

Western Theological Seminary

Policy on Non-Harassment and Non-Discrimination

The Rights of the Parties:

Statement of the Reporting Party's rights:

- The right to investigation and appropriate resolution of all credible allegations of sexual misconduct or discrimination made in good faith to WTS officials
- The right to be informed in advance of any public release of information regarding the incident
- The right not to have any personally identifiable information released to the public, without consent
- The right to be treated with respect by WTS officials
- The right to have WTS policies and procedures followed without material deviation
- The right not to be pressured to mediate or otherwise informally resolve any reported misconduct involving violence, including sexual violence
- The right not to be discouraged by WTS officials from reporting sexual misconduct or discrimination to both on-campus and off-campus authorities
- The right to be informed by WTS officials of options to notify proper law enforcement authorities, and the option to be assisted by campus authorities in notifying such authorities, if the reporting party so chooses. This also includes the right not to be pressured to report, as well
- The right to have reports of sexual misconduct responded to promptly and with sensitivity by campus officials
- The right to be notified of available counseling, mental health, victim advocacy, health, legal assistance, student financial aid, visa and immigration assistance, or other student services, both on campus and in the community
- The right to a campus no contact order (or a trespass order against a non-affiliated third party) when someone has engaged in or threatens to engage in stalking, threatening, harassing, or other improper behavior that presents a danger to the welfare of the reporting party or others
- The right to notification of and options for, and available assistance in, changing academic and living situations after an alleged sexual misconduct incident, if so requested by the reporting party and if such changes are reasonably available (no formal report, or investigation, campus or criminal, need occur before this option is available). Accommodations may include:

- Change of an on-campus student's housing to a different on-campus location
 - Assistance from WTS support staff in completing the relocation;
 - Transportation accommodations
 - Arranging to dissolve a housing contract and pro-rating a refund;
 - Exam (paper, assignment) rescheduling
 - Taking an incomplete in a class
 - Transferring class sections
 - Temporary withdrawal
 - Alternative course completion options
- The right to have WTS maintain such accommodations for as long as is necessary, and for protective measures to remain confidential, provided confidentiality does not impair the institution's ability to provide the accommodations or protective measures
 - The right to be fully informed of campus policies and procedures as well as the nature and extent of all alleged violations contained within the report
 - The right to ask the investigators to identify and question relevant witnesses, including expert witnesses
 - The right to review all documentary evidence available regarding the report, subject to the privacy limitations imposed by state and federal law, prior to a finding by the Resolution Team
 - The right to be informed of the names of all witnesses whose information will be used to render a finding, in advance of that finding, except in cases where a witness's identity will not be revealed to the responding party for compelling safety reasons (this does not include the name of the reporting party, which will always be revealed)
 - The right not to have irrelevant prior sexual history admitted as evidence
 - The right to regular updates on the status of the investigation and/or resolution
 - The right to have reports addressed by the investigator and members of the Resolution Team who have received adequate annual sexual misconduct training
 - The right to preservation of privacy, to the extent possible and permitted by law;
 - The right to meetings and/or interviews that are closed to the public
 - The right to petition that any WTS representative in the process be recused on the basis of demonstrated bias or conflict-of-interest
 - The right to bring a victim advocate or advisor of the reporting party's choosing to all phases of the investigation and resolution proceeding

- The right to have the seminary compel the participation of student, faculty, and staff witnesses, and the opportunity (if desired) to provide the investigators with a list of potential questions to ask of witnesses, and the right to challenge documentary evidence
- The right to submit an impact statement in writing to the Review Panel following determination of responsibility, but prior to sanctioning
- The right to be promptly informed of the outcome and sanction of the resolution process in writing, without undue delay between the notifications to the parties
- The right to be informed in writing of when a decision by WTS is considered final and any changes to the sanction to occur before the decision is finalized.