



Office of Diversity and Equal Opportunity
Mary Reed Building Room 422
2199 S. University Blvd.
University of Denver
Denver, Colorado 80208-4843

CONFIDENTIAL

June 8, 2011

Associate Professor Arthur Gilbert
Josef Korbel School of International Studies
University of Denver
Denver, CO 80208

Dear Dr. Gilbert:

This is the letter of determination issued following the investigation of allegations raised in two anonymous letters submitted to Josef Korbel School of International Studies on April 1, 2011.

The investigation found it more likely than not that, absent an academic justification, you created a sexual harassment hostile environment in your class. Whether this is justified by the academic integrity of your teaching of the subject matter is beyond the scope of this investigation and will be determined by the appropriate academic decision makers.

The investigation found insufficient or no evidence to support the following allegations or as to Allegation C, that it contributed to a sexual harassment hostile environment:

Allegation B: While the record shows he made personal comments and often shared personal information in class, this investigation finds it less likely than so that Dr. Gilbert shared intimate details about his sex life or prostate surgery.

Allegation C: This investigation found it more likely than not that Dr. Gilbert discussed the relationship of food to addiction. There is no evidence that his lectures on this topic were highly sexualized.

Allegation H: This investigation finds it less likely than so that Dr. Gilbert handed a female freshman student two condoms and wished her luck on her date with a fellow student in the class.

To Allegation I, this investigations finds it less likely than so that Dr. Gilbert inappropriately touched female students.

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This investigation found sufficient facts on the record to support the following findings:

Allegation A: This investigation finds it is more likely than not that Dr. Gilbert commented often in class that males should masturbate and ejaculate for their prostate health.

Allegation D: This investigation finds that it is more likely than not that Dr. Gilbert's classes are highly sexualized. Whether this is relevant to the academic content of the course is beyond the scope of this investigation.

Allegation E: This investigation finds it more likely than not that Dr. Gilbert frequently uses the word "fuck" in class.

Allegation F: This investigation finds it more likely than not that Dr. Gilbert has a practice of showing films/film clips that are sexually graphic. Whether these films are relevant to the academic content is beyond the scope of this investigation.

Allegation G: This investigation finds it more likely than not that Dr. Gilbert shared a vibrator in more than one class. Whether this is related to the course content is beyond the scope of this investigation.

I request that you keep this complaint confidential; do not discuss this matter with any students. Please note that retaliation against anyone for participating in the investigation as witnesses or otherwise or against you for filing the complaint would be both a violation of law and of University of Denver policy. Please contact me if you have concerns of possible retaliation.

A copy of the Complaint Procedures and the Employee Dispute Resolution (Grievance) Procedure is included for your information.

Thank you for your cooperation and patience during the complaint investigation. If you have any questions, please feel free to call the Office of Diversity and Equal Opportunity at 303-871-7436.

Sincerely,

Susan Lee,
Director

cc: Dean Christopher Hill, Provost Gregg Kvistad