

María Montalvo
Equal Opportunity Specialist
US Department of Education
John W. McCormack Post Office and Courthouse Room 222
Post Office Square
Boston, Massachusetts 02109

June 29, 2001

RE: Compliance Review No. 01-01-6003

Dear Ms. Montalvo,

On behalf of Babson College, Carol Hacker and I would like to thank you and your team for the recent review you completed on Title IX. We have read your recommendations for improvement and have taken the following actions (briefly described) in response.

- 1) A Title IX coordinator has been appointed. Specifically, this is Judy Jackson, Executive Assistant to the President. An e-mail notice will be distributed in July and again in September alerting the community to this new role for Ms. Jackson and how to contact her. She will also be referenced in our future handbooks to students, faculty and staff.
- 2) Grievance procedures for sexual as well as other forms of harassment have been clarified for students. Students will no longer be directed to different individuals in the organization based on the nature of their complaint. All students will be formally directed to the Dean of Students for any and all complaints. All options will be reviewed with the student including the possibility of simultaneously contacting outside agencies. Contact information on the Department of Education, Office for Civil Rights has been included along with EEOC and MCAD in all handbooks including students, faculty and staff. The Student Handbook will be available on-line in the Fall of this year. Finally, the Office of Human Resources is researching the creation of an Ombudsman program. This will give all members of the community yet another avenue to express issues or concerns and get them addressed. It is expected that such a program will be launched in the next 6 to 12 months.
- 3) Training on sexual harassment and complaint procedures will be added to the First Year Experience Program. In addition, an annual letter will be sent to students explaining what is sexual harassment and how individuals may file a complaint. Faculty and staff already receive such a letter each year. This summer, Babson is repeating its Sexual Harassment Training for all supervisors and managers.

Please let us know if you have lingering issues or concerns and we will do our best to address them in the spirit of "doing what is right" to improve the lives of all members of the community.

Sincerely,



Frank Aubuchon
Director, Human Resources