thank you.

Sincerely,

A handwritten signature in black ink, appearing to read "George Pernsteiner", is written over a horizontal line. The signature is stylized and cursive.

George Pernsteiner
Acting Chancellor

cc: Members, Board of Higher Education
Ben Rawlins
Yvette Webber-Davis