

**Office of Global Diversity & Inclusion**

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**Bruce Gilley**  
Associate Professor,  
Political Science  
College of Urban & Public Affairs

Hand Delivered

Dear Mr. Gilley:

On October 25, 2017, this office received a complaint of discrimination against you made by [REDACTED], [REDACTED] and [REDACTED] (Complainants). It is alleged that you have violated PSU's Prohibited Discrimination and Harassment Policy, by discriminating based on gender, gender identity, and race/national origin.

I have been assigned to investigate this complaint. As part of the University's investigation process, after a complaint has been lodged, I meet with the Complainant (s) and then the Respondents(s) (you) as the next step in the process. I will want to explore with you your recollection of events and any information you can share to determine if there has been a violation of PSU's Prohibited Discrimination and Harassment Policy. At the time of the interview, I will explain in further detail the complaint investigation process and the allegations. Please contact me to arrange a time to meet.

The discrimination/harassment complaint process is available on-line for your review on the Global Diversity and Inclusion (GDI) website. Please be sure to read the procedures so that you are fully informed and then I can answer questions you might have when we meet.

The primary University policies, PSU prohibited Discrimination/Harassment policy charge as follows:

**Reason for Policy/Purpose:**

Portland State University (PSU) is committed to providing all students, faculty and staff an equal opportunity in education and employment and an environment free from discrimination, harassment and retaliation. You may find a full description of PSU's Prohibited Discrimination and Harassment at <http://www.pdx.edu/diversity/office-of-equity-compliance>.

Discrimination investigations [and resolution] are difficult for those of us undergoing the process, but we are all reminded that we must continue to act as professionally as possible and in particular do nothing that would appear to constitute intimidation, harassment or retaliation against the complainant, anyone interviewed and/or a part of the process.

Additionally, as noted in the procedures, this is a confidential process and all involved, be they complainant, respondent, witness or supervisor, may not discuss the complaint or investigation with anyone else.

Please note that if you are represented then you have the right to have your union representative present during your interview. If you would like your representative present, please let me know and I will coordinate accordingly.

Please contact me as soon as possible to schedule a time to meet and to answer any questions you may have.

Sincerely,

Whitney Kenner Jones, J.D.  
Equity & Compliance Investigator  
503-725-5962  
wkenner@pdx.edu

Cc: Stephen Percy, Dean, College of Urban & Public Affairs