

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Employee Appeal
Date: May 7, 2001

Recommended Action:

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

Executive Summary:

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

Background:

An employee at the University of Northern Iowa requests review of the University's decision to find him in violation of the University's policies on gender discrimination and sexual harassment and to impose accompanying sanctions. The employee argues that the findings of harassment/discrimination and accompanying sanctions are inappropriate. The University's finding was based on an investigation conducted by the Office of Affirmative Action, pursuant to established University policy.

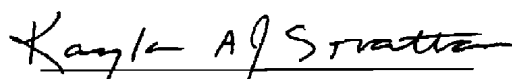
In this case:

- 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 Sex Discrimination, and imposing sanctions for these violations.

- 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. Denying the employee's request for review results in President Koob's decision standing as the final agency decision in this matter.
- The Board's decision in this matter represents the final agency action from which the employee may seek judicial review as permitted by law.

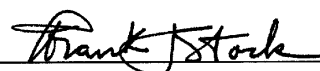
Analysis:

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.



Kayla A.J. Stratton

Approved:



Frank J. Stork