



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

Harvard Business School, consistent with Harvard University's *Sexual and Gender-Based Harassment Policy*, is committed to maintaining a safe and healthy educational and work environment in which no member of the University 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 University program or activity.

Allegations that a member of the HBS faculty has violated the Policy should be brought to the attention of Valerie Porciello, the HBS Faculty Title IX Coordinator. Allegations will be investigated by an investigator consistent with the process and principles outlined in the *Procedures for Handling Complaints Involving Students Pursuant to the Sexual and Gender-Based Harassment Policy*, with the following modifications:

- Once a complaint is received and has been assigned to an investigator for an initial review, the Office of the Dean and the HBS Faculty Title IX Coordinator will appoint an HBS Title IX designate to serve as part of the Investigative Team.
- If either the Faculty Respondent or the Complainant chooses to appeal the conclusions reached in the Investigative Team's final report, the appeal will be heard in accordance with the University Procedures by an appellate panel comprising three members. The appellate panel will include at least one HBS faculty member.
- When the investigation is completed, the final report will be provided to the Complainant, the Faculty Respondent, the HBS Faculty Title IX Coordinator, and the HBS Faculty Review Board (FRB).
- The FRB will accept as final and non-reviewable the report's findings of fact and conclusions as to whether a violation of the University Policy has occurred. The FRB has wide discretion to recommend sanctions to the Dean. Consistent with FRB procedures, the FRB will:
  - provide the Faculty Respondent an opportunity to provide a written statement to the FRB,
  - provide the Faculty Respondent a draft of its sanction recommendations and an opportunity to respond,
  - consider any written response by the Faculty Respondent to the draft sanction recommendations and modify the recommendations if it feels such action is warranted, and
  - include the Faculty Respondent's written response to the draft sanction recommendations when it submits those recommendations to the Dean.

- The Dean will make the final determination as to sanctions. Sanctions and corrective actions may include, but are not limited to, counseling, warning, reprimand, suspension, probation, monitoring, community service, dismissal, and any other restriction, limitation, or punishment determined by the Dean to be warranted by the circumstances.

In certain cases it may be appropriate for the Office of the Dean to modify these procedures, in light of the Procedures for the Discipline of Officers involving 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.

If a person against whom a complaint is brought held an HBS faculty appointment at the time of the alleged incident giving rise to the complaint, but no longer holds such an appointment, then the Dean or the Dean's designate shall determine whether and in what manner the complaint should be handled.

## **Resources**

### *HBS Faculty Title IX Coordinator*

Valerie Porciello

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### *Harvard University Title IX Officer*

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### *Other University Resources*

[Harvard Sexual and Gender-Based Harassment Resources \(SHARE\)](#)

[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 \(MCAD\)](#)