The University of Wisconsin System has taken proactive steps to address sexual misconduct in the hiring process, specifically the issue of “passing the harasser.” This is an issue nationally, where a professor or administrator commits sexual harassment and resigns or leaves quietly only to gain employment at another institution.

**PERSONNEL POLICY CHANGES**
- Requires the personnel file to include the final report of violations of the sexual misconduct policy, active investigation letters, and settlement agreements or their location
- Personnel files are also shared across institutions that are part of the UW System and Wisconsin State Agencies

**RECRUITMENT POLICY CHANGES**
- Requires that a final candidate must be asked prior to hire whether:
  1. They were ever found to have engaged in any sexual violence or harassment;
  2. They currently are under investigation or have ever left during an investigation where they were accused of sexual violence or harassment
- Individuals conducting reference checks for a final candidate must ask the same questions asked of the final candidate

**KEY TO SUCCESS**
- Support of leadership
- Don’t overestimate opposition
- Internal stakeholder support
- Data

**MORE INFORMATION**
wisconsin.edu/compliance/rethinking-the-hiring-process/