

Student Grievances About Law School Faculty or Staff Conduct*

We find that our students ordinarily enjoy harmonious and productive relations with other members of the Law School community, including faculty and staff. Accordingly, a student who is troubled by the conduct of a faculty or staff member — whether a minor irritation or a serious grievance — will often find that the matter can be resolved by going directly to the person involved. This should usually be the first recourse of a student.

At times, however a student may feel uncomfortable approaching the faculty or staff member directly. We have many resources to assist students who may be troubled by how they are treated or by something they have observed happen to others. Our Assistant Deans of Student Affairs are usually the most helpful people to approach about such matters. Other students — leaders of student organizations, members of the Educational Environment Committee, FYI, MAP, and orientation leaders, or senior judges — may be able to help articulate and present the problem to the appropriate faculty or staff member. We encourage students who are troubled or disturbed by faculty or staff conduct to use these resources. They can be very effective in resolving misunderstandings.

If a student finds these resources inadequate or believes that a faculty or staff member has acted egregiously, he or she may raise the matter with the Dean. The Dean may encourage the student to resolve the matter informally with the person involved if that has not already been tried, or the Dean may refer the matter to the Associate Dean or another staff member who may be helpful.

If appropriate, a student may file a formal complaint against a faculty or staff member. The student shall make the complaint in writing, setting forth the facts that give rise to the grievance. After receiving such a complaint, the Dean shall transmit a copy to the faculty or staff member concerned with the complainant's name redacted when appropriate. The faculty or staff member will have an opportunity to respond. The Dean may then, perhaps with the assistance of others appointed for the task, make such an investigation as he or she thinks useful and take appropriate action. When the Dean thinks it appropriate, he or she may choose to delegate parts of this process to an Associate Dean or to a faculty committee.

Where applicable, students may also pursue grievances through formal University procedures, copies of which are available from the Assistant Deans. Many specific University policies and procedures, including those addressing non-discrimination, freedom of speech and artistic expression, student conduct, and sexual harassment, are attached as appendices to the Law School Student Handbook. The Associate Dean for Academic Affairs, the Assistant Deans of Student Affairs, and the Human Resource Officer have been designated, pursuant to the University's sexual harassment policy, as the persons to receive complaints from students concerning sexual harassment.

July 8, 1996; updated April 2002 and April 2003

** This statement of procedures governs, but is not limited to, charges of discrimination on the basis of sex, sexual preference or orientation, race, age, disability, national origin, religion, or Vietnam-era veteran status.*