

**Summary of Recommendations and Resulting Changes to the  
Senate Non-Discrimination and Anti-Harassment Policy**

<b>Recommendation #</b>	<b>Page in Policy</b>	<b>Recommendation description</b>	<b>Result</b>
<b>1</b>	Intro page	Delete policy introduction and replace with clearer language to encourage reporting of harassment and discrimination	Followed recommendation, except: <ul style="list-style-type: none"> <li>• kept introduction, but simplified language</li> <li>• retained information about contacting the EAP.</li> </ul>
<b>2</b>	3	Add a guidance statement to emphasize that the policy shall be liberally construed	Followed recommendation.
<b>3</b>	24	Add language to clarify that action will be taken on complaints involving third parties	Followed recommendation.
<b>4</b>	6	Add a definition of “complaint”	Followed recommendation.
<b>5</b>	7, 9	Add language regarding harassment that occurs outside of the senate workplace	Followed recommendation.
<b>6</b>	3, 13	Add language to emphasize that discrimination and harassment are strictly forbidden and will not be tolerated	Followed recommendation.
<b>7</b>	17	Add language to specify the responsibilities of a contact person	Followed recommendation.
<b>8</b>	12, 26	Require yearly training for contact persons	Followed recommendation.
<b>9</b>	Intro page, 14	Remove references to the Employee Assistance Program	Retained references to contacting EAP.
<b>10</b>	14-18	Rewrite complaint section to be more clear and better organized	Followed recommendation.
<b>11</b>	17-18	Add language to require the Director of Human Resources to take certain steps upon receiving a complaint	Followed recommendation.
<b>12</b>	22, 23	Eliminate the right to a hearing and instead provide an appeal as due process	Retained hearing process and added appeal process.
<b>13</b>	19	Add an informal resolution process in addition to or in lieu of an investigation	Followed recommendation.
<b>14</b>	17	Remove the requirement for the Director of Human Resources to inform the accused of the name of the complainant	Retained requirement to inform accused of the complaint.

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<b>15</b>	10	Add provision regarding consensual relationships	Followed recommendation.
<b>16</b>	24	Add language to provide guiding principles and examples of how complaints will be resolved	Followed recommendation.
<b>17</b>	27, 28	Require a higher level of confidentiality	Followed recommendation.
<b>18</b>	24	Study how information can ethically be shared and investigations coordinated between the senate, house, executive branch, political parties and other employers	Policy acknowledges the reality that there are limitations to complaints and investigations involving third parties. The working group suggests that the Senate further consider this recommendation.