

**MEMORANDUM**

**To:** Board of Regents  
**From:** Board Office  
**Subject:** Employee Appeal  
**Date:** January 31, 2000

**Recommended Action:**

Deny the request of the employee for review of a final institutional decision.

**Executive Summary:**

An instructor at the University of Northern Iowa appeals the final institutional decision to find him in violation of the University's policy on sexual harassment and to impose sanctions. The Board has confidential memoranda and supporting documents in this matter.

**Background:**

An instructor at the University of Northern Iowa requests review of the University's decision to find him in violation of the University's policy on sexual harassment and to impose accompanying sanctions. The instructor seeks to have his record expunged to eliminate reference to the charge of sexual harassment and to be compensated for losses sustained as a result of the investigation. The University's finding was based on an investigation conducted by the Office of Affirmative Action, pursuant to established University policy.

In this case:

- The employee's request for review of a final institutional decision is before the Board pursuant to the Regent Procedural Guide, §2.07, as further explained by §4.25.
- The employee is appealing the decision of the institution finding him in violation of the University's Policy Prohibiting Sexual Harassment and imposing sanctions for this violation.

- The Board Office recommends that the Board, based on the records before it, deny the request of the employee to review the final institutional decision. The record indicates that the University's procedures have been followed and adequate due process has been afforded the employee.
- The Board's decision in this matter represents the final agency action from which the employee may seek judicial review as permitted by law.

**Analysis:**

The Board Office recommends that the request for review by the Board be denied. The University followed established procedures and the employee was afforded adequate due process.

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Kayla A.J. Stratton

Approved: \_\_\_\_\_  
Frank J. Stork