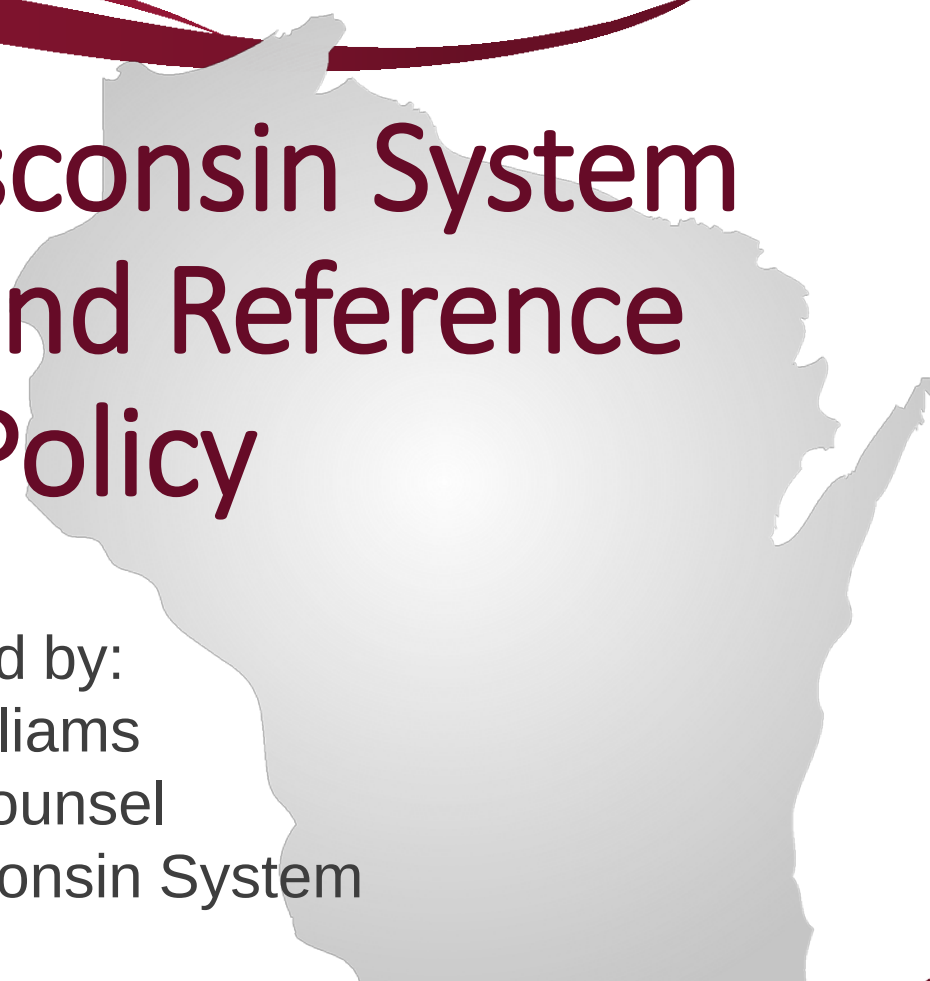


University of Wisconsin System Personnel File and Reference Check Policy



Presented by:
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Issue Background

- Emergent state and national issue
 - #metoo movement
 - [2017 WI Act 130 “Pass the Trash” \(K12\)](#)
 - [California AB 2770](#)
 - Numerous high-profile examples in higher education
 - Supreme Court nomination
- Safety and welfare issue
 - [National Academy of Science, Engineering, & Medicine Report](#)

Issues at UW System

In 2018, it was reported that two UW System employees known to have sexually harassed women got jobs at other educational institutions.

Additionally, the Milwaukee Journal Sentinel published an [article](#) examining the all of the complaints of employee sexual misconduct — either harassment and/or assault —formally investigated since 2014.

“UW students accuse teachers of sexual harassment in more than half of all campus cases”

Milwaukee Journal Sentinel, January 29, 2018

UW System Board of Regents Response

- On June 7, 2018, the Board adopted Resolution 11038 on employee personnel files and reference checks, which required the development or modification of certain human resource policies for all UW institutions regarding:
 - i. documenting sexual harassment allegations and investigations;
 - ii. maintaining personnel files and conducting reference checks; and
 - iii. exchanging personnel files between all UW institutions and State of Wisconsin agencies.

Components for Success

1. Support of leadership
2. Don't overestimate opposition
3. Don't overestimate legal risk
4. Internal stakeholder support
5. Data, data, data