

April 14, 2005

Chancellor George Pernsteiner
Oregon University System
P.O. Box 3175
Eugene, OR 97403-0175

Dear Chancellor Pernsteiner,

Shortly after receiving your letter of February 8, I appointed a Task Force for Consideration of Policies and Practices Regarding Sexual Harassment and Consensual Relationships. A copy of the memorandum establishing this Task Force and stating the scope of its inquiry is attached. After beginning its work, the Task Force requested that an additional member be named so that the faculty of the Division of Teacher Education could be more directly involved. As you can see, this eleven-member group was asked to gather and analyze the information and opinions sought by Governor Kulongoski and you.

Yesterday, the Task Force presented its report to me, which I am submitting for your consideration. The Task Force has done an excellent job of responding to your charge in a short period of time. Understandably, the group sees a need for additional investigation and analysis over the coming months.

The Task Force recommendations are presented in six categories on pages 16 and 17 of the report: 1) dissemination of the report; 2) creation of a sexual harassment committee; 3) revision of policies and procedures regarding sexual harassment and consensual relationships; 4) improved communication; 5) training at all levels of the campus community; and, 6) counseling for those who have been impacted by sexual harassment. All of the recommendations appear to be appropriate and worthy of implementation. As possible, we will proceed with making these recommended improvements toward preventing and dealing with sexual harassment at Western Oregon University.

We appreciate your concern regarding this important aspect of keeping our campus safe and supportive for our students and employees. Please let us know of any additional inquiries or actions we might take in addressing matters of sexual harassment and improper relationships.

Sincerely,

Philip W. Conn
President

Attachments