



OFFICE OF DIVERSITY AND EQUITY

UNIVERSITY HALL, ROOM 214

Telephone: (203) 837-8444

Website: www.wcsu.edu/diversity

Email: ode@wcsu.edu

October 31, 2018

COPY

CONFIDENTIAL NOTICE

Xavier Potter

1-210(b)(2)

Re: *EEO Investigation Outcome Letter*
WCSU v. Potter
Date Filed: 8/02/2018

Dear Xavier Potter:

This letter is to advise that the University's Office of Diversity and Equity has concluded its investigation of the filed Complaint of Discrimination dated August 2, 2018 in regards to allegations of sexual harassment. In conducting a thorough investigation, including but not limited to, interviewing identified witnesses and reviewing the relevant evidence presented in the filed Complaint of Discrimination by the university, the matter was substantiated. As the Respondent, you were found in violation of the CSCU Affirmative Action Policy Statement, CSCU Policy on Consensual Relationships and the CSCU Policy on Sexual Misconduct Reporting, Support Services and Processes. Enclosed, please find a copy of the investigative report for your records.

In consultation with the University's Human Resources Department and the American Association of University Professors ("AAUP"), the university must follow the appeals process for faculty and athletic staff titles as illustrated in Appendix F of the CSU-AAUP Collective Bargaining Agreement (found at: <http://www.ct.edu/files/pdfs/2016-2021%20AAUP%20Contract.pdf>) dated September 11, 2018. Pursuant to Appendix F of the CSU-AAUP Collective Bargaining Agreement dated September 11, 2018 (see attached), you have the right to appeal the outcome of the investigation to a panel. The designated panel is to be composed of one faculty representative and one university representative designated by the university administration to review and address the appeal request and whether the alleged actions violated the university's discriminatory complaint procedures (found at: <http://www.wcsu.edu/diversity/wp-content/uploads/sites/37/2017/09/WCSU-Discrimination-Complaint-Procedures.pdf>).

Any such appeal must be in writing and must include specific information and/or evidence in support of the appeal. The panel shall review and make recommendations to the President within fourteen (14) calendar days. Upon review by the President, a notification will be written to you on the appeal review by the panel and the President as to the chosen recommendation on the matter. Any needed clarification as it pertains to Appendix F of the CSU-AAUP Collective Bargaining Agreement



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dated September 11, 2018 can be made with Mr. Fred Cratty, Chief Human Resources Officer, Human Resources Department at (203) 837-8665.

You are also advised of your right to go to any external agency to redress an appeal and/or review of the actions taken by the university. Below is a list of state and federal agencies that enforce laws concerning discrimination in employment and education. Because each agency has its own time limitation/period for filing complaints, you should contact the agency for accurate advice.

The following is a list of those agencies.

State agency/regional office(s) for the Connecticut Commission on Human Rights and Opportunities (CCHRO):

999 Asylum Avenue
Hartford, Connecticut 06105
(860) 566-7710

100 Broadway
Norwich, Connecticut 06360
(860) 886-5703

55 W. Main Street, Suite 210
Waterbury, Connecticut 06702
(203) 805-6530

350 Fairfield Avenue, 6th Floor
Bridgeport, Connecticut 06604
(203) 579-6246

Federal agency/office(s):

United States Department of Labor Wage and Hour Division
135 High Street
Hartford, Connecticut 06103
(860) 240-4277

United States Department of Education, Office for Civil Rights (OCR)
3 Arch Street, Ninth Floor
Boston, Massachusetts 02110
(617) 289-0111



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Connecticut Labor Department
Regulation of Wages Division
200 Folly Brook Boulevard
Wethersfield, Connecticut 06109
(860) 566-3450

United States Equal Employment Opportunity Commission (EEOC)
John F. Kennedy Federal Office Building
Government Center, Room 475
Boston, Massachusetts 02203
(617) 565-3200

Connecticut Permanent Commission on the Status of Women
18-20 Trinity Street
Hartford, Connecticut 06106
(860) 240-8300

As a reminder, I wish to advise you on the CSCU/WCSU Affirmative Action Policy Statement dated July 24, 2018 (see attached) as it pertains to *retaliation*. No person may retaliate against or harass any person associated with CSCU for filing a complaint and/or inquiry; for seeking a reasonable accommodation for a disability, religious observance, or for cooperating in the investigation of any complaint and/or inquiry. Such retaliation or harassment is prohibited.

Please be advised that this is the final notice from this office regarding this matter.

If you require any additional assistance and/or accommodations as it relates to this matter, please feel free to contact me by email at minierdelgadoj@wcsu.edu for a list of services and/or resources that can be made available for your review.

Thank you.

Sincerely,

A handwritten signature in blue ink that reads "Jesenia Minier Delgado".

Jesenia Minier Delgado
Chief Diversity Officer/Title IX Coordinator

JMD/ks

c: Fred Cratty, Chief Human Resources Officer, Human Resources Department
File Copy (WCSU v. Potter)

Redaction Log

Total Number of Redactions in Document: 1

Redaction Reasons by Page

Page	Reason	Description	Occurrences
1	1-210(b)(2)	Personnel or medical files and similar files the disclosure of which would constitute an invasion of personal privacy	1

Redaction Log

Redaction Reasons by Exemption

Reason	Description	Pages (Count)
1-210(b)(2)	Personnel or medical files and similar files the disclosure of which would constitute an invasion of personal privacy	1(1)