

August 24, 2017

Dear WTS Community,

I am writing today on behalf of the Sexual Harassment Prevention Task Force to update you on the progress we have made in our commitment to work towards Title IX compliance. We have appreciated your support and prayers this summer as we have undertaken this important work in the life of our community.

We are pleased to report that by God's grace we have made significant progress over the course of the summer. In addition to fulfilling our commitment to establish the WTS Sexual Harassment Prevention Task Force, we have:

**Created a page on the WTS website dedicated to sharing resources related to non-discrimination, non-harassment, and Title IX.** We have endeavored to make this webpage easy to find and easy to use. You will find links to it at the bottom of the homepage ("Title IX Resources") and under the "Community" tab at the top of our homepage ("Non-Discrimination and Non-Harassment Resources"). You can also click on this link to go directly there: <https://www.westernsem.edu/title-ix-resources/>

**Updated our non-discrimination statements,** which you can see reflected on the new webpage cited above and in all of our new admissions and employment materials.

**Revised our policies and grievance procedures.** We have a new "Policy on Non-Harassment and Non-Discrimination" which articulates our commitment to be a community of faith and learning in which all of our members can flourish in Jesus Christ. Practically speaking, this means that WTS does not discriminate on the basis of race, color, national origin, age, sex, marital status, or disability. If anyone in our community experiences harassment or discrimination on any of these bases, we have procedures in place to support you as we work towards resolution. You can read about these procedures on the new webpage cited above.

We are in the process of:

**Planning fall semester training of administrators, faculty, staff, students, and trustees** on sexual harassment and sexual discrimination, as well as the Policy on Non-Harassment and Non-Discrimination. In addition, we are planning training and educational opportunities related to the parallel issue of sexism and the faculty is committed to ongoing discussions about sexism.

**Developing and initiating a climate assessment** to evaluate the effectiveness of WTS policies, procedures and practices relating to discrimination and harassment. We plan to administer the first assessment this fall. Assessment results will be used to inform future proactive steps to continuously improve our overall Title IX compliance program.

The Sexual Harassment Prevention Task Force will continue to meet as needed to implement the remainder of our commitments and to evaluate how that implementation is going. Please contact me or any member of the task force with questions, feedback, or concerns at any point along the way (see the list of task force members below).

We ask you to continue to be in prayer for our community as we strive by God's grace in Christ to be a people and place marked by compassion, kindness, humility, meekness, patience, forgiveness, and love (Col 3:12-14).

Grace and peace,

Dr. Kristen Deede Johnson  
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