

Robert L. Clark
Professor and Dean



HAJIM
SCHOOL OF ENGINEERING
& APPLIED SCIENCES
UNIVERSITY OF ROCHESTER

Personal and Confidential

June 2, 2016

Florian Jaeger, Associate Professor
Brain and Cognitive Sciences

Redacted

Re: Policy 106 Complaint Determination

Dear Professor Jaeger,

As you are aware, on or about March 11, 2016, complaints were submitted through the University's Office of Counsel that alleged that you may have violated University Policy 106 by engaging in a series of romantic relationships with graduate students and prospective students over the course of several years.

Pursuant to Policy 106, the University's Policy against Discrimination and Harassment, the matter was assigned to Catherine Nearpass for investigation. Ms. Nearpass's extensive investigation involved interviews of 31 witnesses, including you. On May 23, 2016, Ms. Nearpass sent me her investigative report for review and a determination as to whether the conduct/issues complained of constitute a violation of University Policy 106.

Ms. Nearpass's report is lengthy and detailed and does not lend itself to summary in this letter. However, based on the information contained in that report, I am unable to conclude that there was a violation of Policy 106. There were, however, aspects of your past behavior that warrant some review and discussion, and those are issues best addressed between you and your Chair. You may expect to hear from him.

Due to the confidential nature of the report, I am unable to provide you with a copy of it, but you may contact Ms. Nearpass's assistant, ^{Redacted} or contact my assistant, ^{Redacted}, to arrange a mutually convenient date and time to read the report. Policy 106 also provides you the right to appeal my decision to Provost Peter Lennie within 15 business days of my decision.

You should consider this letter to be confidential, and it should not be shared with others.

Sincerely,

A handwritten signature in black ink, appearing to read "Robert L. Clark".

Robert L. Clark
Professor and Dean
Senior Vice President for Research

bcc: Tony Kinslow, Associate VP Human Resources
Susan Wormer, Senior Counsel, Office of Counsel

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