

April 26, 2005

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

Dear Chancellor Pernsteiner:

As we discussed last week, I am forwarding our plan of action for addressing the findings and recommendations of the Task Force for Consideration of Policies and Practices Regarding Sexual Harassment and Consensual Relationships at Western Oregon University. Unambiguous goals of the administration, faculty, staff, and students of WOU are: (1) to institutionalize a culture where harassment, sexual or otherwise, is not tolerated; (2) to implement clear and supportive channels, responsive to issues of harassment when they are identified; and, (3) to protect the rights of all parties involved in allegations and incidences related to sexual harassment or other improper behavior.

The Action Plan identifies the administrative actions that are underway and will take place in the coming weeks and months. Initially, we will focus our efforts in the areas of:

- Improved communication and awareness of existing policies and procedures;
- Expanded training for employees and students that clearly describes WOU's expectations regarding sexual harassment and consensual relationships and the consequences for behaviors inconsistent with related policies;
- Enhanced counseling resources available for students in the Student Health Center and for WOU employees through the Employee Assistance Program.

The selection of a Committee for the Prevention of Sexual Harassment and Improper Consensual Relationships has already begun, with Vice President Mark Weiss designated as chairperson. This oversight body will be responsible for reviewing, recommending, and evaluating those policies, procedures, and services which support a climate at WOU that confronts and prevents harassment and improper relationships. The committee will also be asked to spearhead efforts to assess current attitudes among students and employees about sexual harassment issues on our campus.

We will monitor our progress toward meeting the objectives of this Action Plan and will report to you periodically. Please let me know if you have suggestions or questions.

Sincerely,

Philip W. Conn
President

Enclosure