On behalf of the Office of Institutional Equity, I am pleased to provide this report to our IU community and beyond. Since the 2018 merger of the Office of Affirmative Action and Equal Opportunity and the Office of Student Welfare & Title IX, we have focused on educating our community on our mission and the scope of our work, strengthening partnerships with Academic Affairs, Human Resources, and others within IU, and improving upon our processes and services.

As the University continues to reinforce its collective commitment to the core values of diversity and inclusivity, the work of our office is fundamental to upholding these values. IU’s Non-Discrimination Policy continues to be our guidepost as we reach across all campuses to ensure that all members of the University community enjoy access to University employment, education, programs, and services regardless of their age, color, disability, ethnicity, sex, gender identity, gender expression, genetic information, marital status, national origin, race, religion, sexual orientation, or veteran status.

Our day-to-day work falls within four primary areas:

- Guiding the University’s compliance with applicable affirmative action and equal opportunity laws and regulations;
- Educating and training our IU community regarding equity, access, and diversity, and the prohibition of harassment and discrimination, inclusive of sexual misconduct;
- Receiving and responding to complaints of alleged discrimination and harassment against faculty, staff or third parties on the IUB campus; and
- Providing coordination and consultation to the entire University community on all matters arising under the University’s Non-Discrimination/Equal Opportunity/Affirmative Action policy, the Sexual Misconduct Policy, and the ADA policy.

We also track data related to reports of discrimination and harassment across IU. The data provided here from the 2018-2019 academic year is sobering in that the volume of reports continues to rise. We believe this is, in part, due to more awareness and understanding of where concerns can be reported, and individuals being more confident in speaking up to raise attention to misconduct – a positive sign.

We remain optimistic about this work. We have seen firsthand an increasing awareness of the issues and a greater willingness to engage in efforts to foster our values of diversity, equity, and inclusion. We have also witnessed the positive steps taking place among faculty, staff, administrators, and students. Through greater knowledge of how to respond to unwelcome and prohibited conduct directly, they have increased confidence to take the day to day actions necessary to create environments that promote civility and diversity and thereby prevent discrimination and harassment.

Emily Springston
University Director of Institutional Equity
Title IX Coordinator
ADA Coordinator
**MISSION STATEMENT**

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.

**NON-DISCRIMINATION/EQUAL OPPORTUNITY/AFFIRMATIVE ACTION POLICY**


Indiana University pledges itself to continue its commitment to the achievement of equal opportunity within the University and throughout American society as a whole. In this regard, Indiana University will recruit, hire, promote, educate, and provide services to persons based upon their individual qualifications. Indiana University prohibits discrimination on the basis of age, color, disability, ethnicity, sex, gender identity, gender expression, genetic information, marital status, national origin, race, religion, sexual orientation, or veteran status.

As required by Title IX of the Education Amendments of 1972, Indiana University does not discriminate on the basis of sex in its educational programs and activities, including employment and admission. Questions specific to Title IX may be referred to the Office for Civil Rights or the University Title IX Coordinator.

Indiana University shall take affirmative action, positive and extraordinary, to overcome the discriminatory effects of traditional policies and procedures with regard to the disabled, minorities, women, and veterans.

**AMERICANS WITH DISABILITIES ACT (ADA) POLICY**


Indiana University is committed to maintaining an inclusive and accessible environment across all of its campuses. Ensuring that all members of the university community have access to facilities, information, and information technology associated with administration and services, coursework and instruction, programs, and university-sponsored activities is critical to the university’s educational mission and is among its highest priorities. The Americans with Disabilities Act (ADA), the Indiana Civil Rights Act, and Indiana University policy prohibit discrimination against qualified individuals with disabilities in employment and educational programs. University websites must be accessible so that students, prospective students, employees, guests and visitors with disabilities have equivalent access to the information and functionality provided to individuals without disabilities.

Indiana University provides reasonable accommodations in the form of reasonable modifications to policies, practices, or procedures in order to make its services, programs, and activities accessible to qualified individuals with disabilities unless the modification would fundamentally alter the nature of a university service, program, or activity. These accommodations and adjustments must be made in a timely manner and on an individualized and flexible basis.

**UNIVERSITY SEXUAL MISCONDUCT POLICY**

[https://policies.iu.edu/policies/ua-03-sexual-misconduct/index.htm](https://policies.iu.edu/policies/ua-03-sexual-misconduct/index.htm)

The University’s Sexual Misconduct Policy, UA-03, prohibits all forms of sexual misconduct by members of the University community. Sexual Misconduct includes sex- and gender-based discrimination and sexual harassment, as well sexual assault, sexual exploitation, dating violence, domestic violence, and stalking, as defined in the policy. The Office of Institutional Equity is responsible for the appropriate and effective implementation of this policy. It is important that all members of the University community understand what conduct is prohibited and how the University’s processes govern the response to reports of sexual misconduct.
LAUNCHED ALL CAMPUS STUDENT CLIMATE SURVEY

Students on all IU campuses were invited to participate in the “Community Attitudes and Experiences with Sexual Assault and Misconduct” Survey that was launched during the Spring 2019 semester. The purpose of the Survey was to gather information on student experiences with all forms of sexual misconduct prior to and since coming to IU, participant attitudes and beliefs around sexual misconduct and the University, and bystander confidence. This data will be used to inform prevention and education efforts, as well as faculty and staff trainings. Full reports have been published and are available on the stopsexualviolence.iu.edu website.

NEW SALARY EQUITY REVIEW AND ANALYSIS PROCESS

OIE reviews IU compensation practices to ensure they are free from discrimination based on the provisions of both IU’s Non-Discrimination policy and federal law. This year we revised the salary review process to incorporate both quantitative and qualitative analysis in accordance with recent court decisions and best practices in salary equity studies. Working with both departments and employees, our reviews seek to accurately identify the variables impacting salary and then assess whether an individual’s gender, race, age, or other protected characteristics are adversely impacting their salary. This year our office reviewed salaries in ten departments and assisted those departments in identifying remedies when determined necessary.

REVIEWING THE ACADEMIC SEARCH PROCESS FOR INCLUSION

OIE monitors academic searches at all ranks to ensure compliance with affirmative action and equal opportunity laws, including assessment of applicant pools in comparison to the availability of women and minorities in the area. We strive to ensure that hiring departments have a diverse pool of applicants from which to interview and hire. This year we participated in the process of 198 academic searches. Although the largest share of these searches are in the College of Arts and Sciences, there was additionally significant recruitment in the Eskenazi School of Art and Design, O’Neill School of Public and Environmental Affairs, and the Jacobs School of Music.
FEDERAL REPORTING AND DATA SUPPORT

OIE has several federal compliance reporting responsibilities. Annually we work with the University Budget Office on the submission of the IPEDS Report to the Department of Education, which includes information about the race and gender of IU’s faculty and staff. The office reports to the Department of Labor, monthly job openings, hires, and terminations of employees on the Bloomington and IUPUI campus. Additionally we annually prepare and submit a Vets 4212 report regarding IU’s Veteran employees. OIE is often called upon by administrative and school units to provide data on the IU workforce for individual initiatives or planning; this year, we presented data assistance to 15 such entities.

STANDARDIZED AFFIRMATIVE ACTION PLANS ACROSS CAMPUSES

As a federal contractor, Indiana University is required to produce an Affirmative Action Plan each year, which assesses our progress in recruiting and advancing qualified women, minorities, persons with disabilities, and covered veterans within our more than 20,000 person workforce. This requires the annual review of all hires, promotions, and terminations, as well as, comparison of IU’s current workforce utilization to the availability of women and minorities in the broader workforce for each campus. This year OIE initiated the standardization of Affirmative Action plans across all campuses, with the purchase and implementation of new software designed to facilitate more efficient plan development.

COMING NEXT YEAR . . .

Revised and updated recruitment guide for academic searches
Creation of accessibility working group
New compliance posters for all buildings on all campuses
Combined accessibility and ADA website
Resurvey of workforce for updated disability and veteran status information
Updated online training modules for Title IX and compliance issues
ANNUAL ASSOCIATE INSTRUCTOR ORIENTATION

Before the start of classes in the fall, the Center of Innovative Teaching and Learning organizes an orientation for new Associate Instructors. OIE staff regularly participate in this program by presenting information on the University’s policies related to harassment and discrimination, as well as the AI’s duties as a responsible employee under the Sexual Misconduct policy. This year staff from OIE provided information to more than 500 new AIs during the two-day program.

ANNUAL NEW FACULTY ORIENTATION PICNIC

The Office of the Vice Provost for Faculty and Academic Affairs organizes a new faculty orientation and picnic before the start of the Fall semester. OIE staff participated in the event this year with an information booth that was well received by many new faculty. We distributed information on the University’s Non-Discrimination Policy, Sexual Misconduct Policy, and ADA Policy and procedures, in addition to fielding questions and advising on related University resources.

SEXUAL MISCONDUCT PREVENTION WITH THE CADETS IN THE IU POLICE ACADEMY

The Indiana University Police Academy is an accredited state-certified law enforcement academy. The program is unique in that it allows for the completion of a college degree in addition to law enforcement certification. Annually, OIE staff provide sessions to academy cadets on sexual misconduct prevention and IU’s reporting policy. This year 80 cadets attended the session.

ONLINE RESPONSIBLE EMPLOYEE TRAINING

At Indiana University employees designated as a ‘responsible employee’ are required to report incidents of sexual misconduct which come to their attention. Employees included in this designation include anyone instructing students, advisors, coaches and other athletic staff working with students, student affairs administrators, residence hall staff, university supervisors and officials, and employees in offices that interface with students. As part of this duty, responsible employees are also required to take the Responsible Employee Training through Canvas annually to ensure they remain aware of their responsibilities and how to assist students in such situations. OIE manages this training process, which this year was completed by more than 13,000 employees across all IU campuses.
LEGAL COMPLIANCE TRAINING ON ALL CAMPUSES

Staff from OIE collaborate with University Human Resources staff to provide the Legal Compliance Series for Supervisors on the Bloomington campus. The series is comprised of four in-person sessions that inform IU supervisors of relevant employee protection laws and university policies that impact their work. The series promotes positive employee relations while ensuring consistent application of University policies and employment laws across IU units. The four session series includes education on Equal Employment Opportunity, Title IX and Sexual Misconduct Prevention, the American’s with Disabilities Act (ADA), and FLSA, FMLA and Worker’s Comp policies and procedures. This year OIE staff trained 277 Bloomington employees in sessions under this series.

Additionally, OIE staff provide this same training on the other IU campuses in concert with campus staff responsible for these policies and laws on that campus. This year 35 employees on the IU East campus, 30 employees on the IU Northwest campus, and 30 employees on the IU Kokomo campus participated in this series.

SEXUAL MISCONDUCT PREVENTION TRAINING FOR GRADUATE STUDENTS

Graduate students are annually enrolled in the Canvas training on Sexual Misconduct Prevention that informs them of IU’s policies as well as their rights and responsibilities. This year 1933 students completed this program. In addition, OIE staff were asked to present in-person programs for graduate students in specific departments and schools including the Kelley School of Business, the School of Education, and the departments of English, Biology, and Psychology. Combined, these in-person programs provided information to more than 120 graduate students.

TRAINING ON IU EMPLOYEE PROTECTION POLICIES AND SEXUAL MISCONDUCT PREVENTION

OIE staff regularly participate in New Employee Orientation. This year they provided information on the University’s Non-Discrimination Policy, Sexual Misconduct Policy, and ADA Policy to 589 new faculty and staff. OIE staff also conduct requested in-person training to departments on similar topics. This year such programs were provided to UITS, the Auditorium, Bradford Woods, RPS, SPEA, Athletics, and Student Advocates. Combined, staff provided in-person training to more than 720 employees through these sessions.
INDIANA UNIVERSITY’S NON-DISCRIMINATION/EQUAL OPPORTUNITY/AFFIRMATIVE ACTION POLICY (UA-01)

“prohibits discrimination on the basis of age, color, disability, ethnicity, sex, gender identity, gender expression, genetic information, marital status, national origin, race, religion, sexual orientation, or veteran status.” in both its educational and employment programs.

Discrimination is treating or proposing to treat someone unfavorably because of personal characteristics protected either by law or IU policy. Such discrimination often happens because of unfair assumptions about what people with certain personal characteristics can and cannot do. Discrimination at IU is prohibited in both the academic and employment setting.

Harassment is a form of discrimination that includes unwelcome conduct based on protected characteristics. Such conduct could include offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and other conduct that interferes with a person’s ability to work or engage in educational programs or activities. Indiana University prohibits all members of our community from engaging in harassment.

IU students are protected from discrimination and harassment in:
- Recruitment and admissions to programs
- Reception of financial aid, housing assignments, and counseling services
- Course enrollment, evaluation, and classroom activities
- Participation in all university-sponsored events (i.e., recreation, athletics, social)
- Disciplinary processes and program dismissal

IU employees are protected from discrimination and harassment in:
- All aspects of the recruitment process and terms of employment
- Compensation, benefits, and employee services
- Opportunities for training, promotion, transfer, or other work-related benefits
- Tenure and promotion decisions
- Disciplinary procedures, demotion, and termination
The Office of Institutional Equity investigates reports of discrimination and harassment from and by students and employees on the Bloomington campus. In part because of successful supervisor training throughout the years on issues related to discrimination and harassment, many potential issues are addressed immediately at lower levels within departments and schools. The chart below depicts those reports made to OIE for the period July 1, 2018 to June 30, 2019.

IU BLOOMINGTON REPORTS OF DISCRIMINATION/HARASSMENT: 16

Concerns of violations of the University’s Non-Discrimination Policy are addressed individually on each campus. While the resolution is determined on each campus, OIE is available and often consults on such issues. The chart below details the number of reports of alleged violations reported to OIE by the IUPUI Office of Equal Opportunity for the period July 1, 2018 to June 30, 2019.

IUPUI REPORTS OF DISCRIMINATION/HARASSMENT: 60

* The category gender also includes gender expression and gender identity, and the category race also includes national origin and color.
Concerns of violations of the University’s Non-Discrimination Policy are addressed individually on each campus. While the resolution is determined on each campus, OIE is available and often consults on such issues. The chart below details the number of reports of alleged violations reported to OIE by the Equal Opportunity/Affirmative Action office on each campus for the period July 1, 2018 to June 30, 2019.

<table>
<thead>
<tr>
<th>Category</th>
<th>IU South Bend</th>
<th>IU Northwest</th>
<th>IU East</th>
<th>IU Kokomo</th>
<th>IU Southeast</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
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<td>0</td>
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<tr>
<td>Disability</td>
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<td>0</td>
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<tr>
<td>Veteran Status</td>
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<td>0</td>
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<td>0</td>
</tr>
<tr>
<td>Age</td>
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<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Religion</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

* The category gender also includes gender expression and gender identity, and the category race also includes national origin and color.
**INDIANA UNIVERSITY’S SEXUAL MISCONDUCT POLICY (UA-03)**

“prohibits discrimination on the basis of sex and gender” as well as “all forms of sexual misconduct (which includes sexual harassment, sexual assault, other forms of sexual violence, dating violence, sexual exploitation, and stalking).”

**MAKING A REPORT:** At IU, there are multiple ways to make a report of sexual misconduct to the University. Information regarding an incident of sexual misconduct may be reported to IUPD, the campus Deputy Title IX Coordinator, online through StopSexualViolence.iu.edu, or by notifying a responsible employee (e.g. instructors, advisors, administrators).

**AFTER A REPORT:** Once a report is received, the person who may have experienced sexual misconduct (the Complainant) is provided information on IU’s policies and procedures, as well as resources available both on campus and from community partners. This includes information on available advocates, counseling and other potential supportive measures. All incidents of possible sexual misconduct are brought to the attention of the University Title IX Coordinator and the Deputy Title IX Coordinator for the respective campus who coordinates with other campus offices to offer resources, support, and information.

**COMPLAINANT’S WISHES:** If the complainant does not desire to move forward with an Investigation, the University must determine, based on the information available, if it can maintain a safe, non-discriminatory environment for the entire University community without a formal Investigation. If the University determines that an Investigation is necessary based on the nature of the report, University procedures will be initiated. If a formal Investigation is not requested, the University may still work to address concerns proactively.

**INITIATE FORMAL PROCEDURES & RESOLUTION PROCESS:** When the Complainant requests the University move forward with an Investigation, or the University determines it must move forward with an Investigation, the procedures used are determined by the status of the Respondent as either a University student or employee. These procedures can be found in the University’s Sexual Misconduct Policy. More information about these procedures can be found on StopSexualViolence.iu.edu.
The following pages provide data, by campus, on reports of sexual misconduct made to IU between July 1, 2018 and June 30, 2019 for which the Respondent was a student. The data reflect reports of incidents that occurred on campus or off campus, as well as anonymous reports and reports where very little information was shared with the University. The data that follow are classified into the categories below:

- Reports Moved Forward: Formal University Resolutions
  Reports where i) the University made a determination as to the Respondent’s responsibility according to the student procedures set forth in the Sexual Misconduct Policy, ii) reports resolved through Respondent’s Acceptance of Responsibility, iii) reports that resulted in a summary suspension, or iv) reports resolved through a formal alternative resolution that was agreed upon by the Complainant and Respondent according to the Sexual Misconduct Policy.

- Reports Moved Forward: Informal Alternative University Action/Resolutions
  Reports that were addressed and resolved using alternative processes or responses.

- Reports Not Moved Forward: Complainant Request for No University Action
  Reports where the potential Complainant did not respond to University outreach, would not disclose details about the incident or the identity of the Respondent, and/or where they specifically requested "No University Action," and the University has determined that it can honor the request.

- Reports Not Moved Forward: Unknown Party
  Reports where the identity of one or both parties is unknown and unable to be determined by the University. This includes reports where the Respondent is unknown to the Complainant and/or is otherwise unable to be ascertained by the Complainant or University. In such instances, the University is limited in its ability to move forward in the investigation at that time.

- Reports Not Within the Scope of Sexual Misconduct Policy
  Reports that were determined to not be within the scope of the Sexual Misconduct Policy.

*No University Jurisdiction: The University also receives reports that are confirmed to be outside of the University’s jurisdiction because either i) the misconduct was committed by an individual not affiliated with the University, or ii) the misconduct occurred prior to attending the University. In all such instances, the University responded to provide information, outreach and support through on and off campus resources.
2018-2019 STUDENT SEXUAL MISCONDUCT REPORTS

IU BLOOMINGTON REPORTS OF SEXUAL MISCONDUCT: 287*

This number includes 36 reports which were not within the University's jurisdiction and thus not reflected in the graph.

FORMAL UNIVERSITY RESOLUTION OUTCOMES

The 39 reports that went through the Formal University Resolution Process resulted in 23 outcomes as some reports were related to the same respondent.
2018-2019 STUDENT SEXUAL MISCONDUCT REPORTS

IUPUI REPORTS OF SEXUAL MISCONDUCT: 124*

- Sexual Assault/Contact: 21 reports moved forward, 9 not moved forward.
- Stalking: 13 reports moved forward, 2 not moved forward.
- Sexual Harassment: 7 reports moved forward, 2 not moved forward.
- Dating/Domestic Violence: 9 reports moved forward, 2 not moved forward.
- Sexual Exploitation: 1 report moved forward, 1 not moved forward.

* This number includes 24 reports which were not within the University’s jurisdiction and thus not reflected in the graph.

FORMAL UNIVERSITY RESOLUTION OUTCOMES

<table>
<thead>
<tr>
<th></th>
<th>Dating/Domestic Violence</th>
<th>Sexual Assault/Contact</th>
<th>Stalking</th>
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<tbody>
<tr>
<td>Expulsion</td>
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<tr>
<td>Suspension</td>
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<td>1</td>
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<tr>
<td>Probation</td>
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<tr>
<td>No Finding</td>
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<tr>
<td>Formal Alternative Resolution</td>
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<tr>
<td>No Charges Filed</td>
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</table>

Sexual Assault: Two no finding decisions and one expulsion decision were appealed and the decisions upheld.

Stalking: One probation decision was appealed and the decision upheld.
2018-2019 STUDENT SEXUAL MISCONDUCT REPORTS

 IU SOUTH BEND REPORTS OF SEXUAL MISCONDUCT: 31 *

 IU EAST REPORTS OF SEXUAL MISCONDUCT: 12 *

 IU KOKOMO REPORTS OF SEXUAL MISCONDUCT: 13 *

 IU NORTHWEST REPORTS OF SEXUAL MISCONDUCT: 8 *

 IU SOUTHEAST REPORTS OF SEXUAL MISCONDUCT: 4 *

* This number includes 9 reports which were not within the University’s jurisdiction and thus not reflected in the graph. The single report that went to formal university resolution was formally adjudicated and resulted in summary suspension.

* Includes 5 reports not within the University’s jurisdiction.

* Includes 10 reports not within the University’s jurisdiction.

* Includes 2 reports not within the University’s jurisdiction.
EMPLOYEE SEXUAL MISCONDUCT

2018-2019 Reports of Sexual Misconduct against IU Faculty or Staff

This section reflects allegations of potential sexual misconduct made against University faculty or staff, between July 1, 2018 and June 30, 2019. The data are classified according to the following categories:

**Corrective Action:** These reports resulted in a finding of sexual misconduct with corrective action that may have included reprimand, required training, suspension, and/or termination.

**No Finding of Policy Violations:** These reports resulted in no finding which is a determination that there were no violations of the University Sexual Misconduct Policy. In some instances, additional education, training, and/or remedial action may still be provided.

**Alternative University Action or Response:** These reports resulted in alternative university action including, but not limited to: providing consultation, facilitating conversation between those involved, providing information about or assistance with support resources, administering training, and addressing issues that fall under other applicable University policies and procedures when appropriate.

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<thead>
<tr>
<th></th>
<th>IUB</th>
<th>IUPUI</th>
<th>IUSB</th>
<th>IUN</th>
<th>IUK</th>
<th>IUE</th>
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</thead>
<tbody>
<tr>
<td><strong>Dating &amp; Domestic Violence</strong></td>
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<tr>
<td><strong>Sexual Assault</strong></td>
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<tr>
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<tr>
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<tr>
<td><strong>Sexual Harassment</strong></td>
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<tr>
<td>Request No Action</td>
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<tr>
<td><strong>Stalking</strong></td>
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<tr>
<td>Corrective Action</td>
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<td>Alternative Resolution</td>
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<td>No Finding</td>
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<td><strong>Retaliation</strong></td>
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<td>Corrective Action</td>
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</tbody>
</table>

There were no reports from the IUS campus for 2018-2019.
FOR MORE INFORMATION ABOUT THE WORK OF THE OFFICE OF INSTITUTIONAL EQUITY AND TITLE IX PLEASE VISIT OUR WEBSITES.

stopsexualviolence.iu.edu

equity.iu.edu