



UNIVERSITY OF  
DENVER

Josef Korbel School of  
International Studies

Date: July 14, 2011  
To: Arthur Gilbert, Associate Professor  
From: Christopher R. Hill, Dean *CRH*  
Cc: Amy King, Director of Human Resources  
Re: Final Response to Outcomes of Investigation

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As you know, the University's Office of Diversity and Equal Opportunity has investigated a complaint which alleged that you acted in a manner that violated the University's policies prohibiting harassment and discrimination based upon sex. That office has completed the investigation, and I have carefully reviewed the investigation report.

The investigation has determined that you did violate the University's sexual harassment policy by creating a sexual harassment hostile environment in your class. Such actions are not tolerated at the Korbel School of International Studies or anywhere else at the University, and you must cease this behavior immediately.

I have also determined that you attend sensitivity training which will help you to understand both how you violated the sexual harassment policy and how to avoid any further violations or inappropriate behavior in the future. I have been working with DU's Human Resources Department to discuss such training, and their recommendation is to work with Chuck Passaglia who is an external source. Mr. Passaglia can be reached at 303.798.0120. You are required to contact him on or before August 5 to schedule training times.

You should also be aware that any future violation of the sexual harassment policy will result in severe disciplinary action. Additionally, please note you may not treat any student or University personnel negatively as a result of this investigation or its outcome. The University takes an unequivocal stand against retaliation. Any accusations of retaliation will be carefully investigated and, if found true, will too result in severe disciplinary action.

If you do not agree with my response on this matter, you may follow the employee grievance process.