

July 24, 1989

The following individuals were in attendance at this meeting: Dr. Cheri Hoy, Dr. John Langone, Ms. Connie Morse,

stated that other students had the same type of complaints she had but at this time they were declining to come forward with their complaints. She indicated that Dr. Bender is in the practice of asking undergraduates out on dates and talking about things or making comments that she thought were strange. She indicated that during Summer quarter, Dr. Bender had come to her while she was eating her lunch in the hall and asked if she would like to come to his office and eat lunch with him. She decided to accept his offer and while they were in his office he indicated to her he was getting a divorce and asked her regarding her personal life. He asked her if they could go out on a date together. She made excuses and he indicated that he guessed that they were not supposed to date. He asked if he could come over to her house. She made excuses and left the office. He hasn't mentioned anything about this incidence since then. He had stated to

at an earlier time that he and his wife were getting along better but that she wasn't horney enough for him. He had stated that his wife had done some modeling and that she had a good body. indicated that when he had told her these things he made you feel that he was telling

you things that he wouldn't tell anyone else. She had hesitated to come forth with this because of this feeling. She then found out he had been saying these types of things to other students. She indicated that he had called another student at home and made a visit to her house without being invited and without warning. He told her she shouldn't get married and that he would be available after his divorce and that she should wait for him. This student is still considering whether to come forward or not. However, after this instance she is staying with her fiance and does not answer the phone when she is at her apartment. She indicated that she was very afraid. There were at least three other cases concerning students he had taught in [REDACTED]

[REDACTED] and two other students who were [REDACTED]

[REDACTED] He invited the student interns to go to underground Atlanta and to some bars. He told the students how good they looked. Another student had been asked what kind of friends she had and when she mentioned some of the guys on the football team he indicated that all they wanted was sex. This was while she was enrolled in one of his classes.

- He asked her to lunch and she decided to go. She said they talked about things she liked to do. He was kind of flirting. Then on the way back he asked her how good she was in bed. She tried to laugh it off. He asked her what other people said about how she was in bed. He told her she looked like she would be good in bed. When he got out of the car he asked her to come to see him. He has asked different people out that

were in his classes. Dr. Bender called _____ at her home saying that he was depressed and was getting divorced. Thought maybe _____ could come over. He told her she shouldn't say anything to anyone since he was a faculty member. She indicated that when you go to his office to talk about class related matters, he says come in, sit down and close the door and let's talk. This makes her feel uncomfortable after the conversation mentioned above. She didn't feel comfortable going to his office regarding class matters. Her biggest concern is that this doesn't affect her grades and is concerned for other students.

_____ indicated that what they wanted was for him to stop this behavior. The more she has heard about what he is doing, she is concerned he is picking out vulnerable students.

Dr. Hoy assured these two students they would not have to take any courses under Dr. Bender nor would he be in charge of the supervision of their student teaching. That she knew there was anxiety about this but that they should reassure other students if they have these problems there would not be any reprisal for anyone coming forward. Dr. Hoy indicated that if they needed to set up an appointment to talk to her or Dr. Langone, they could contact Ms. Morse if they could not get in touch with either of them.

July 25, 1989

Dr. Cheri Hoy and Dr. Richard Talbott met on the above date to discuss a formal complaint of sexual harassment made by two Special Education female students against a special education faculty, Dr. William Bender. Both Dr. Hoy and Dr. Talbott agreed that some action was necessary. It was decided that this complaint needed to be brought to the next administrative level, the College of Education Dean's Office. Dr. Hoy and Dr. Talbott agreed that:

1. Both concur that something has to be done.
2. As per University policy actions of Dr. Hoy and Dr. Talbott should be directed toward protecting both the faculty member and the students.
3. A meeting should be held between Dr. Talbott, Dr. Hoy, Assoc. Dean Beverly Lindsay and Walt Britton to discuss this matter.
4. Try to resolve problem by eliminating offensive behavior. That the appropriate person in the Dean's office meet with Dr. Bender and indicate that in the future if there is any indication of reprisal or continuation of this type of behavior, a formal complaint for process for dismissal will be filed.

Submitted by

Connie B. Morse

*Dean Buccino will
talk with Bender
This decision reached after
a brief meeting with Britton,
Hoy, Lindsay, Talbott.*

1989
Serial harassment
complaint

September 18, 1989

Dr. Cheri Hoy and Dr. John Langone met with Dr. William Bender on the above date to discuss the sexual harassment complaint which had been filed against Dr. Bender by undergraduate Special Education students. Dr. Hoy reviewed the sequence of events which lead to this meeting. She also told Dr. Bender that faculty have the burden of responsibility for insuring that a faculty member's interactions with students maintain an academic focus so that it cannot be interpreted as intimidating, hostile, or offensive. She also indicated the concern shared by Dr. Langone that the complaints which students had made stemmed from interactions Dr. Bender had in his roles as instructor, advisor and field-work supervisor. Since it is not possible to reassign Dr. Bender's departmental responsibilities, both Dr. Hoy and Dr. Langone felt it was important to offer suggestions on faculty/student interactions. Suggestions included keeping the door open whenever meeting alone with students in an office, having no social contact with undergraduate students unless it was a sponsored event involving other faculty, and refraining from discussing details of either his or the students' personal lives. Dr. Langone stressed that these suggestions apply to any faculty member working with undergraduates. Dr. Bender maintained that he had spent many meetings with students in counseling sessions at the request of the student(s). Dr. Hoy and Dr. Langone stressed the need for faculty to refer students requesting support for personal problems to the campus-based counseling and mental health facilities so that a faculty member's role and advise are not misunderstood.

cc: W. Bender
J. Langone