

The University of Wisconsin-Milwaukee  
Faculty Rights and Responsibilities Committee

**Agenda**

OCTOBER 31, 2023

11:30 AM to 12:30 pm Virtual Meeting via Zoom

FRRC Members: J. Meuninck-Ganger, P. Chang, C. Costello, T. Soleski, J. Snethen, B. Cameron, &  
C. Baldwin

1. Call to Order.
2. Approve 10-31-2023 agenda.
3. Approve 10-25-2023 minutes.
4. Chair's report from email correspondence,
  1. Response from John Reisel:

The FRRC does not need to conduct an exhaustive investigation to uncover evidence. If someone is saying that they are being harassed, they need to be providing evidence supporting this allegation to the FRRC in their complaint. If the FRRC sees that evidence and feels that the complaint has merit, the FRRC can then meet with the parties involved (if they feel that this is necessary) and from those discussions and the evidence provided they can then decide whether there was harassment, and make their recommendations accordingly. But if the FRRC isn't provided with sufficient evidence in the complaint to feel that the accusation has merit, it can dismiss the case. In that situation, it isn't the responsibility of the FRRC to search for evidence to support the complaint.

It would be the job of EDS, if the harassment accusation is based on a protected status. But someone does not need to go to EDS before going to the FRRC – that is their choice. And if the harassment can't be definitively connected to a protected status, the person filing the complaint may not see a reason to go to EDS.

So, in summary, if the FRRC feels that the evidence is clear and doesn't need to be run through EDS, they can take up the case. But if they feel that the evidence is lacking and that the person might benefit from going to EDS, they can make that suggestion and then consider a new complaint in the future if the EDS investigation warrants it.

### **Discriminatory Conduct and Consensual Relationships Policy**

UWM prohibits discrimination consistent with State and Federal law. This includes negative action taken against any member of the UWM community based on a protected status such as race, gender, sexual orientation, gender identity, veteran status and

religion. This policy also governs consensual romantic or sexual relationships between instructors and students.

*Instructors may not commence a consensual romantic or sexual relationship with their current or likely future students. A pre-existing consensual relationship with a student under their instruction must be reported to their supervisor so any actual or perceived conflict of interest can be eliminated/managed.*

#### [Discriminatory Conduct and Consensual Relationships Policy \(SAAP 5-1\)](#)

5. The committee will move into closed session to discuss (open from 2022-23) Case A and Case C and discuss next steps.
  1. See response document in Teams => Open Complaints form 2022-23 => NEW CASE A MATERIALS FALL 2023.
  2. See the response form The Secretary of the University, John Reisel
  - Wisconsin Statutes sec. 19.85(1)(b), which permits a closed session to consider discipline of any public employee and the investigation of charges against such person, and
  - Wisconsin Statutes section 19.85(1)(f), which permits a closed session for the investigation of charges against specific persons, which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person involved.
6. Adjourn