Procedures for Handling Sexual and Gender-Based Harassment Complaints Against Faculty

In accord with Harvard University’s Sexual and Gender-Based Harassment Policy (the “Policy”), the Harvard Graduate School of Education (HGSE) is committed to maintaining an educational and work environment in which no member of our community is, on the basis of sex, sexual orientation, or gender identity, excluded from participation in, denied the benefits of, or subjected to discrimination in any School or University program or activity.

Complaints that a member of the HGSE faculty has violated the Policy ordinarily shall be investigated by Harvard’s Office for Dispute Resolution (“ODR”) in accordance with the Procedures for Handling Complaints Involving Students (the “University Procedures” (http://titleix.harvard.edu/files/title-ix/files/harvard_student_sexual_harassmnt_procedures.pdf?m=1441919500), with the following modifications:

- Appeals will be heard by an appeals board composed of three members. Ordinarily, the appeals board will include at least one member of the Faculty of Education and at least one other Harvard faculty member.

- Upon completion of the investigation (including any appeals) and receipt of the report, the Dean will accept as final and non-reviewable the report’s findings of fact and its conclusions as to whether a violation of the University Policy has occurred. The Dean may, at his or her discretion, consult with others at the University, including without limitation senior members of the HGSE Faculty, as to potential corrective actions or sanctions. Ultimately, the Dean will determine appropriate sanctions and notify the parties, as appropriate. Corrective actions and sanctions may include (but are not limited to) warning, reprimand, modification and/or limitation of professional duties, suspension, or dismissal. The Title IX Coordinator for Faculty will ensure that any corrective actions or sanctions determined by the Dean are carried out.

In certain cases, it may be necessary for the Office of the Dean to modify the procedures for handling complaints against faculty, in light of the procedures for disciplining faculty for grave misconduct or neglect of duty arising under the Third Statute of the University. In such cases, all parties will be notified of the procedures that will be followed.

Resources

Title IX Coordinator for the Faculty of Education:

Katherine Stanton, Associate Dean for Faculty Affairs
Katherine_stanton@gse.harvard.edu
(617) 496-2077
Nicole Merhill, Title IX Officer
Title IX Office
44R Brattle Street, 2nd Floor
Cambridge, MA 02138
Phone: (617) 496-2470
Email: nicole_merhill@harvard.edu
Website: http://titleix.harvard.edu/

William McCants, Director of the Office for Dispute Resolution (ODR)
ODR
44R Brattle Street, 2nd Floor
Cambridge, MA 02138
Phone: (617) 495-3786
Email: odr@harvard.edu
Website: http://odr.harvard.edu/

University-wide Sexual and Gender-Based Harassment Policy

Procedures for Complaints Against Students

Procedures for Complaints Against Staff

Procedures for Complaints Against Faculty

Other University Resources:
Office of Sexual Assault Prevention & Response
HUHS Counseling and Mental Health Services
Bureau of Study Counsel
Harvard University Health Services
Harvard Chaplains
Harvard University Police Department
Employee Assistance Program

Outside Agencies:
U.S. Department of Education, Office for Civil Rights (OCR)
U.S. Equal Employment Opportunity Commission (EEOC)
Massachusetts Commission Against Discrimination (MCAD)