9-5-1996

Washington University Record, September 5, 1996

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The First Debate — September 25, 1996

Where to volunteer

• up application forms in the Career Center, Room 150 Umrah Hall.

• at http://www.wustl.edu/careers/. First center's World Wide Web home page consideration will be given to those who apply by Thursday, Sept. 12. Return forms to the Career Center. Volunteers will be needed from Sept. 19-26. For information, call (314) 935-4613.

Tickets

According to the Commission on Presidential Debates, there is no new information at this time concerning amount of people allowed into the debate hall of set design, construction and security. All tickets the University wishes to do so must submit a written tape, still photography or writing about the debate. Any student who wishes to do so must submit a written proposal. Proposal guidelines can be found on the University's home page or on fliers around campus. Completed proposals are due by 5 p.m. Monday, Sept. 9, to Carole Hoy, executive assistant, Special Collections, Fifth Floor, Olin Library. Decisions will be announced by 5 p.m. Wednesday, Sept. 11. No more than three proposals can be chosen.

Want more information?

The University's World Wide Web home page is a virtual gateway to vast amounts of information about the upcoming presidential debate. The address of the University's home page is http://www.wustl.edu. Once you reach the home page, simply click on the highlighted phrase: "Information about the Presidential Debate." Once you reach the home page, simply click on the highlighted phrase: "Information about the Presidential Debate." Once you reach the home page, simply click on the highlighted phrase: "Information about the Presidential Debate."

Hotlines

Call the University's Debate Hotline at (314) 935-0004 and the St. Louis Debate Watch '96 Hotline at (314) 935-9825.

In this issue

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Depressive episodes may damage a part of the brain and increase the risk for recurrence

Quiet quest 3
Kerry E. Back, Ph.D., is a leading financial theorist who strives for excellence at the business school

Assembly Series 6
Post Seamie Heaney and student Edward O. Wilson to present lectures

Debate creates educational opportunities

The real winners of the First 1996 presidential debate will be members of the Washington University community who want to learn more about the U.S. political system. The debate, which sweeps onto campus Sept. 25, is garnering dozens of formal and informal opportunities for students, faculty and staff to learn about all aspects of politics — up close and in the flesh.

It is an opportunity that shouldn’t be missed, said Jim Davis, Ph.D., professor of political science in Arts and Sciences and director of the Teaching Center. Davis is coordinating the educational activities that will take place across the University in connection with the debate.

"There will be a lot of excitement with this event because of all the major political figures and media figures (who will be) on campus," Davis said. "This may spark interest that wouldn’t happen if the debate were held somewhere else. It may get more people involved, and for those interested in politics, this is a really great opportunity."

Davis noted that many professors and instructors will find ways to build the debate into the curriculum through class discussions, essays and other activities. "It’s up to the professors’ imagination and flexibility and the students’ interest," he said.

But not all learning will take place inside lecture halls, he added.

There will be many informal opportunities and resources available about the debate and the U.S. political system. A wealth of debate-related information can be found on the University’s World Wide Web home page at http://www.wustl.edu. Once you reach the home page, simply click on the highlighted phrase: "Information about the Presidential Debate."

KSDK-TV joins DebateWatch '96

Washingtom University’s efforts to spread the word about DebateWatch ‘96 is hitting the airwaves. KSDK-TV (Channel 5) has signed on as a media partner in the regional project to get the community involved in this fall’s presidential and vice presidential debates. The TV station will air stories about DebateWatch, host a hotline Sept. 11-13 and conduct its own DebateWatch focus groups Sept. 25, when the first 1996 presidential debate is held at the University. "We are glad to be part of DebateWatch because it encourages people to actively participate in the election process," said Lisa Bedian, community relations director for KSDK-TV. "We think it’s important for the entire community and whole region to become involved in the election."

Exhibit demystifies daunting language of science

Thousands of dead fruit flies in a glass jar. A sterilized glove box with disembodied rubber arms reaching out. A gracefully curving flask with molecules reaching a pattern across the glass.

These photographs and many more by renowned California artist Catherine Wagner debuts 64 black-and-white photographs in this fall’s presidential and vice presidential debates. The TV station will air stories about DebateWatch, host a hotline Sept. 11-13 and conduct its own DebateWatch focus groups Sept. 25, when the first 1996 presidential debate is held at the University. "We are glad to be part of DebateWatch because it encourages people to actively participate in the election process," said Lisa Bedian, community relations director for KSDK-TV. "We think it’s important for the entire community and whole region to become involved in the election."

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Depressive episodes may leave ‘footprints’ on part of brain

D espression is the most common psychiatric illness, affecting about 15 percent of all people at some point in their lives. Past research has shown that chemical and hormonal imbalances in the brain are partly to blame. Now, School of Medicine researchers have identified an anatomical difference in the brain. The researchers say the difference — believed to result from high concentrations of stress hormones — may help explain why some people will experience depressive episodes.

The hippocampus is a seahorse-shaped structure involved in learning and memory. It is part of the brain’s limbic system, a group of structures concerned with emotion and motivation.

Using high-resolution magnetic resonance imaging (MRI), Sheline’s team also compared high-resolution MRI scans from 10 women with multiple depressive episodes. The patients averaged 69 years of age. None was depressed at the time of the study.

"We looked exclusively at women because, statistically, they are twice as likely as men to suffer from clinical depression," Sheline said.

Similar changes in the hippocampus were found in a recent study of post-traumatic stress disorder patients. That study, from researchers at Yale University, found that combat veterans had volume decreases in the hippocampus on the right side of the brain. Because post-traumatic stress and depression involve similar chemical and hormonal changes, Sheline wondered whether she might find comparable damage in patients who had been clinically depressed.

When her team examined the MRI scans in the depression study, the researchers noted that while total brain volume was comparable in the two groups of patients, the hippocampus was about 12 percent smaller in patients who had been depressed than in control subjects. The subtle nature of the atrophy could explain why these changes have not been found in the past. It also could be that no one looked closely before, Sheline said.

"For many years, depression has been thought of as a ‘functional illness’ caused by a temporary chemical imbalance," Sheline said. "When the imbalance remits, that’s the end of it, unless another chemical imbalance causes a future episode. This study indicates we might need to look a step further."

Atrophy in the hippocampus may result from a condition called hypercortisolism. Research has shown that the stress hormone cortisol is released in large amounts in the brain during depressive episodes. Sheline’s team believes excess cortisol may damage or kill neurons and cause the atrophy observed in the MRI scans.

The chicken or the egg?

On the other hand, the small hippocampal volumes could be a marker of increased vulnerability to depression. Perhaps, Sheline said, some people are born with a smaller hippocampal region that, in turn, predisposes them to bouts of depression.

"Theoretically, that’s certainly possible," she said. "We did not follow these people over time, so we really have no way of knowing whether these differences in the brain were present before the patients became depressed."

Sheline said the only way to answer that “chicken or egg” question is to study larger numbers of patients, including many younger than 60. If a small hippocampus in patients at risk for depression, Sheline said, would she expect to see volume differences in study subjects at a very early age and observe little change over time. On the other hand, if depression was causing the hippocampus to shrink, she would expect to see only minor differences in young subjects and large differences in older ones.

Soon, Sheline will begin a large study designed to answer those questions. She hypothesizes that depression leads to a decrease in the size of the hippocampus.

Recent animal studies also lend some support to this view. Research has shown that rats injected with high levels of cortisol develop neuronal loss in the hippocampus. Rats exposed to stress and to low levels of the same hormone also suffer atrophy in the hippocampus.

The mechanism is at work in humans, we should be able to see it in our next study," Sheline said.

Vette L. Sheline

Washington University School of Medicine

Washington University School of Medicine

Medical Update

Depressive episodes may leave ‘footprints’ on part of brain

Dr. Joel S. Perlmutter, M.D., associate professor of neurology and of radiology, has received a National Multiple Sclerosis Society Award for Excellence in Multiple Sclerosis Research. The award, which in 1996 supported research using positron emission tomography (PET), will continue to support those efforts.

Perlmutter, who is also professor of medicine and the Institute for Brain Research and Medicine, will use the award to study the effects of the neurotransmitter serotonin on brain structure and function. He hypothesizes that serotonin plays a role in the development of multiple sclerosis and other chronic neurological diseases.

The award was given to Perlmutter for his work on the effects of serotonin on brain function. He has shown that serotonin can affect the activity of the brain, and that it has a role in the development of multiple sclerosis.

"It is a great honor to receive this award," Perlmutter said. "It is a reminder of the importance of our work and the potential impact it can have on the treatment of multiple sclerosis."
Kerry E. Back, Ph.D., boxes out Jerome Campbell, a University alumnus, during a basketball game. Watching from behind is William Bottom, Ph.D., associate professor of organizational behavior.

**Students in finance are usually very motivated and have a high appreciation for learning, and it’s rewarding to play a role in engendering their learning.**

Back grew up in western Kentucky, where his father, a coal miner, and mother, a homemaker-turned-bank branch manager and now owner-operator of a real estate agency, provided their children a strong belief in the importance of education. "Both of my parents were first in their families to attend college," Back said. "My father's dad was a coal miner. And to say that education was stressed in my family would be an understatement. It was a given that it was of paramount importance." Growing up in Kentucky, a hotbed of basketball enthusiasts, sparked Back's interest in that sport. His family lived in Cadiz, the county seat, with a population of 2,000. "And the closest movie theater was 20 miles away," he said. When Back attended Trigg County High School, it was math teacher Angela Mason who influenced him most. "She kept math interesting and enjoyable, and she expected a lot out of us — as students and as human beings," Back said. He also relished being on the debate team, "We just missed being state champions," he added.

Back received a bachelor's degree in economics from Western Kentucky University in 1978 and master's and doctoral degrees in economics in 1983 from the University of Kentucky. His mentor in graduate school was Roger Wets, Ph.D., now a professor of mathematics at the University of California, Davis. "In probability theory, he was the one student who could solve all the problems I assigned. And, believe me, some were truly challenging," Wets said. "After I left, he lost interest in the class and attended two of discussions about his overall theme, but neither before nor since I have had a student who required so little direct- ing. Kerry's thesis was a superb piece of work, both for its content and presentation." After completing his graduate studies, Back taught at Northwestern University, the University of Pennsylvania, and Indiana University before coming to Washington University in 1989, eventually being appointed professor of finance here in 1993. He taught various courses for the students in the executive master's of business administration (EMBA) and doctoral programs.

"With the EMBA, I do a lot of corporate case studies and lectures," he said. "With the case studies, my ideal role is to get them to think about how to find solutions to problems through group discussion. And my courses for Ph.D.s are straight math lectures." Students and alumni say Back and his wife are usually very motivated and have a high respect for teaching, and it's rewarding to play a role in engendering their learning."
Calendar

Sept. 5–14

Exhibitions

"Art & Science: Investigating Matter." Opening reception: 5-7 p.m., Friday, Sept. 6. Exhibitions on display through Sept. 22. Henry Art Gallery, 1114 14th Ave. S.W. Hours: 5-9 p.m. weekdays; 11 a.m.-9 p.m. weekends. (See story on page 7.)

Lectures

Thursday, Sept. 5


Friday, Sept. 6


Monday, Sept. 9


Auditing Program courses continue. Offered to admitted students who are not enrolled for or on a non-credit, space-available basis. Courses offered in arts and literature; history and area studies; politics and religion; and scientific inquiry. Many courses offer day and evening options. Courses offered through Dec. 9. Sponsored by the College of Arts and Sciences. For registration information and to register, call 362-6447.


Music

Saturday, Sept. 7

7 p.m. Blackiana Festival. Features T.V. Smunkarumanyan and Peter Steiner. "Only for the People and the Children." For all adults and students; $10 for all adults; and $7 for senior citizens and other students. 935-5574.

Performances

Thursday, Sept. 5

8 p.m. Dance concert. "Dance Close-up," an informal dance concert by members of the dance faculty (Also Sept. 6 and 7, same time.) Dance Studio, Room 207. Mallickrorn Center. Cost: $8 for the general public; $6 for senior citizens, faculty, staff and students; and $5 to sit on the studio floor. 935-6543.

Miscellany

Campus Y classes. Beginning Sept. 7, the Campus Y will offer classes to concerned about their physical health. Participation helps support the Campus Y’s community-service programs. Class topics include nutrition, stop smoking, dancing and yoga. For schedules and cost info. on all classes, call 935-5010.

Thursday, Sept. 5

6 p.m. Hillil Center event. "Cheap Eats: Money Can Buy You Happiness." Everyone is invited to enjoy student-prepared meals. (Also Sept. 12 and 19, same time.) Cost: $3 at 1 FLEX. Hillil Center, 6300 Forsyth Blvd. 726-6117.

Friday, Sept. 6


5:45 p.m. Hillil Center event. "Friday Night at Hillil," Reform, Conservative and Orthodox services held at 5:45 p.m. Friday; dinner at 6:30 p.m. Cost: $20; $7 for members. Pre-paid reservations due by noon Thursday. Hillil Center, 6300 Forsyth Blvd. 726-6117.


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Sunday, Sept. 8

5-11 p.m. "Celebrating Shabbat: End-of-summer picnic. For more info, call 362-9734. For more info, call 365-8768.
DebateWatch '96 is a nationwide activity sponsored by the nonpartisan Commission on Presidential Debates. As the host of the first 1996 presidential debate, the University is spearheading the regional DebateWatch effort.

Volunteers from the University are needed to answer telephones for KSDK-TV's promotional DebateWatch hotline. The hotline hours are 7 to 11 p.m. Wednesday through Friday, Sept. 11-13, at the station's downtown St. Louis office, 1000 Market St. To volunteer or for more information, call Kathleen Hickman at (314) 367-6211 or Emily Murray at (314) 935-1419.

The goal of DebateWatch '96 is for 12,000 people in the metropolitan St. Louis area and 1 million people nationally to meet in small groups to watch the debates and discuss them. Participants will report what they learned and how the debates affected the choice they will make in the November election. As a nonpartisan activity, participants should not try to decide who won or lost the debates.

At Washington University, efforts are under way to organize DebateWatch focus groups on campus. The University is inviting students to design and install a series of banners, posters, and other materials to promote DebateWatch. A roster loaded with returning experienced volunteers is being compiled by the Commission on Presidential Debates. As the host of the 1996 presidential debate, the University is offering an unparalleled opportunity to the community.

Many other opportunities are still in the planning stage. Watch for coverage in the Record or updates on the University's home page. The following are some of the educational opportunities being planned:

• The Assembly Series will feature Falusses, editor of U.S. News and World Report, at 11 a.m., Sept. 18, in Goshen Chapel.

• A business seminar will be held from 7:30 a.m. to 4 p.m. Saturday, Sept. 22, in the northwest corner of the Student Center.

• The Lifelong Learning Institute in Arts and Sciences is offering an election course.

• Faculty associates in History, Political Science, and the American Studies program will also be involved in informal activities and discussions focused on the debate.

Debate incorporated into curriculum — from page 1

■ University College in Arts and Sciences will offer a short course beginning Tuesday, Sept. 9, titled "Elections and the Media: 1996." The course is taught by St. Louis Post-Dispatch political editor Repps Hudson, Cell (314) 935-6788 for more information.

"They (the students) will learn just how managed the debate is... It's also an opportunity to assess the value of debates themselves." — Jim Davis

The Life College community will be invited to participate in DebateWatch '96.

• A business seminar will be held from 1 to 4 p.m., Sept. 24 in May Auditorium in Simon Hall.

• The University College in Arts and Sciences will offer an election course.

• Faculty associates in History, Political Science, and the American Studies program will also be involved in informal activities and discussions focused on the debate.

"They (the students) will learn just how managed the debate is... It's also an opportunity to assess the value of debates themselves." — Neat Learner
How sweet it is

Toni Edwards, left, and Joseph Westbrook pack cookies at The D.B. Cookie Factory in downtown St. Louis. They and four others formed the cookie company in 1991 after Edwards, Westbrook and co-founder Kenneth King participated in the Minority Youth Entrepreneurship Program (MYPEP) at the John M. Olin School of Business. The program provided as a public service to promote safety awareness on campus.

The D.B. Cookie Factory provides cookies to students in the 1996 MYPEP class through a program that sells the cookies as a way to learn about sales. In addition, the University bought the company's cookies for Orientation 1996.

Wagner depicts science in honest, unbiased light — from page 1

Wagner received a bachelor's degree in 1975 and a master's degree in 1977, both in entomology from San Francisco State University. Throughout her career, Wagner has focused on investigating the nature of art and science. She shows us into this world of science. She shows us what we can learn from her lens loves, Gass writes. "They see without any preconceived notions of how science should look," Donis-Keller explained. Wagner was able to depict the objects in a truly honest and unbiased light, Donis-Keller said.

"This is an excellent way to present these images," she said. "I've seen these things a million times. But Catherine's work really sets the objects of science apart. They're so beautifully done; they're not just.

The language of science is often daunting to nontechnicians, Donis-Keller said. This exhibit offers all people an opportunity to open a dialogue and raise some questions about the nature of scientists' work, she said.

This exhibit is a good example of the type of work that can take place at a university, said Joe Deal, dean of the art of science.

"It's truly interdisciplinary," he said. "This project brings together a range of disciplines, including the scientists, art, philosophy and the gallery.

"Catherine is someone who explores artifacts for their meaning as well as their aesthetic value," he continued. "For her to turn her camera to scientific research, hopefully, will provoke questions about the meaning of this type of work.

Catherine's photographs allow one to step into this world of science. She shows us the work of science and scientists as only an artist can.

Wagner, a professor of arts Miller College in Oakland, Calif., had her works displayed in major museums throughout the United States and Europe. She is the recipient of numerous awards, including two fellowships from the National Endowment for the Arts in 1981 and 1991; a Guggenheim Fellowship in 1972; and a Fellow in the American Academy of Arts and Sciences in 1984.

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Of note
Eleni Basta, Ph.D., assistant professor of architecture, was awarded a Junior Faculty Fellowship from the Association of Collegiate Schools of Architecture (ACSA) for her research project "The City of Arlade: Unraveling the Studio, Rethinking Architectural History." She also was a modeller for the University of Kentucky National ACA conference in Boston and served as an auditor of the College of Architecture/ACSA Education Honors Program that recognizes "significant achievements and outstanding efforts that provide models of innovative architectural instruction." Timothy J. Ley, M.D., professor of medicine and of genetics, received a $578,796 three-year grant from the National Institute of Diabetes and Digestive and Kidney Diseases for his project titled "Regulation of Fetal and Adult Human Hemoglobin." Dan Silerd, Ph.D., assistant professor of anatomy and neurobiology and of neurological surgery, received a $359,434 grant from the National Cancer Institute for a project on "A Smoky Traditional Fuels." Jeffrey F. Williamson, Ph.D., professor of radiology, received a $521,784 grant from the National Institutes of Health for a study titled "Ovarian Cancer: Using Plastic Scintillators." Speaking of
Michael Greenfield, J.D., the Walter D. Colles Professor of Law, addressed issues related to raising net tuition revenue and other consumer goods before a drafting committee of The National Conference of Commissioners on Uniform State Laws on the New Jersey Consumer Leases Act, held in Washington, D.C. Greenfield also appeared before the drafting committee that is revising Article 2 (Sales) and Article 9 (Secured Transactions) of the Uniform Commercial Code. Greenfield addressed modifications to the statute to appropriately govern consumer transactions at the committee meetings in Chicago. ... John C. Morris, M.D., associate professor of neurology, and a clinical associate professor of pathology, was an invited speaker at the Alzheimer's Foundation of America's Springfield Symposium on Advances in Alzheimer's Therapy held last spring in North Carolina. ... "Clinical and Neuropathological Findings." Morris also recently presented a paper at the National Cancer Conference titled "The Challenge of the Dementias," which was held last spring in Eden Prairie, Minn. ... A title of this presentation was "Cognitive Impairment, Caregiver Burden, and the Lanctet Conference led to Morris being quoted in The Scotsman, the national newspaper of Scotland. ... John N. Morris, Ph.D., professor emeritus of English in Arts and Sciences, is serving as one of 35 fellows and associates for 1996-97 at the National Humanities Center in Research Triangle Park, N.C. Morris' research will be carried out at the center during the spring semester of 1996-97. ... To press For The Record contains news about a wide variety of faculty, staff and student scholarly and professional activities.

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Alumni and Development Programs announces
Cynthia Martin, Lynn Giardina as directors

David T. Blassingame, vice chancellor for alumni and development programs, has announced two key appointments, naming Cynthia J. Martin as director of alumni affairs and Lynn R. Giardina as director of advancement for the School of Art and Gallery of Art. Martin and Giardina will direct, coordinate and oversee all fund-raising efforts and other constituent development efforts for their respective areas

Martin worked at Washington University from 1990-92 as associate director for corporate and foundation relations and director of development for the Center for the Study of American Business. She then served as director of development and constituent relations at Saint Louis University.

"We are delighted that Cynthia has chosen to return to a University whose development staff in a position of significant responsibility," said Blassingame. "Cynthia brings to this position a wealth of experience in institutional development.

Edward S. Macias, Ph.D., executive vice chancellor and dean of Arts and Sciences, added: "Cynthia's extensive experience in both development and strategic planning makes her the ideal choice for this key role as Arts and Sciences moves into the next century. In addition to being a zero-sum investment specialist, she is a well-respected and much-liked colleague.

Giardina is the new executive director of the Waterhouse as manager of its Strategic Management Consulting Group, as well as working in marketing, sales, communications and strategic planning for furnishers Electric Co., Inc.

Winfield willbrod named director of Office of Student Financial Services

William Willbrod was named director of the Office of Student Financial Services. Willbrod is a certified public accountant, Willbrod earned a bachelor's degree in accounting in 1981 from the American University in Washington, D.C. He earned a master's of business administration in finance in 1990 from the American University in Washington, D.C. Willbrod is a holding company with investments in the coal industry — mining, processing, transporting and marketing. ... He was director of accounting and financial services at The Jewish Hospital of St. Louis from 1988 until 1992, when he joined Washington University as assistant controller with the University's Service for Success and center chairman.

Willbrod has been involved in the development and implementation of several Universitywide award and recognition initiatives. He is one of the facilitators for the University's Service for Success and Internal Customer Service programs.

Locally, he has been an active commumity volunteer, serving on boards of various non-profit organizations, raising funds and building support for local organizations. Currently he headed St. Louis Effort for AIDS when that organization hired its first professional staff and gained United Way membership status. As a co-founder of Food Outreach, he served as that organization's first treasurer.

Barbara Rea to head Assembly Series

Barbara Rea, coordinator of communications and special projects for Washington University Libraries, will become director of major events and special projects, according to M. Fredric Volkman, vice chancellor for public affairs.

Rea will succeed Susan H. Graham, who has held the position since January 1994 and who will continue until mid-September.

Rea's primary responsibilities will be for the Washington University Libraries Assembly Series, which brings important speakers to campus almost weekly during the academic year. As director of public affairs, Rea also serves as a member of the background information and facilitate speaker selection. She is responsible for space arrangements, equipment, publicity, travel, local hospitality and discussion sessions with speakers. ... Rea is also open to the general public as well.

In addition to her Assembly Series responsibilities, Rea will coordinate the libraries' other major projects and events, including the "Public Library Fellows," a program to present the libraries to the community.

Previously, she worked as an account executive for Batz Hodgson Neustein Wheeler Co., a St. Louis advertising agency. Rea received a bachelor's degree in communication arts in 1976 from Lindenwood College, St. Charles, Mo.

Guidelines for submitting copy:
Send your full name, complete title, department, phone number, and highest-earned degree, along with a typed description of your noteworthy activity, to For The Record, 6000 South Euclid, Campus Box 1070, or p72255md@wuvmd.wustl.edu. Items must not exceed 75 words. For more information, call Moosner at (314) 935-5293.

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Washington University's policy on sexual harassment

Washington University publishes the following policy for the benefit of its employees:

I. INTRODUCTION AND POLICY

Sexual harassment is a form of discrimination that occurs in all academic and educational settings, including research, teaching, and administration. Sexual harassment can take many forms, such as verbal, nonverbal, or physical conduct, and can occur in any setting, including online. Sexual harassment is prohibited by federal and state law, and University policy.

II. THE NATURE OF SEXUAL HARASSMENT

Sexual harassment is defined as any unwelcome conduct of a sexual nature that creates an intimidating, offensive, or hostile work environment. Sexual harassment can be directed at anyone, regardless of gender, and can occur in any setting, including online. Sexual harassment is prohibited by federal and state law, and University policy.

III. COMPLAINTS

Complaints of sexual harassment should be reported to the Sexual Harassment Response Coordinator for the appropriate campus. These coordinators can provide guidance and support to those who have experienced sexual harassment. They can also provide information about the University's sexual harassment policies and procedures.

IV. SEEKING help: MAKING A COMPLAINT

If you believe that you have been sexually harassed, you should report the incident to the University. There are several ways to do this, including:

1. Reporting the incident to the appropriate campus Sexual Harassment Response Coordinator.
2. Reporting the incident to the Human Resources Office.
3. Reporting the incident to the University's Office of Title IX.

V. PROTECTION OF RIGHTS

The University will take appropriate action to prevent and respond to sexual harassment. The University will take action against any person found to be in violation of this policy. The University will also provide appropriate remedies to those who have been sexually harassed.

VI. OBLIGATIONS AND VIGILANCE

The University will respond to specific inquiries and allegations of sexual harassment if it is aware of them. The University will also encourage anyone who believes that he or she has been sexually harassed to report the incident to the appropriate campus Sexual Harassment Response Coordinator.

VII. PENALTIES

Possible sanctions for a person found guilty of sexual harassment include but are not limited to:

• Dismissal from the University
• Suspension from the University
• Probation
• Censure
• Reprimand
• Loss of pay
• Loss of status or privileges

This list is not exhaustive, and the University may impose additional sanctions as appropriate.

VIII. EDUCATION

The University is committed to preventing and responding to sexual harassment. The University will provide training and education to all employees and students on sexual harassment policies and procedures. The University will also provide resources and support to those who have experienced sexual harassment.

APENDIX: SEXUAL HARASSMENT COORDINATORS AND ADVISORS

The University has designated Sexual Harassment Coordinators and Advisors for each campus. These individuals can provide guidance and support to those who have experienced sexual harassment.

Medical Campus

Pamela McCarthy 362-1396
Advisors: Leslie Kahl (compliants by students and others) 935-5910
Judy Mahoney (compliants by students and others) 362-4000
Laurel Taylor (compliants by staff and others) 735-4297

Medical Campus

Visit www.wustl.edu/sexualharassment for more information.

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