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Josh Hogan reported a professor,  
Murray McGibbon, for sexual  
harassment in 2018.

The evidence revealed a  
'concerning pattern,' a 2019 Title  
IX report showed.

In August, a graduate student  
said the same professor  
sexually harassed her.

He's still teaching classes.

Hogan sits in the lobby of the Department of Theatre, Drama, and Contemporary Dance. He reported allegations of sexual harassment in 2018, hoping other theater students would be protected.

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By **Emily Isaacman**  
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IU determined associate professor Murray McGibbon sexually harassed a freshman in 2018.

A 2019 Title IX investigation report stated "the evidence reveals a concerning pattern by [McGibbon] of singling out certain students."

McGibbon continues to teach in the Department of Theatre, Drama, and Contemporary Dance. Junior Josh Hogan, the student he allegedly harassed, says IU has not sufficiently protected him and other students.

IU's definition of sexual harassment includes "unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity," according to the university's sexual misconduct policy.

McGibbon's behavior violated the university's sexual misconduct policy and Code of Academic Eth-

ics, according to a September 2019 decision letter to Hogan from Vice Provost for Faculty and Academic Affairs Eliza Pavalko.

In that letter, Pavalko told Hogan that McGibbon's interactions with him were "unwelcome and reasonably interpreted as amorous, romantic, and sexual in nature and they were sufficiently severe, pervasive, and persistent to create a hostile environment for you."

McGibbon "engaged in sexual harassment" and "exhibited a pattern of singling out some students and giving them undue attention," Pavalko wrote.

She recommended Level Two Sanctions — the highest tier of punishment for a violation of IU's sexual misconduct policy — and imposed six specific sanctions, including barring McGibbon from interacting with Hogan and directing classes while Hogan is a student.

This semester, McGibbon teaches 33 students in three acting and directing classes.

When asked to respond to a detailed list of questions and allegations, McGibbon sent the following statement through his lawyer, Anthony Paganelli:

"Prof. McGibbon's ability to

dispute false claims against him is substantially constrained by both the confidentiality of the Title IX process and by the requirements of the Family Educational Rights and Privacy Act ("FERPA"). Prof. McGibbon's conduct was thoroughly investigated by the University's Office of Institutional Equity in 2019. Professor McGibbon fully cooperated with the investigation. He and the student in question are both required to maintain the confidentiality of that process, and Prof. McGibbon will continue to do so despite any improper public attacks against him. The matter was closed over a year ago, and Prof. McGibbon has complied in all respects with the University's decision."

Though individuals involved in IU investigations are encouraged to maintain privacy, Emily Springston, IU's Director of Institutional Equity and Title IX, said in an email, "While the university cannot speak about specific student and employee matters, we do not prohibit other individuals from talking about matters during and after investigations."

McGibbon's presence hurts the department's overall culture, a department staff member who requested anonymity for fear of retali-

ation from McGibbon told the Indiana Daily Student.

"Our students don't feel safe or comfortable in our department, and he's a part of that," the staff member said.

Two other people accused McGibbon of misconduct during IU's Title IX investigation into Hogan's allegations, IU spokesperson Chuck Carney confirmed in an email. One alleged sexual harassment. The other alleged racial discrimination.

Pavalko determined McGibbon only violated the sexual misconduct policy for one complaint, Carney said. Documents show this complaint was Hogan's.

Title IX is a federal civil rights law that prohibits sex discrimination at institutions receiving federal funding. At IU, the Office of Institutional Equity handles Title IX complaints.

The report from the Title IX investigation into Hogan's allegations states McGibbon's behavior made "students uncomfortable and uneasy, while also feeling they did not have the ability to speak up or raise concerns at the time, because of [McGibbon's] role and authority within the Department and his di-

### Editor's note

Over the course of more than two months, Indiana Daily Student reporter Emily Isaacman spoke with several experts and 18 people involved with the Department of Theatre, Drama, and Contemporary Dance. The allegations reflected in the story were quoted and paraphrased from emails, interviews and official Title IX documents.

If you or someone you know has experienced sexual harassment or assault, help is available. Go to [bit.ly/reporting-resources](http://bit.ly/reporting-resources) for a list of on-and-off campus resources. We're committed to bringing you stories that matter and holding people in power accountable.

If you or someone you know has been sexually harassed by any IU staff member, your story deserves to be told. You can contact us at [investigations@idsnews.com](mailto:investigations@idsnews.com).

To give this story the space it deserves, we will not be running other news stories in today's print edition. For regular news coverage, please visit [idsnews.com](http://idsnews.com).

This story is developing. More updates about further allegations, and responses will be published online.

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