

# **UPDATE ON REPORTS OF DISCRIMINATION, HARASSMENT AND SEXUAL MISCONDUCT**

INDIANA UNIVERSITY





# OVERVIEW OF THE OFFICE OF INSTITUTIONAL EQUITY



**BRING ON TOMORROW**

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## Mission

The Office of Institutional Equity's mission is to protect the rights of each individual and to ensure their equal access in all aspects of employment, education, and participation within the university.



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## The work of OIE includes:

Investigating and responding to complaints of discrimination, harassment, and sexual misconduct; reviewing accommodation appeals.

Providing information, consultation, and training regarding Title IX and sexual misconduct, discrimination and harassment prevention; as well as training, coordination and consultation on pregnancy and disability accommodations for students and employees.

Compliance with employment reporting requirements and monitoring hiring practices for compliance and best practices.



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## The work of OIE includes:

- Coordinating the University's compliance with:
  - Non-Discrimination Policy (UA-01)
  - Americans with Disabilities Act (ADA) Policy (UA-02)
  - Discrimination, Harassment, and Sexual Misconduct Policy (UA-03)
  - Employee Relationships Involving Students (UA-22)

**FACULTY & STAFF  
DISCRIMINATION/HARASSMENT/  
SEXUAL MISCONDUCT REPORTS  
2023-2024 ACADEMIC YEAR**



## Categories of response & resolution

### **Employment Action**

Following investigation and a determination of responsibility, formal action taken by the University

### **Alternative University Action**

Alternative actions taken to address the report (i.e. training, meeting and advising), or when the respondent leaves employment prior to a decision.

### **Initial Assessment**

Following a documented assessment by OIE, a determination was made not to move forward with a formal investigation.

### **Claim not substantiated**

Reports where the claim was found to not be substantiated and no action was taken.

- **Reports that do not result in formal resolution process:**

- **No Action: Complainant Request**

Reports where complainant did not respond to University outreach or did not wish to provide information.

- **No Action: Unknown parties**

Reports where the identity of one or both parties is unknown and cannot be determined.

- **No Action: Not within the scope of the policy**

Reports which were determined to not be within the scope of UA-03 and/or those that are referred to another office to address.



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## IUB: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 23-24 AY & Actions Taken

<i>Report Based on:</i>	Employment Action	Initial Assessment	Alternative Univ. Action	No Action (Complainant Request)	No Action (Unknown Parties)	No Action (Scope of Policy)	Claim Not Substantiated	Formal Decision Pending	Total
Age	-	-	1	-	-	-	-	-	1
Disability	-	2	11	1	-	2	-	-	16
Gender/Gender Identity	-	4	8	1	-	4	-	-	17
National Origin	-	2	3	2	-	1	-	1	9
Race	-	8	4	2	-	1	-	-	14
Religion	-	-	5	1	-	-	-	-	6
Retaliation	2	3	1	-	-	1	-	1	8
Sexual Orientation	1	-	-	3	-	-	-	-	4
Multiple Factors	1	6	6	-	-	-	-	-	13
Sexual Misconduct	4	1	25	4	3	5	2	3	47 <sup>1</sup>
UA-22 Prohibited Relationships	1	-	-	-	-	-	-	-	1

<sup>1</sup>These included 42 reports of sexual harassment, 2 reports of sexual assault, 2 reports of sexual exploitation, 1 stalking report, and 6 reports that overlapped with UA-22.





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## IUPUI: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 23-24 AY & Actions Taken

<i>Report Based on:</i>	Employment Action	Initial Assessment	Alternative Univ. Action	No Action (Complainant Request)	No Action (Unknown Parties)	No Action (Scope of Policy)	Claim Not Substantiated	Formal Decision Pending	Total
Age	-	1	2	3	-	1	-	-	7
Disability	1	6	7	2	2	4	8	-	30
Gender/Gender Identity	2	-	-	6	2	1	2	-	13
National Origin	-	1	1	1	-	2	2	-	7
Race	-	2	15	6	1	3	8	-	35
Religion	-	-	4	1	2	2	1	-	10
Retaliation	1	-	1	1	-	-	1	-	4
Sexual Orientation	1	-	1	1	-	-	1	-	4
Multiple Factors	1	5	8	4	1	3	4	-	26
Sexual Misconduct	2	3	19	5	4	7	5	-	45 <sup>1</sup>
UA-22 Prohibited Relationships	-	-	-	-	-	-	-	-	-

<sup>1</sup>These included 37 reports of sexual harassment, 1 reports of sexual assault, 3 domestic violence report, 1 report of sexual exploitation, 3 stalking reports, and 2 reports that overlap with UA-22.



## IUE: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 23-24 AY & Actions Taken

<i>Report Based on:</i>	Employment Action	Initial Assessment	Alternative University Action	No Action (Complainant Request)	No Action (Unknown Parties)	No Action (Scope of Policy)	Claim Not Substantiated	Formal Decision Pending	Total
Sexual Misconduct	-	-	-	-	1	-	-	-	1 <sup>1</sup>

<sup>1</sup> There was one report of sexual harassment.

## IUK: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 23-24 AY & Actions Taken

<i>Report Based on:</i>	Employment Action	Initial Assessment	Alternative University Action	No Action (Complainant Request)	No Action (Unknown Parties)	No Action (Scope of Policy)	Claim Not Substantiated	Formal Decision Pending	Total
Race	-	1	-	-	-	-	-	-	1
Sexual Misconduct	1	-	-	-	-	-	-	2	3 <sup>1</sup>

<sup>1</sup> Two reports were regarding dating/domestic violence; one report was sexual exploitation.



## IUN: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 23-24 AY & Actions Taken

<i>Report Based on:</i>	Employment Action	Initial Assessment	Alternative University Action	No Action ( <i>Complainant Request</i> )	No Action ( <i>Unknown Parties</i> )	No Action ( <i>Scope of Policy</i> )	Claim Not Substantiated	Formal Decision Pending	Total
Disability	-	-	2	-	-	-	-	-	2
Race/Ethnicity	-	-	-	1	-	-	-	-	1
UA-22 Prohibited Relationships	-	-	-	-	-	-	1	-	1

## IUS: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 23-24 AY & Actions Taken - NONE

<i>Report Based on:</i>	Employment Action	Initial Assessment	Alternative University Action	No Action ( <i>Complainant Request</i> )	No Action ( <i>Unknown Parties</i> )	No Action ( <i>Scope of Policy</i> )	Claim Not Substantiated	Formal Decision Pending	Total
N/A	-	-	-	-	-	-	-	-	-



## IUSB: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 23-24 AY & Actions Taken

<i>Report Based on:</i>	Employment Action	Initial Assessment	Alternative University Action	No Action (Complainant Request)	No Action (Unknown Parties)	No Action (Scope of Policy)	Claim Not Substantiated	Formal Decision Pending	Total
Disability	-	-	8	1	-	-	-	-	9
Gender/Gender Expression	-	-	3	2	-	1	-	-	6
National Origin	-	-	1	2	-	-	-	-	3
Race/Ethnicity	-	-	8	2	-	1	-	-	11
Religion	-	-	-	-	-	1	-	-	1
Multiple Factors	-	1	-	1	-	-	-	-	2
Sexual Misconduct	1	-	3	2	-	-	-	-	6 <sup>1</sup>
UA-22 Prohibited Relationships	-	-	-	-	-	-	-	1	1

<sup>1</sup> These included five reports of sexual harassment and one report of sexual assault.



# **STUDENT SEXUAL MISCONDUCT REPORTS 2023-2024 ACADEMIC YEAR**



## Categories of response & resolution

### **Formal University Investigation and Resolution**

Reports following university formal complaint resolution procedures; includes formal alternative resolution agreements.

### **Alternative University Action**

Reports addressed using an alternative process or response, such as educational conversations, housing modifications, and/or referral to another university process.

- **Reports that do not result in formal resolution process:**
  - **Request for no university action:**  
Reports where complainant did not respond to University outreach or did not wish to provide information.
  - **Unknown Parties**  
Reports where the identity of one or both parties is unknown.
  - **Not within the scope of the policy**  
Reports which after initial assessment were determined to not be within the scope of UA-03.



## IUB: Student Sexual Misconduct Reports 23-24 AY & Actions Taken (University Jurisdiction)

<i>Report of</i>	Formal Univ. Investigation & Resolution <sup>1</sup>	Alternative University Action	Complainant Requests No Action	Unknown Party	Formal Process Pending	Total
Dating/Domestic Violence	6	4	20	3	-	33
Sexual Assault/Contact	17	6	81	12	-	116
Sexual Exploitation	4	6	3	24	-	36
Sexual Harassment	2	23	25	5	-	55
Stalking	2	4	14	4	1	27

<sup>1</sup> Of the cases that moved to formal university investigation and resolution: 4 resulted in expulsion; 0 resulted in suspension; 24 resulted in formal alternative resolutions that could include voluntary permanent or temporary separations; 2 resulted in no finding of responsibility.



## IUPUI: Student Sexual Misconduct Reports 23-24 AY & Actions Taken (University Jurisdiction)

<i>Report of</i>	Formal Univ. Investigation & Resolution <sup>1</sup>	Alternative University Action	Complainant Requests No Action	Unknown Party	Formal Process Pending	Total
Dating/Domestic Violence	1	-	7	-	-	8
Sexual Assault/Contact	2	6	19	2	-	29
Sexual Exploitation	1	-	2	1	-	4
Sexual Harassment	2	5	6	1	-	14
Stalking	3	2	9	1	-	15

<sup>1</sup> Of the cases that moved to formal university investigation and resolution: 0 resulted in expulsion; 2 resulted in suspension; 7 resulted in formal alternative resolutions that could include voluntary permanent or temporary separations; 0 resulted in no finding of responsibility.





## IUE: Student Sexual Misconduct Reports 23-24 AY & Actions Taken (University Jurisdiction)

<i>Report of</i>	Formal Univ. Investigation & Resolution	Alternative University Action	Complainant Requests No Action	Unknown Party	Formal Process Pending	Total
Dating/Domestic Violence	-	-	3	-	-	3
Stalking	-	-	1	-	-	1

## IUK: Student Sexual Misconduct Reports 23-24 AY & Actions Taken (University Jurisdiction) - NONE

<i>Report of</i>	Formal Univ. Investigation & Resolution	Alternative University Action	Complainant Requests No Action	Unknown Party	Formal Process Pending	Total
N/A	-	-	-	-	-	-



## IUN: Student Sexual Misconduct Reports 23-24 AY & Actions Taken (University Jurisdiction)

<i>Report of</i>	Formal Univ. Investigation & Resolution	Alternative University Action	Complainant Requests No Action	Unknown Party	Formal Process Pending	Total
Stalking	-	1	1	-	-	2

## IUS: Student Sexual Misconduct Reports 23-24 AY & Actions Taken (University Jurisdiction)

<i>Report of</i>	Formal Univ. Investigation & Resolution <sup>1</sup>	Alternative University Action	Complainant Requests No Action	Unknown Party	Formal Process Pending	Total
Sexual Assault/Contact	1	-	-	-	-	1
Stalking	-	2	-	-	-	2

<sup>1</sup>The case that moved to formal university investigation and resolution resulted in Formal Alternative Resolution.



## IUSB: Student Sexual Misconduct Reports 23-24 AY & Actions Taken (University Jurisdiction)

<i>Report of</i>	Formal Univ. Investigation & Resolution	Alternative University Action	Complainant Requests No Action	Unknown Party	Formal Process Pending	Total
Dating/Domestic Violence	-	2	1	-	-	3
Sexual Assault/Contact	-	-	2	4	-	6
Sexual Exploitation	-	-	1	-	-	1
Sexual Harassment	-	-	5	-	-	5
Stalking	-	1	1	-	-	2