

May 4, 2017

CONFIDENTIAL

Professor Reginald Robinson

RE: Notice of Findings

Professor Reginald Robinson:

This is to inform you that the University has completed its review of the complaint of Sexual Harassment and Gender-Based Discrimination brought against you, in accordance with the Howard University TITLE IX (STUDENT) POLICY ON PROHIBITED SEXUAL HARASSMENT AND GENDER-BASED DISCRIMINATION IN EDUCATION PROGRAMS AND ACTIVITIES (“Title IX policy”). In the complaint, you were charged with committing acts of Sexual Harassment. Sexual Harassment is defined as unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a basis for any decision affecting the terms or conditions of participation in any such program or activity or status in an academic course; or
- Such conduct has the purpose or effect of unreasonably interfering with a student’s educational right, privilege, advantage or opportunity; or
- Such conduct is so pervasive or severe that it creates an intimidating, hostile, or offensive environment for learning and has no reasonable relationship to the subject matter of the relevant course of instruction.

In the complaint, you were also charged with committing acts of Gender-Based Discrimination. Gender-Based Discrimination is defined as any intentional or unintentional act that results in an individual being excluded from participation in, denied the benefits of, or subjected to discrimination under any academic, extracurricular, research, occupational training, or other education program or activity, based upon the individual's gender, gender identity, gender expression, non-conformance with gender stereotypes or sexual orientation. Examples of Gender-Based Discrimination include:

- Treat one person differently from another in determining whether such person satisfies any requirement or condition for the provision of such aid, benefit, or service;
- Provide different aid, benefits, or services, or provide aid, benefits, or services in a different manner;
- Deny any person any aid, benefit, or service;



- Subject any person to separate or different rules of behavior, sanctions, or other treatment;
- Apply any rule concerning the domicile or residence of a student or applicant, including eligibility for fees and tuition;
- Aid or perpetuate discrimination against any person by providing significant assistance to any agency, organization, or person which discriminates on the basis of gender, gender identity, gender expression, non-conformance with gender stereotypes or sexual orientation in providing any aid, benefit or service to students;
- Otherwise limit any person in the enjoyment of any right, privilege, advantage, or opportunity.

Based upon the results of the investigation conducted by the Deputy Title IX Coordinator, Ms. Candi N. Smiley, Esq., it has been concluded that there is sufficient evidence to sustain a finding of Sexual Harassment in violation of the Title IX policy; however, there is insufficient evidence to sustain a finding of Gender-Based Discrimination in violation of the Title IX policy.

Sanction(s)/Disciplinary Measures:

As there has been a finding of Sexual Harassment in violation of the Title IX policy, the following sanctions/disciplinary measures shall be imposed:

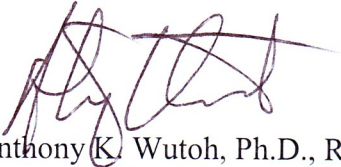
- Professor Reginald Robinson shall engage in sensitivity training regarding what is appropriate and what is not appropriate in the KDOs, exams and questions within a week after the notice of findings meeting.
- Professor Robinson's KDOs, exams and questions will be submitted to, reviewed and approved by the office of the Dean two weeks before any KDOs, exams and questions are submitted to students. Upon approval from the Dean, Professor Robinson will inform the Title IX office. Professor Robinson will also institute a procedure to allow the students to remove the KDOs, exams and questions from the classroom.
- Professor Reginald Robinson's class should be sporadically observed for a period of no longer than one semester by a member of the Administration to determine the nature of the discussions taking place in his classroom.
- Professor Reginald Robinson shall have a detailed reprimand placed in his file. This reprimand shall outline the procedures of the office of the Dean to review Professor Robinson's academic material for sexually suggestive and or

Professor Reginald Robinson
Page 3

- offensive material. It shall also detail the procedures that will allow students to remove such material from Professor Robinson's class, and it shall indicate the consequences of another Title IX violation. Specifically, the reprimand shall state that if Professor Reginald Robinson is found responsible for any further Title IX violations he will be subject to further disciplinary measures up to, and including termination.

Please contact Ms. Vanessa Love, Title IX Investigator, at (202) 806-2550, if you have any additional questions or concerns.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Anthony K. Wutoh', written over a horizontal line.

Anthony K. Wutoh, Ph.D., R.Ph.
Provost & Chief Academic Officer
Title IX Decisional Authority

cc: Candi N. Smiley, Esq. Deputy Title IX Coordinator
Dean Danielle-Holley Walker, Dean of Howard University School of Law