



U.S. DEPARTMENT OF
ENERGY

TITLE IX COMPLIANCE REVIEW

UNIVERSITY OF ROCHESTER

Department of Physics and Astronomy

Fiscal Year 2010

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I. Introduction

The Office of Civil Rights and Diversity (OCRD), United States Department of Energy (DOE or the Department), conducted a Title IX desk audit of the Department of Physics and Astronomy at the University of Rochester (University or UR) pursuant to Title IX of the Education Amendments of 1972 (Title IX), as amended, 20 U.S.C. Section 1681, *et seq.*, and the Department's implementing regulations, 10 C.F.R. Part 1042. This report is based on a review of records and other data provided by the University, information obtained from the University's website, and information obtained by phone interviews with graduate students and faculty of the Department of Physics and Astronomy, and other University administrative officials.

A. Objective

The objective of the review was two-fold: (1) to determine whether students in the Department of Physics and Astronomy, regardless of their sex, had equal access to opportunities and benefits offered by the University; and (2) to identify and report on promising practices for promoting gender equity.

B. Scope

The review involved an evaluation of the University's Title IX policies, procedures, and practices, including the University's grievance process, as well as the role of the Title IX Coordinator in implementing and enforcing Title IX requirements. The Department also evaluated and analyzed the following programs and practices of the University, as they relate to the Department of Physics and Astronomy: (a) recruitment and outreach; (b) admission and retention; (c) teaching assistantships, research assistantships, and fellowships; and (d) campus safety. In addition, the Department evaluated the academic environment, and inquired into whether there were any pending sexual harassment complaints and whether sexual harassment training had been offered to students, faculty, and staff.

C. Background

DOE oversees the Nation's research programs in high-energy physics, nuclear physics, and fusion energy sciences, and is one of the primary Federal funding agencies for basic research and development programs in STEM (science, technology, engineering, and mathematics) disciplines at educational institutions throughout the country. This research supports thousands of principal investigators, and graduate and post-doctoral students.

Title IX, and DOE implementing regulations (10 C.F.R. Part 1042), prohibit discrimination on the basis of sex in any educational program or activity that receives Federal financial assistance. These laws require that the Department conduct reviews of grantee institutions to ensure that they are in compliance with the prohibition against sex discrimination.

In July 2004, the Government Accountability Office (GAO) issued a report (GAO Report Number 04-639) in which it reviewed compliance activities of the four Federal science agencies (the Department of Energy, the Department of Education, the National Science Foundation, and the National Aeronautics and Space Administration). The GAO found that the science agencies had taken significant steps to ensure that the institutions to which they provide financial assistance are in compliance with Title IX. However, the GAO also found that women, especially in physics and engineering programs, were not fully represented in those institutions. Therefore, the GAO recommended that science agencies conduct post-award monitoring to ensure that women are allowed full opportunity to participate in the sciences and that sex discrimination is not preventing women from pursuing degrees in science.

The passage of the America COMPETES Act, Pub. L. No. 110-69, 121 Stat. 573 (2007), in August 2007, provided additional impetus for conducting compliance reviews. This Act directs the Secretary of Energy to report to the congressional energy committees on the actions taken by the Department to implement the recommendations in the GAO report. The Act also requires DOE to conduct annually at least two compliance reviews of institutions to which it provides funding.

D. Methodology

In January 2010, OCRD informed the University of Rochester of the Department's intention to conduct a Title IX review of the Department of Physics and Astronomy. One month later, OCRD submitted a data request to the Provost. The data request contained 54 questions related to three main areas: (1) Title IX policies and procedures, (2) outreach and recruitment efforts of the University, and (3) admissions, demographics and retention practices and procedures of the University. The University was allowed 60 days to respond to the data request.

Phone interviews were conducted with 22 students, 11 professors, and seven administrators, including the Chair of the Department of Physics and Astronomy.

In writing this report, we reviewed the laws and regulations related to Title IX. We also reviewed and analyzed interview notes and the University's response to our data request.

II. The Department of Physics and Astronomy

The Department of Physics and Astronomy is part of the School of Arts and Sciences. It offers MS and PhD degrees in Physics and Astronomy in the following advanced research areas: Astronomy, Biological Physics, Condensed Matter Physics, High Energy Physics, Laser and Plasma Physics, Nuclear Physics, and Quantum Optics.

A. Student Population

One hundred and nine students were enrolled in graduate programs at the Department of Physics and Astronomy at the beginning of the 2009-2010 academic year.¹ Of those, 91 were males and 18 were females. Twenty-two students (11 females and 11 males) were interviewed during the desk audit, representing 20% of the student population.

Table 1, below, shows the number and percentage of male and female graduate students enrolled in the Department of Physics and Astronomy from academic year 2005-2006 through the 2009-2010 academic year.

Table 1: Graduate Student Enrollment

Full-time Students	Total	Male		Female	
2005-2006	116	93	80%	23	20%
2006-2007	117	92	79%	25	21%
2007-2008	112	88	79%	24	21%
2008-2009	103	81	79%	22	21%
2009-2010	109	91	83%	18	17%

B. Faculty

In academic year 2009-2010, there were 33 faculty members in the Department of Physics and Astronomy, of whom four were females and 29 were males. Eleven faculty members (4 females and 7 males) and the Chair of the Department of Physics and Astronomy were interviewed for the desk audit.

C. Recruitment and Outreach

Recruitment and outreach efforts conducted by the Department of Physics and Astronomy are extensive. Graduate students who attended the University of Rochester for their undergraduate degrees indicated that they received information prior to their undergraduate graduation about many of the graduate opportunities available. Some of the outreach events are discussed below.

1. Early Admission of UR Undergraduates to the PhD Program in Physics and Astronomy

The program for early admission of UR undergraduate students into the PhD program is part of the Department of Physics and Astronomy's Graduate Assistantships in Areas of National Need (GAANN) sponsored by the U.S. Department of Education. The program seeks to increase the number of domestic PhD students, including resident aliens, in

¹ No part-time students were enrolled in the Department of Physics and Astronomy.

the fields of physics and astronomy. The program is also open to non-US residents, who can qualify through other fellowships and assistantships.

2. Graduate Student Recruitment Weekend

Domestic students who are accepted into the graduate program of the Department of Physics and Astronomy are invited to participate in a Graduate Student Recruitment Weekend event. All of the students who participated in this recruitment event from academic year 2005-2006 through academic year 2009-2010, enrolled into a graduate program in the Department of Physics and Astronomy.

3. Research Experience for Undergraduates

Another outreach program at the Department of Physics and Astronomy is the *Research Experience for Undergraduates* (REU). This program provides opportunities for talented undergraduate students to participate in research projects during a 10-week period each summer. The National Science Foundation sponsors the program, and provides funding to other participating institutions throughout the country. All students who apply to the REU program within the Department of Physics and Astronomy are sent graduate recruiting materials.

The Department of Physics and Astronomy provided information about students who participated in REU and applied for admission to the graduate programs. On average, seven male students and one female student applied every year, from academic year 2005-2006 through academic year 2008-2009. The majority of the students who applied were admitted.

4. Collaboration with the University's David T. Kearns Center for Diversity and Leadership in Science and Engineering

The Department of Physics and Astronomy has a collaborative agreement with the University's David T. Kearns Center for Diversity and Leadership in Science and Engineering (the Center). The Center sends graduate recruiting representatives to undergraduate institutions across the country, which have large populations of underrepresented groups. The purpose is to attract these students to graduate programs within the University of Rochester.

5. Pre-College Experience in Physics

The Pre-College Experience in Physics (PREP) is a summer program for selected ninth and tenth graders from the Rochester area public and private schools. Space is limited to 24 students who must provide their own transportation and lunch. However, the program is free of charge. The purpose of the program is to encourage young women to develop an interest in science. Students spend three and a half weeks at the University learning about physics through a sequence of hands-on, inquiry-driven laboratory activities with experienced instructors. Tours of many of the University's

research facilities and presentations by researchers give PREP students exposure to a range of science and technology careers.

Finding

The Department finds that the outreach and recruitment policies and practices of the Department of Physics and Astronomy comport with Title IX requirements. The Department applauds the University for the efforts it is making to attract students to the study of the sciences.

Promising Practice

The PREP program is a promising practice because it offers high school students an opportunity to experience college life and at the same time exposes them to the study of physics. While it is not known how many students actually decide to study physics at the college level, the Department hopes that it is effective in attracting students to the study of physics.

D. Admissions

1. Application Process

Students are considered for admission into the graduate programs in physics, and physics and astronomy, after filing an online application. There is no application fee. Students must submit the following information by January 15: (1) an official transcript of grades from the student's undergraduate university, (2) at least three letters of recommendation, (3) scores on the GRE general exam, (4) score on the GRE Advanced Physics Exam, and (5) if the student is not a native English speaker, the student's score on the Test of English as a Foreign Language (TOEFL) exam.

2. Graduate Admissions Committee

The Graduate Admissions Committee is responsible for selecting applicants for admission into the Department of Physics and Astronomy. During academic year 2009-2010, the Graduate Admissions Committee was comprised of four faculty members. A female professor has been the Committee Chair for each of the five academic years audited by the Department. In academic year 2007-2008, two female professors, including the Committee Chair, were members of the Graduate Admissions Committee.

The members of the Committee individually rank each applicant based on the following criteria: academic performance as shown by transcripts, GRE scores, letters of recommendation, previous research and work experience, personal essay and research interest. In order to bring diversity into the student population, the Committee also

considers gender², minority status, whether an applicant is married to a student currently enrolled or applying to the University and citizenship status. However, there is no specified procedure for ranking students based on these factors. Male and female students are not ranked separately and there are no numerical limitations based on gender.

The Graduate Admissions Committee usually begins its deliberations near the beginning of the calendar year, with decisions made on a continuous basis. There is no numerical limitation on admission. Instead, the Committee uses historical data to estimate the number of students who will enter graduate programs after they have been offered admission. The Committee also estimates the number of graduate students who will be sought by research groups and supported financially through research assistantships or fellowships. It also estimates the number of graduate teaching assistantships that will be needed and that can be financially supported during the ensuing academic year.

3. Admissions Statistics

The Department also audited the number of students who applied, who were admitted, and who finally enrolled in the Department of Physics and Astronomy from academic year 2005-2006 through 2009-2010.

The data provided by the University indicates that the majority of applicants seek admittance into the PhD program, rather than the master's degree program. From academic year 2005-2006 through academic year 2007-2008, the Department of Physics and Astronomy received no applicant for the master's program. Only two students, one male and one female, enrolled in the master's program in academic year 2008-2009. One male was admitted in the master's program during academic year 2009-2010. This student did not enroll in the program.

Table 2, below, shows the number and percentage of applicants, admitted students and students who eventually enrolled in the PhD program from academic year 2005-2006 through the 2009-2010 academic year.

² Members of the Graduate Admissions Committee informed the reviewer that sex is not a determinative factor but rather another one of the factors considered in trying to achieve a diverse student population.

Table 2: PhD Program: Admissions and New Enrollment by Gender per Academic Year

Admissions			
	Applicants ³	Admitted Male	Admitted Female
2005-2006	301	39	16
2006-2007	362	56	13
2007-2008	407	49	17
2008-2009	383	57	14
2009-2010	335	70	15

New Enrollment				
	Male		Female	
2005-2006	11	28%	4	25%
2006-2007	20	36%	5	38%
2007-2008	15	31%	6	35%
2008-2009	15	26%	4	29%
2009-2010	24	34%	2	13%

4. Student Evaluation of the Admissions Process

The students who were interviewed said that the admissions process is standardized. They explained that it involves completing an application form, and submitting test scores, and letters of recommendation. Most of the students who were interviewed said they did not believe anything in their admission experience was unfair. Although they recognized that there was a significantly larger number of male students than female students, they said they did not believe the admissions process and procedures were biased in favor of male applicants.

Finding

The Department finds no evidence of gender disparity in the admissions policies, practices, and procedures. Although the Admissions Committee considers gender in its admission deliberations, it made clear that sex is never a determinative factor in deciding whether an applicant should be granted admission. Accordingly, the Department of Physics and Astronomy is in compliance with Title IX and DOE's implementing regulations with respect to its admissions policies and practices.

³ The Department of Physics and Astronomy did not provide information on the gender of applicants.

E. Retention, On-Leave Status, and Rematriculation

1. Retention and Drop-Out Rates

Students enrolled into the Department of Physics and Astronomy graduate program take an average of one year to complete a master's degree. There is no difference in the time taken to attain this degree for either male or female students. With respect to doctoral programs, the average time taken to obtain the degree by either sex is five years for theory students and seven years for experimental students.

Although the retention rate is high, the Department of Physics and Astronomy reports that one female student dropped out of the master's program during academic year 2007-2008. No student dropped out of the master's program during the other four academic years audited in our review.

In the PhD program, three male students dropped out in academic years 2005-2006 and 2007-2008. Three female students dropped out in academic year 2007-2008. No female student dropped out in academic years 2005-2006 and 2008-2009. In academic year 2006-2007, two female students dropped out and six male students dropped out. In the 2008-2009 academic year, five male students dropped out and in the 2009-2010 academic year, one female and one male student dropped out.

In regard to PhD degrees awarded during the academic years that were audited, the Department notes that in academic year 2005-2006, no female student was awarded a PhD degree. Fourteen PhD degrees were awarded that school year. As noted below in Table 3, the Department of Physics and Astronomy awarded PhD degrees to 13 female students out of 74 students who were awarded a PhD degree between academic years 2005-2006 and 2009-2010.

Table 3: PhD Degrees Awarded per Academic Year

PhD degrees					
	Total	Male		Female	
2005-2006	14	14	100%	0	---
2006-2007	10	8	80%	2	20%
2007-2008	21	16	76%	5	24%
2008-2009	17	13	76%	4	24%
2009-2010	12	10	83%	2	17%

2. Leave of Absence

The Department also audited the leave of absence policies of the University of Rochester as they pertain to the Department of Physics and Astronomy. Discussed below are the two types of leaves of absence: non-medical and medical leave of absence.

a. Non-Medical Leave of Absence⁴

Upon the recommendation of the Department of Physics and Astronomy, the Associate Dean for Graduate Studies may grant a leave of absence to a matriculated physics and astronomy graduate student who has not yet completed all requirements for the graduate degree. The leave will ordinarily be limited to one year. Students must still register as in “leave of absence” status each semester they are on leave, and must pay the designated fee. Time spent on leave counts toward the degree time limit. The time limit for completing a master’s degree is five years, and the time limit for completing a PhD degree is seven years. If a PhD student enters the doctoral program with a master’s degree for which the full 30 credit hours obtained at the master’s degree level were accepted, the time limit is reduced to six years for completing the PhD degree.

b. Medical Leave of Absence

Upon the recommendation of the University Health Service (UHS), the Department of Physics and Astronomy may grant a graduate student’s petition for medical leave of absence. UHS will review relevant health-related information, some of which may have to be provided by the student. The Director of UHS (or his/her designee) will make a recommendation to the Department of Physics and Astronomy regarding the appropriateness of allowing the student to take medical leave of absence. The recommendation will be based on the seriousness of the health problem and the extent to which the health problem has interfered with the student’s coursework. If the petition is granted, the student may receive a pro-rated refund on tuition and certain other fees.

The Department of Physics and Astronomy makes the decision concerning a leave petition and informs the student of its decision, including the effective date of the leave and any other conditions attached to it that are deemed appropriate to the circumstances of the particular case. Such conditions may include, for example, minimum and/or maximum length of time of the leave and/or requirements that must be met before the student can return from leave.

The same procedure applies when a graduate student applies to return from a medical leave of absence. As with the non-medical leave of absence, students must still register as in leave of absence status each semester they are on medical leave of absence and must pay the designated fee. Registration while in leave of absence status counts toward the degree time limit.

⁴ Leave of absence is an “x-time” category of registration, which has implications for health insurance eligibility, possible loan deferments, and visa status. “X-time” is defined as neither full-time nor part-time, but is used to maintain a student’s place in their graduate program so that the student will not be considered as withdrawn from the University.

3. Rematriculation

In addition to leave of absence, the University allows graduate students to withdraw from their programs for a period and then seek rematriculation at a later day. Students who seek rematriculation must reformulate a graduate program with the assistance of a faculty adviser and will be required to pay a rematriculation fee and any other indebtedness previously incurred. A student seeking rematriculation in the Department of Physics and Astronomy does not have to resubmit the information previously provided on his/her application for admission.

No applicant requested rematriculation to the Department of Physics and Astronomy from academic year 2005-2006 through academic year 2009-2010.

Finding

The Department finds no evidence of gender disparity in the retention rate of students in either the master's or doctoral program. The leave of absence and rematriculation policies of the University are facially neutral and there is no evidence of disparate treatment or disparate impact related to these policies. Accordingly, the University's retention and reentry policies and practices are in compliance with Title IX and DOE's implementing regulations.

F. Financial Assistance

The Department of Physics and Astronomy provides the following types of financial assistance: fellowships, teaching assistantships (TA), and research assistantships (RA). Most full-time graduate students are supported by teaching and research assistantships and are compensated equally for comparable assistantships. A committee of the Department of Physics and Astronomy sets the compensation.

1. Teaching Assistantships

All graduate students wishing to complete a PhD degree in the Department of Physics and Astronomy are required to complete a minimum of one year of service as a Teaching Assistant (TA). This requirement is usually satisfied during the first year of graduate studies, since most incoming students are supported financially through teaching assistantships. The basic duties of a TA include running recitation or laboratory sessions, offering office hours for consultation with students, and grading homework and examinations, all under the direction of a faculty member teaching the course. Faculty members serving as teaching supervisors may also request TAs to assist in curriculum development.

Students who are registered for 12 credit hours of non-research courses are expected to work an average of 16 hours a week on their teaching responsibilities. Teaching assistants are entitled to two weeks of vacation during the academic year, which should be arranged in coordination with their teaching supervisors.

Teaching assistants are required to participate in a TA Training Program for two days, before the start of classes in the fall semester. The training helps students sharpen their TA skills. Most of the students interviewed indicated that they participated in this training. Some students stated that although Title IX is not discussed, they believe the training includes general information about discrimination.

The professors in charge of the TA Training Program, in coordination with Women in Science and Engineering (WISE)⁵, developed a handout entitled Improving Classroom Climate in Science and Engineering. The purpose of this handout is to instruct TAs on how to conduct their recitations and laboratories without regard to stereotypes about cultures and gender. A manual for foreign TAs teaching in American classrooms is also available.

In addition to TA training, teaching assistants must participate in regular meetings during the academic year. Additionally, TAs are required to take a teaching seminar and a research seminar.

Both the Department of Physics and Astronomy and the University at large provide annual awards for outstanding performance as a teaching assistant. The Department of Physics and Astronomy's Graduate Teaching Award and the American Association of Physics Teachers (AAPT) Award are given on the basis of performance, measured by student evaluations and supervisory-faculty recommendations. The Department of Physics and Astronomy may also nominate candidates for the University's Edward Peck Curtis Award, given to graduate teaching assistants for excellence in teaching.

In addition, the Department of Physics and Astronomy offers to its PhD students an opportunity to earn a certificate in college teaching of physics and astronomy. The requirements for obtaining this certificate include having complete responsibility for teaching an introductory physics course during the summer session, under the general guidance of a faculty mentor.

2. Research Assistantships

The Department of Physics and Astronomy offers research assistantships as a source of financial support for its graduate students. The duties of a research assistant vary according to the nature of the research project in which the student participates and the source of funding. In general, research assistants work with faculty members in presenting seminars and talks on research results; writing research papers and reports

⁵ WISE is an organization formed by women that is dedicated to furthering the participation of women in scientific and engineering disciplines at the University of Rochester through the creation of a supportive climate, the development of new courses, and the fostering of conversation across the scientific and humanities disciplines.

based upon data results; and in presenting results at conferences, scientific symposiums, and professional society meetings, among other duties.

Graduate students are encouraged to become familiar with the research programs available in the Department of Physics and Astronomy, in order to choose a field of specialization. After determining their areas of interest, students must arrange with faculty members interested in hiring research assistants to serve as their research assistants. Since there is no standard application for a research group, graduate students must approach a faculty member to ask to be part of his/her research group. The faculty member in charge of a research group will serve as thesis adviser and principal PhD supervisor to his/her research assistants and will try to provide financial support for that group of students.

Graduate students also have the opportunity to do a PhD thesis in research done outside the Department of Physics and Astronomy. If a student chooses to work with a thesis adviser who does not hold a full-time appointment at the University or an appointment in the Department of Physics and Astronomy, the student must find a professor from the Department of Physics and Astronomy who is willing to act as the Internal Adviser for the thesis. The Internal Adviser should have interest or expertise in the proposed area of research. The Graduate Student Adviser, in consultation with the Chair of the Department of Physics and Astronomy, will appoint an *ad hoc* committee of four Physics and Astronomy faculty members, including the Internal Adviser, which will rule upon the suitability of the area of research and of the advising arrangement.

Table 4, below, shows the total number of teaching and research assistantships awarded to graduate students from academic year 2005-2006 through academic year 2009-2010. As noted in the table, there is a distinct imbalance between the number of male and female students in each of the programs. However, this is not indicative of discrimination since there are significantly more male students than female students in each of the two programs.

Table 4: Distribution of Teaching and Research Assistantships

Teaching and Research Assistantships						
	Total	Male		Total	Female	
2005-2006	93	88	95%	23	22	96%
2006-2007	92	90	98%	25	23	92%
2007-2008	88	88	100%	24	23	96%
2008-2009	81	80	99%	22	22	100%
2009-2010	91	90	99%	18	18	100%

Finding

The Department does not find a Title IX violation in the manner in which students are assigned to teaching assistantships or research groups. The small number of female students who serve as teaching and research assistants is related to the fact that

female students are a very small percentage of the total number of students in the Department of Physics and Astronomy.

Promising Practice

The TA Training Program and the handout about Improving Classroom Climate in Science and Engineering are promising practices that can be adopted by other institutions. DOE commends the Department of Physics and Astronomy for developing the training program and for preparing the handout.

Recommendation

Although the students who were interviewed stated that discrimination was generally discussed during TA training, none of them recalled any specific reference to Title IX in their training exercises. Therefore, DOE recommends that Title IX training be included in the TA Training Program.

3. Fellowships

The Department of Physics and Astronomy, and the University of Rochester as a whole, provide financial assistance in the form of fellowships to its graduate students. The following fellowships are available: U.S. Department of Education Graduate Assistance in Areas of National Need, Sproull Fellowship, Provost and University Fellowships, Marshak Fellowships, Frank J. Horton Graduate Research Fellowships (awarded by the Laboratory for Laser Energetics), Agnes M. and George Messersmith Fellowship, Kodak Fellowship (awarded by Eastman Kodak) and the National Science Foundation Graduate Fellowships. The Graduate Admissions Committee makes recommendations for award of these fellowships.

Students who apply for admission to any graduate program within the Department of Physics and Astronomy are considered for all fellowships. Students are eligible to receive one or more fellowships, depending on the eligibility criteria. The average annual compensation available to entering graduate students (including fellowships and support for research) is \$25,520.

The Graduate Assistance in Areas of National Need program is sponsored by the U.S. Department of Education. It provides fellowships through institutions of higher education to assist graduate students who demonstrate financial need and who plan to pursue the highest degree available in their course of study in a field designated as an area of national need. The Graduate Assistance in Areas of National Need fellowships are restricted to domestic students. Selections are based on grades and letters of recommendation.

The Sproull Fellowship is the most prestigious fellowship awarded by the University. The Department of Physics and Astronomy selects nominees based on their academic

record and letters of recommendation submitted as part of their application package. A committee appointed by the Dean of Graduate Studies selects the fellows.

The purpose of the Provost Fellowship is to attract talented students who will broaden the diversity of those pursuing PhD degrees at the University. All PhD programs may nominate students from among those who have applied for admission. Nominees for the fellowship must be US citizens or permanent residents. Specific criteria for determining diversity can vary by discipline, but might include ethnicity, gender, cultural background, and other life experiences. A committee comprised of faculty members evaluates those nominated and the Dean of Graduate Studies makes the selection of fellows. The Department of Physics and Astronomy selects nominees based on their academic merit.

The Provost Office fixes the stipend offered for the Sproull and the Provost Fellowships. Sproull fellows receive \$22,000 annually for two years and Provost Fellows receive \$12,000 annually. Each department within the University has the discretion to add departmental funds as a means to attract students.

The Agnes M. and George Messersmith Fellowship is awarded annually for graduate work in physics. The Dean of Graduate Studies selects the fellows. In order to be considered for the fellowship, an applicant must submit a transcript of the applicant's grades and two letters of recommendation. One of the recommendations must be from the student's research supervisor. The applicant must also submit a statement from the Chair of the Department of Physics and Astronomy or the Director of Graduate Studies. Messersmith fellows receive an award of \$14,000.

Our audit revealed that no female graduate student from the Department of Physics and Astronomy received the Sproull or the Messersmith Fellowship from academic year 2005-2006 through academic year 2008-2009. A male student received the Sproull fellowship each academic year, from academic year 2005-2006 through 2006-2007, and another male student received the Sproull Fellowship in academic years 2007-2008 and 2008-2009. One female and one male student received the Provost Fellowship in academic years 2006-2007 and 2007-2008, while another female student received the Provost Fellowship from academic year 2007-2008 through 2009-2010.

Finding

No female student from the Department of Physics and Astronomy received the Sproull or the Messersmith Fellowships during the academic years that were audited. However, the Department finds that the manner in which fellowships are awarded is fair and unbiased. The evidence clearly shows that fellowship awards are made solely on merit. Therefore, the Department finds that the University is in compliance with Title IX and DOE's implementing regulations with respect to the policies, procedures, and practices associated with granting awards and other financial assistance.

G. The Preliminary Examination

Graduate students seeking a PhD degree must take a preliminary examination in order to demonstrate proficiency in the fundamentals of physics. These students are also required to join a research group, pass a qualifying examination, write a thesis related to their research, and write and successfully defend a dissertation.

The Preliminary Examination is a written test offered over a two-day period, and is offered twice a year. Graduate students normally take the examination during their second year, but can request to take it earlier.

The Graduate Examinations Committee writes and grades the preliminary examination. This Committee, in consultation with the rest of the faculty, also determines the criteria for passing the exam, both at the master's and PhD levels. To continue in the PhD program, graduate students must pass the exam at the PhD level. Students with a score of 50% or above on the exam are allowed to continue in the PhD program. Some students with a score lower than 50% may also be allowed to continue in the PhD program because, in addition to the examination score, the Committee takes into consideration research progress and other evidence of research ability not addressed by the preliminary examination. The Department of Physics and Astronomy explained that the preliminary examination is not utilized as an exclusive tool to “weed out” students but rather as part of the student’s portfolio in evaluating their progress and suitability for the graduate program.

Advanced transfer students, who have passed a similar examination at another U.S. graduate school, may be excused from taking the preliminary examination. The graduate student adviser will make the decision in consultation with members of the Graduate Examinations Committee and the Chair of the Department of Physics and Astronomy, whether to excuse such students.

In academic year 2005-2006, one female and six male students failed the preliminary examination. In each of the academic years 2006-2007 and 2007-2008, one female, and one male student failed the preliminary examination. One female and four male students failed the examination in academic year 2008-2009.

H. The Qualifying Examination

PhD students must pass the qualifying examination. The examination is usually taken within two years of passing the preliminary examination. If not taken within this period, the student must provide his/her graduate adviser a study plan, approved by a research adviser, indicating when the qualifying examination will be taken. The exam is usually taken once the student has chosen a thesis advisor and an area of research. The examination normally takes about two hours. The purpose of the examination is to demonstrate that the student is ready to proceed with such research. The thesis adviser or the graduate student’s sponsor will assign an appropriate research topic on which the student will prepare an oral presentation that is about twenty minutes in length, and an accompanying document, or brief, of no more than ten pages.

The committee for the qualifying examination consists of at least four faculty members, who must include the student's thesis adviser (or sponsor), another faculty member in the same area of specialty, one theorist (experimenter) for a student in experimental (theoretical) physics, and one faculty member not closely related to the research project. One of the members may be from outside of the Department of Physics and Astronomy, if deemed appropriate.

The Chair of the Department of Physics and Astronomy appoints the Qualifying Examination Committee upon the recommendation of the graduate student adviser. At least three-fourths of the committee must vote affirmatively in order for the student to pass.

After the examination, the Committee files a written report with the graduate student adviser, in addition to its formal pass/fail report to the College of Arts, Sciences, and Engineering. Three members of the Qualifying Examination Committee normally continue to serve as a Dissertation Advisory Committee for the student. This Committee meets at least once a year to provide the graduate student adviser with a written report of the student's progress toward the PhD degree.

Table 5, below, shows the number of students who completed the qualifying examination from academic year 2005-2006 through academic year 2008-2009.

Table 5: Completed Qualifying Examinations per Academic Year

Qualifying Examinations					
	Total	Male		Female	
2005-2006	6	4	67%	2	33%
2006-2007	11	7	64%	4	36%
2007-2008	12	11	92%	1	8%
2008-2009	14	10	71%	4	29%

I. PhD Dissertation and Defense

In addition to passing the preliminary and the qualifying examination, PhD students must prepare a dissertation according to academic standards of independence and originality and defend their dissertation before a committee of professors in a thesis defense. The purpose of the thesis defense is to demonstrate the significance of the dissertation and the adequacy of the arguments presented in support of the thesis. No student in the history of the Department of Physics and Astronomy has ever failed the thesis defense.

Each defense consists of a public, one-hour lecture by the candidate, followed by a closed-session and oral examination of the candidate's thesis. The examination includes the subject matter of the dissertation, and developments in the specialty area in which the dissertation is written. The Thesis Defense Committee must vote unanimously in order for the student to pass the thesis defense.

Finding

Data provided shows that both female and male test takers pass the preliminary examination at the same rate. There is no evidence of bias in the manner in which the examination is prepared or administered. In addition, none of the students interviewed stated any concerns about the examinations they had to take in order to complete the PhD Degree. Therefore, we find that that the examinations are administered in a fair and unbiased manner. Accordingly, the Department finds no Title IX violation.

III. The Environment

A. Climate

The Department also examined the environment of the Department of Physics and Astronomy. For this purpose, the Department conducted telephone interviews with students. Graduate students were asked to comment on the academic climate and were asked whether they felt that their gender affected their studies. Many of them said that they did not believe the gender of students had any effect on their interaction with professors. It was their observation that the dynamics among students and between professors and students was positive. Most of the students felt that the Chair of the Department of Physics and Astronomy and the Administrative Assistant for Graduate Affairs were accessible and supportive. Faculty members also made similar statements.

A majority of the students stated that they had not observed or heard of any case of sexual harassment or gender bias. However, some students indicated that a foreign professor who was invited to address the students during academic year 2009-2010 made sexist comments about women. The students indicated that the Chair of the Department of Physics and Astronomy apologized to the students and assured them that those kinds of comments were unacceptable. According to the students, no other similar incident has ever occurred.

Some of the students who were interviewed commented that they consider two female professors, whom they named, to be role models for female and male students alike. Some of the students who made this comment had not, themselves, taken courses from the professors.

One student commented that male students think that female students are admitted into the graduate program because of their gender. However, no other student or faculty member made a similar remark. Data provided by the University has not supported the student's statement.

Finding

The Department has not found any evidence of a Title IX violation with respect to the academic climate in the Department of Physics and Astronomy. The University is commended for its efforts at creating an environment that is conducive to the well being and academic development of all its students, regardless of their gender. The Chair of

the Department of Physics and Astronomy is commended for supporting these efforts. It is noteworthy that no student has experienced any form of sexual harassment or sex discrimination during the period covered by the audit. The Department of Physics and Astronomy is applauded for its handling of the comments made by the visiting professor and especially for assuring students that the institution would not tolerate sexist comments.

B. Maternity/Paternity Leave Policy

The University does not have a maternity/paternity leave policy. Therefore, any student seeking extended leave for maternity/paternity matters must do so under the University's non-medical and medical leave of absence policy, previously discussed.

Finding

Although the University's leave of absence policy does not violate Title IX, and is facially neutral, it does not address the particular situation of a student in need of maternity/paternity leave.

Recommendation

The Department recommends that the University develop a comprehensive maternity/paternity leave policy that is separate and distinct from its non-medical leave and medical leave of absence policy. The Department makes this recommendation because of its finding, from reviews at other educational institutions, that maternity/paternity leave is a significant benefit to students who are contemplating raising a family while attending graduate school.

C. Childcare Services

The University's Office of Human Resources maintains a list of off-campus childcare providers. The list is accessible on its website. There is also an on-campus daycare center in the UR Medical Center, which is operated by a third party. This daycare center is available to students, employees, and community members. University personnel and students generally are given a discount.

D. Susan B. Anthony Institute for Gender and Women's Studies

The University of Rochester has various programs for addressing gender issues. Among them is the Susan B. Anthony Institute for Gender and Women's Studies. The Institute is dedicated to addressing curricular and scholarly issues important to an understanding of the role of women and gender in the past and in contemporary society. Over one hundred faculty associates, who represent a broad range of disciplines in the humanities and the sciences, support the Institute. Areas of faculty interest include women in history, society, and politics; women and ethnicity; women and psychology; feminism in science and technology; feminism in literature, art, and media; and gay and lesbian studies. Faculty associates gather monthly to present and discuss their current scholarship in gender and women's studies. The Institute invites several visiting

speakers each year, and sponsors one-day conferences that are linked to the research and teaching interests of the faculty. The Institute also offers research grants to faculty associates to support their research in gender and women's studies. Four professors from the Department of Physics and Astronomy are faculty associates or affiliates of the Institute.

E. Women in Science and Engineering (WISE)

WISE is directed towards furthering the participation of women in all scientific and engineering disciplines at the University of Rochester, through the creation of a supportive climate, the development of new courses, and the fostering of conversation across the scientific and humanities disciplines. Faculty members work collaboratively with WISE in these endeavors.

As previously stated, WISE developed a handout which is distributed to TAs as part of their classroom climate awareness/improvement program. WISE is also involved with PREP and REU and in a Teaching and Technology Internship Program for undergraduate students. In addition, WISE co-sponsors visiting speakers to the Department of Physics and Astronomy.

F. Colloquia Speakers

In conjunction with WISE, the Department of Physics and Astronomy invites speakers to address students on a variety of topics at colloquia sessions. These sessions are a means of staying informed on developments in the field of physics and astronomy. Students and faculty members are expected to attend colloquia sessions. One professor stated that a female participated at a colloquia session during the 2009-2010 academic year. However, this professor also stated that efforts have been made over the years to invite female speakers but because men dominate the field of physics and astronomy, it is much easier to find male speakers.

Finding

The Department does not find a Title IX violation, despite the paucity of female speakers at colloquia sessions.

Recommendation

The Department is aware of the fact that there are much fewer female physics professionals than males and that this could be the reason for the difficulty in attracting female speakers. Notwithstanding, the Department encourages the University to continue its efforts at inviting females to speak at colloquia sessions. The Department suggests that the University explore the possibility of coordinating with the Susan B. Anthony Institute for Gender and Women's Studies in developing and implementing creative ways for attracting females to speak at colloquia sessions.

G. Campus Safety⁶

The University Security Services is responsible for campus safety. The Security Services is responsible for receiving reports of crimes, warning the University community about criminal activity, and disclosing crime statistics. The service has developed multiple programs for preventing crime and for ensuring the safety of the University. Security officers patrol the University 24 hours a day, seven days a week.

In addition to responding to emergencies, security staff provides a wide range of non-emergency services. These include: (1) crime prevention training and awareness; (2) distribution of security alert bulletins (whenever a major crime occurs at or near the University, these bulletins describe the crime and suspect(s) and offer safety tips); (3) victim and witness support; (4) personal safety escorts; and (5) security surveys of office space or building renovations.

1. Think Safe

Think Safe is a publication distributed University-wide. The publication contains a compilation of crime and safety data. It is available in paper and electronic form and is mailed in hard copy to all University faculty, staff, and students each year. Approximately 40,000 copies are distributed annually. *Think Safe* also includes information about discrimination, sexual harassment, sexual assault and grievance procedures.

2. Blue Light Emergency Phones

The University has installed over 175 blue light emergency phones that provide direct contact to the University Security Services. The phones are located on or near walkways and parking lots. Once the red button on the phone is activated, a blue light begins to flash. An officer will then be dispatched to that location to offer assistance. Most students and professors identified this service as an important safety feature. The importance of the blue light emergency phones is that if an individual dials 911 from within the University phone system, the exact location of the individual will not be displayed to the 911 operator.

3. AlertUR System

AlertUR is part of a comprehensive plan for providing emergency notification to the University community. AlertUR uses e-mails, cell phones, and other electronic devices to send out warnings of imminent danger. The alerts contain official University

⁶ The Department conducted a review and analysis of campus safety features because it believes that females are more often victims of violence than males. The intent of the Department is to determine whether campus safety features offer the same protection for females as they afford males.

information when a crisis threatens the health and safety of people on or near University property.

Undergraduate and graduate students, and all faculty and staff in University divisions, excluding the Medical Center, are automatically enrolled through their e-mail addresses, which are assigned by the University. Faculty or staff members from the Medical Center may opt-in to AlertUR, although the Medical Center already has an emergency notification system. Some of the students who were interviewed indicated that they receive crime alerts via the AlertUR System.

4. Bus and Shuttle Services

The University provides a shuttle bus service as alternate transportation for its students, faculty, and staff. The program serves many local student residential communities, providing transportation to and from the main campus and off-campus facilities. The campus destination points are so located as to allow students, faculty, and staff to travel only short distances to classrooms or campus activities. There is no per trip cost for University of Rochester identification card holders.

5. Ride Home Program- Sponsored Taxi Service Program

Many of the students who were interviewed identified the Ride Home Program as one of the safety programs of the University. Until May 2010, the Ride Home Program was available to all University of Rochester Community. The program was a pre-purchase ticket plan with tickets sold at parking offices and throughout the University. Each \$2.00 ticket covered transportation within a two-mile radius of the University and was available anytime, day or night, seven days a week. The rider was limited to five tickets per ride. If the ride was more than 10 miles, the rider was responsible for the difference in fare. The University transportation administrators and student government representatives are working on a new collaboration with a taxicab company to offer discounts on transportation.

Finding

The University has developed extensive and efficient programs for ensuring campus safety for everyone. Most students and faculty members indicated that they feel safe on campus; although, upon occasion, they received alerts of muggings and burglaries, especially in the neighborhood located across a river.

Most students are aware of the blue light emergency phone service, the bus and shuttle services, as well as the Ride Home Program, although the University discontinued the latter in May 2010. We find that these programs are practical approaches for ensuring the safety of the University community.

Promising Practice

The University is commended for its efforts to reduce on-campus crime and violence. The Department believes that the University's efforts to mitigate crime through its

campus safety initiatives such as the “blue light emergency phone service” are practical crime prevention measures and that these practices could be emulated by other institutions, especially those located in urban areas where incidences of crime may be more prevalent. *Think Safe* is a useful publication as it provides information on safety and how to file a complaint about various types of discrimination.

IV. Title IX Regulations

Title IX requires educational institutions that are recipients of Federal financial assistance to develop and implement nondiscrimination policies and procedures, and to appoint a Coordinator for implementing and coordinating Title IX functions. The Department’s implementing regulations, 10 C.F.R. Section 1042.140(b), require recipients to adopt and publish grievance procedures providing for the prompt and equitable resolution of student and employee complaints that allege actions prohibited by Title IX. The U.S. Department of Justice (DOJ) recommends that grievance procedures include both an informal and a formal process, and provide complainants with information on their right to file a discrimination complaint with an appropriate Federal agency if there is no satisfactory resolution of the complaint.⁷

Pursuant to Title IX, each recipient of Federal financial assistance must notify students and employees of the name, office address, and telephone number of the employee or employees appointed to coordinate and administer its Title IX grievance process. This information should be disseminated through newspapers and magazines operated by the recipient, and by memoranda or other written communication distributed to each student and employee. A recipient is required to prominently include a statement of its policy of nondiscrimination on the basis of sex in each announcement, catalog, or application form that it makes available to students and employees or which is otherwise used in connection with the recruitment of students and employees. 10 C.F.R. Sections 1042.135 to 140.

A. The Title IX Coordinator

The University’s Equal Opportunity Coordinator is responsible for coordinating grievances filed under Title IX of the Education Amendments of 1972. This official is appointed by the Provost, and is also referred to as University Intercessor. The Provost may appoint several Intercessors at a time. Only one is responsible for issues related to sexual harassment.

The duties of an Intercessor include investigating and responding to questions and concerns of harassment and discrimination by any member of the University community. Intercessors work with faculty, staff, and students to suggest outcomes and resolutions consistent with established University policies and procedures, as well as state and Federal laws. Intercessors may also serve as a resource for guidance and

⁷ See *Title IX Legal Manual*, U.S. Department of Justice, Civil Rights Division (Jan. 11, 2001).

education on University policies related to harassment and discrimination. An Intercessor may be consulted to assist an individual with filing a complaint, mediating a complaint/grievance or with informally resolving an issue of possible discrimination, harassment, or retaliation. However, Intercessors cannot take disciplinary action.

B. Notice Requirement

The University utilizes various methods for disseminating information to students, faculty, and staff on Title IX matters. It publishes a handbook called the *Graduate Studies Official Bulletin*. The handbook contains the University's sexual harassment and sexual misconduct policies and the University's policy regarding nonacademic misconduct. It also contains the University's academic grievance procedures for graduate students.

The University distributes a booklet of its *Policy against Discrimination and Harassment (HR Policy #106)*. This policy was adopted in 2007 and revised in January 2010. The booklet contains a detachable reporting form with instructions on where to submit the form. There are various offices at which the form may be submitted, depending on who is named as the accused.

Think Safe, as previously discussed, also provides information about discrimination, sexual harassment, and sexual assault. Title IX is mentioned in the policy booklet, but no information about Title IX is provided. There are other publications which discuss sexual harassment, sexual assault, retaliation and other forms of discrimination. However, the discussions are in general terms, without any reference to specific laws.

Even though the University has various mechanisms for informing its community about Title IX, most students and faculty members who were interviewed were unaware of the existence of the Title IX Coordinator, and had no knowledge of Title IX procedures, or Title IX's prohibition against sex discrimination, except within the context of sports.

Some faculty members said that if they had a Title IX issue, they would consult with the Chair of the Department of Physics and Astronomy. Graduate students stated that they would speak to a faculty member, their graduate adviser, or search the University's website for information on how to file a Title IX complaint, if the need arose.

C. Training

In May 2010, the Department informed the University of its preliminary finding that neither students nor faculty had a full awareness of their rights and responsibilities under Title IX. The Department recommended that the University take appropriate action to remedy the situation and was asked to report on the steps it had taken to address the Department's finding within 30 days. In June 2010, the University informed the Department that it had undertaken a multi-pronged approach to bring awareness to students and University personnel. Among the initiatives, the University plans to annually make a presentation on Title IX and other civil rights laws at the Faculty Senate. It also plans to make the presentation available on its website and to include a module on Title IX in the Provost's annual new faculty orientation program.

The University also plans to include Title IX information in the orientation program for incoming graduate students. The University Communications Office will include in its *Grads@Rochester* broadcast email information about Title IX and the University's policies on discrimination and harassment. This information will be disseminated once per semester, beginning in fall 2010. The University also plans to include information on Title IX and other civil right laws at a workshop for senior graduate students that will be held in February 2011.

Finding

The desk audit uncovered deficiencies in the University's Title IX program. In this regard, the Department found that the University had not implemented the notice and training requirements of Title IX. However, the University has since been proactive in undertaking measures to correct these deficiencies. The Department applauds the University for its efforts in this regard.

Recommendation

We encourage the University to continue disseminating information concerning its Title IX policies and practices to students and employees. The University may include information on Title IX in the *Think Safe* publication. The University should also ensure that posters with Title IX information are conspicuously posted throughout the campus. The University may also dedicate a space on its website for posting Title IX information.

V. Title IX Grievance and Complaint Procedures

Regulations implementing Title IX, at 10 C.F.R. Part 1042, require that institutions receiving financial assistance from the Department adopt policies against sex discrimination in their programs and activities. The regulations also require that grantees develop procedures that provide a mechanism for discovering sexual harassment and sex discrimination as early as possible, and for effectively correcting problems of sexual harassment and sex discrimination.

A. Filing Harassment, Discrimination and Retaliation Complaints, including Title IX Complaints

Complaints alleging harassment, discrimination and retaliation may be filed through the informal or the formal procedures for filing complaints at the University of Rochester. Informal complaints are filed with the University Intercessor. However, formal complaints may be filed through various avenues. If the accused is a faculty member, the complainant must follow the grievance procedures set out in the Faculty Handbook. If the accused is a staff member, the grievance procedures to be followed are those set out in the Personnel Policies and Procedures Manual of the Office of Human Resources. However, if the accused is a graduate student, the grievance procedures found in the Graduate Studies Bulletin apply.

The Dean of the Faculty of Arts and Sciences handles harassment, discrimination, and retaliation complaints filed against faculty or staff of the Department of Physics and

Astronomy. If a complaint is filed against a Physics and Astronomy student, the Assistant Dean of Students handles such a complaint.

Supervisors and persons with managerial authority, who become aware of alleged acts of harassment, discrimination, and retaliation, must provide such information to the Office of Human Resources and also to the relevant administrator. The University, acting through an administrator, may prepare a report or initiate the formal resolution process by contacting the appropriate administrator.

Temporary protective measures can be taken if the circumstances so require. These temporary measures may include placing an individual on temporary leave of absence; excluding the individual from programs and/or facilities; and changing working, learning, or living arrangements.

When a report indicates that a staff, faculty member, visitor, or patient may have violated any of the University's anti-discrimination policies, the person receiving the information is required to inform the Office of Human Resources and the Office of Counsel. The Office of Human Resources may consider allegations against employees and faculty, including Department Chairs, without further investigation by or at the direction of the Office of Counsel, under the following three circumstances: (1) if it is determined that the allegations do not constitute harassment, discrimination or retaliation; (2) if there are no disputed facts; or (3) if it is concluded that the incident constitutes misconduct rather than discrimination, harassment or retaliation. In all other cases, the Office of Counsel will determine whether to assign an investigator.

An investigator has 45 days to conduct an investigation and write a report of his/her findings. The designated official will make a decision within five business days of receiving the investigator's report. The decision must be communicated in writing to the complainant, the person alleged to have violated the Policy (the accused), the Office of Human Resources, and the Office of Counsel.

A written appeal request must be filed within 15 business days of the date of the decision. Appeals in cases in which the accused is a staff member, visitor, or patient must be filed with the Office of the Vice President and the Secretary of the University. Appeals in cases in which the accused is a faculty member must be filed directly with the Provost. Appeals in cases in which the accused is an officer must be submitted to the President. A final written decision on the appeal will be issued within 15 business days after the written appeal request was received. This written decision is final and cannot be further appealed.

A copy of the final decision is placed in the personnel file maintained by the Office of Human Resources of any individual found to be in violation.

The Student Code of Conduct states that among the sanctions that may be imposed on a student for committing sexual harassment or assault varies from up to three years' disciplinary probation, active avoidance (restraining) order, prohibition from various

areas and events on the campus, and educational assignment, to expulsion from the University.

Finding

The Department finds that the University's policy on harassment, discrimination, and retaliation is comprehensive, and that it comports with Title IX requirements.

Recommendation

We recommend that the name and contact information of state and Federal agencies that have jurisdiction over complaints alleging a violation of state or Federal statutes be included in the grievance procedures. The Department also encourages the University to disseminate more widely and meaningfully to students and employees information concerning the availability of the University Intercessor for resolving informal complaints.

A. Committee on Inclusion and Diversity

The Committee on Inclusion and Diversity is an *ad hoc* committee convened by the President in response to apparent incidents of discrimination or harassment. Committee members include representatives and administrators from various offices within the University, including the University Intercessor and the Office of Human Resources.

The Committee may meet with University personnel, and also with students, in trying to learn of concerns and reactions to an incident. The Committee may present a report to the University President and the University community on recommendations for educational programs in order to create initiatives for promoting an inclusive environment and for preventing discrimination and harassment. However, the Committee's involvement does not replace the formal resolution process. It convenes only with the consent of the complainant or after an incident has become a matter of widespread community knowledge and concern.

C. Sexual Assault Hotline

Since 1993, the University of Rochester has provided a Sexual Assault Hotline for students members. The Hotline serves students who are victims of rape, sexual assault, and sexual harassment. The Sexual Assault Hotline functions in conjunction with other offices within the University, including Security Services, the Office of the Dean of Students, the Office for Residential Life, University Health Service, University Counseling Center, the Strong Memorial Hospital Emergency Department, and the Office of the University Intercessor.

Finding

The policies, procedures, and practices adopted by the University for discouraging sex discrimination, sexual harassment, and retaliation for filing complaints are within the

standards established by Title IX and DOE implementing regulations. The Department applauds the University for the number and variety of programs for resolving disputes and complaints that it has implemented.

Promising Practice

The Sexual Assault Hotline is a promising practice because it provides vehicle by which victims of assault may get information and report an incident in a confidential manner. The University is commended for this initiative.

Recommendation

Even though the University's policies comport with Title IX and DOE regulations, the Department recommends that the University disseminate more widely the name of the offices authorized to receive and process complaints of discrimination and sexual harassment, together with the names, titles, addresses, and telephone numbers of the University personnel who operate them. External agencies that are authorized to accept and process sex discrimination and sexual harassment complaints, including the addresses and telephone numbers of such agencies and the time limits for contacting them, should also be posted. The University is encouraged to continue designing and creating meaningful educational programs for increasing the awareness of students, student organizations, faculty, and academic staff of the nature of sex discrimination and sexual harassment and how to avoid becoming victims or perpetrators of sexual harassment.

VI. Conclusion

The Department finds that the Department of Physics and Astronomy is in compliance with Title IX in the majority of its programs, practices, and activities. However, the Department encourages the Department of Physics and Astronomy and the University as a whole to continue its efforts at disseminating information, and providing training to students, faculty and staff in Title IX requirements. Accordingly, the Department recommends that the University take the following actions, in addition to other actions already recommended:

1. Inform students and the University community through its publications, on its website, and by prominent and conspicuous postings at locations around the campus of the following:
 - (a) The University's Title IX policies, practices, and procedures;
 - (b) The name, address, and telephone numbers of the Title IX Coordinator;
 - (c) The name, address, and telephone numbers of all external agencies that are authorized to accept and process Title IX complaints, sex discrimination complaints and sexual

harassment complaints, and the time limits for filing such complaints.

2. Develop a comprehensive maternity/paternity leave policy for its graduate and undergraduate students.

Within ninety (90) days of its receipt of this Compliance Review Report, the University shall provide proof that the corrective actions and recommendations listed herein have been taken.