

SEXUAL HARRASSMENT POLICY COUNCIL\*  
(Established fall 2004)

MEMBERS AND RESPONSIBILITIES

**Educator**

1. The Sexual Harassment Policy Educator will not be a member of the Sexual Harassment Policy Advocates.
2. The Educator will instruct Advocates and Hearing Board members about their roles and responsibilities.
3. The Educator will create and implement an educational program designed to increase understanding in the Hope community about sexual harassment.
4. The Educator will be knowledgeable of current sexual harassment law.
5. The Educator will interview Advocate candidates along with the Chair of the Advocates.

Activities that the Educator would be involved in are: presentations in residence halls and in classes regarding sexual harassment, speaking to student groups and athletic teams, and providing outreach to the campus. The Educator will be responsible for making presentations as other opportunities are presented as well.

**Consultant**

The Consultant will work one-on-one with the campus community concerning the Sexual Harassment Policy, respond to questions, possible allegations, and provide counsel to both advocates and members of the Hope community as to the appropriate steps to be taken. The Consultant will provide care for the advocates and the Hearing Board during and after any hearing processes take place.

**Dean of Students**

The Dean of Students will develop a program to inform and educate students and student groups about the Sexual Harassment Policy. Activities included in this are Residential Life training, presentations to the athletic teams, Greek organizations, Student Congress and Student Activities Committee. Presentations in the residence halls would focus on the specific community in each hall. Additional programs by the Holland Police Department, Prosecuting Attorney's Office, as well as collaboration with other students or student groups would also take place. In order to accomplish these outcomes, the Educator will be consulted and utilized.

**Director of Human Resources**

The Director of Human Resources will develop a program for both new as well as current employees to inform and explain the Sexual Harassment Policy. In order to accomplish these outcomes, the Educator will be consulted and utilized.

**Provost's Office Designee**

The Provost's Office designee will develop a program for both new and returning faculty members to inform and explain the Sexual Harassment Policy. In order to accomplish these outcomes, the Educator will be consulted and utilized.

**Chair of the Sexual Harassment Policy Advocates and Educators Committee**

The Chair of the Advocates will present information relating to incidents that may be part of conversations with which their group has been engaged. This feedback would allow for a dialogue to develop as to how best to address the issues.

**Ex-Officio Member**

Former Educator, Kristen Gray, will provide wisdom and insights from her previous experience as an ex-officio member of the Council.

**Meetings**

Meetings will be held bi-monthly or more frequently as needed.

\* A change from the Educator model to the Council model will allow the Sexual Harassment Policy to be owned by more of the campus, will provide more opportunities for visibility within the institution, and will allow for greater breadth for discussion and involvement across the campus.

z: Sexual Harassment Policy Council,  
9/9/04