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## UW System Board to consider additional safeguards against sexual harassment

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*Recommended changes to hiring, reference checks to be discussed at June Board meeting*

MADISON – At Governor Walker’s request, University of Wisconsin System President Ray Cross, in consultation with Board of Regents leadership and campus stakeholders, is calling for more robust hiring and reference check processes related to sexual harassment to be implemented at all UW System institutions.

“The UW System has zero tolerance for sexual harassment. There is no room for compromise on that commitment,” said President Cross. “We will continue to work tirelessly to assess our policies and revise them as necessary to ensure that our campus communities are safe and welcoming places to live, learn and work.”

On the recommendation of President Cross and Board of Regents President John Robert Behling and Vice President Drew Petersen, the Board of Regents will consider policies that will require all UW institutions to share the personnel files of current or former employees with other UW institutions or state agencies as part of a hiring review.

Recommended policies will also require that UW System institutions appropriately document any allegations or investigations of sexual harassment in an employee’s personnel file. These personnel files must also appropriately document the final resolution of any allegations or investigations, including whether the employee was found not responsible, resigned, was disciplined, or was terminated.

Hiring and reference check processes at all UW System institutions will be reviewed to assure that allegations or investigations of sexual harassment for current or former employees are appropriately disclosed when an individual is being reviewed for employment by a UW institution or by an outside entity.

The Board of Regents will consider the recommended policy changes at its next meeting on June 7 in Milwaukee.

The UW System put forth a comprehensive new Board of Regents’ sexual assault and harassment policy in 2016, codifying the UW System’s commitment to address the issue, mandating training for all employees and students, and creating a clear reporting path requirement.

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