

Overview:

The report, dated January 27, 2025, was prepared by Katherine F. Weber from Inslee, Best, Doezie & Ryder for the University of Washington, Paul G. Allen School of Computer Science & Engineering. It was initiated to investigate workplace concerns within the Systems Lab (SysLab) related to allegations of sexism, misogyny, gender harassment, and inappropriate conduct.

Scope of Investigation:

- The investigation was initiated after the “Women of SysLab” sent an undated letter (around July 12, 2024) to the SysLab Faculty outlining various concerns, including:
 - Inappropriate romantic gestures.
 - Aggressive and intimidating behavior by a male postdoc towards a female student.
 - Harmful, sexist comments from another male student.
 - General references to gender harassment, sexism, and a "background noise of misogyny."
 - Dissatisfaction with the response from certain faculty members.
 - The women also provided a detailed timeline of events spanning back to 2022.
 - A formal complaint was also made by one of the male students (Mr. Eta) alleging harassment based on gender, religion, national origin, and retaliation.
 - A total of 33 participants were interviewed, mostly current or former SysLab student-employees, along with postdocs, faculty, and staff.
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Key Figures:

- **Complainants (The Women of SysLab):**
 - Ms. Alpha, Ms. Beta, Ms. Gamma, Ms. Delta, Ms. Epsilon, Ms. Zeta.
 - **Subjects/Cross-Complainants (Male Students):**
 - Mr. Eta, Mr. Theta, Mr. Iota.
 - **Additional Mentioned Individuals:**
 - Postdocs: Ms. Kappa, Mr. Lambda, Mr. Psi.
 - Faculty: Prof. Nu, Prof. Xi, Prof. Omicron, Prof. Pi, Prof. Rho.
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Allegations:

- The women’s complaints centered around:
 - Sex/gender discrimination and harassment.

- Sexual harassment.
 - General misogyny and sexism, contributing to a hostile work environment.
 - Mr. Eta's complaint included:
 - Allegations of discrimination based on gender, religion, national origin, and caste.
 - Retaliation from faculty and female students.
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Key Events & Incidents:

1. Background (2022-2023):

- SysLab was described as a collaborative, inclusive environment until the 2023-2024 school year.
- Increased student population (35 total, with 7 female and 28 male) led to a shift in dynamics.

2. 2023-2024 School Year:

- **Uncomfortable Interactions with Mr. Eta:**
 - Multiple instances of inappropriate comments and behavior, including sexist jokes, off-putting comments, and insensitive remarks about depression.
 - Text messages sent to Ms. Alpha containing sexist and vulgar content (e.g., song lyrics, insensitive jokes).
- **February 11, 2024: Kanye West/Taylor Swift Incident:**
 - Heated argument between Mr. Eta and other students over Kanye West's behavior towards Taylor Swift at the VMAs, leading to Mr. Eta feeling attacked and targeted.
 - Follow-up conversations attempted to resolve misunderstandings but escalated tensions.

3. Post-Incident Developments:

- Mr. Eta expressed concerns about his reputation being damaged and felt ostracized.
 - Faculty involvement (Prof. Omicron, Prof. Nu, and others) attempted to mediate but often exacerbated issues.
 - Advice was given to Mr. Eta to try to clear the air with his peers, but efforts were unsuccessful.
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Findings & Conclusions:

● Investigation Outcome:

- The investigation found no violations of the University's policies (Executive Order No. 31) or applicable federal and state laws.
- The allegations did not meet the threshold for unlawful harassment or discrimination.

- **However, issues were noted regarding:**
 - Poor professionalism.
 - Lack of equity, inclusion, and belonging within SysLab.
 - **The report encouraged the School to consider these issues moving forward.**
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