



Office of Institutional Equity

An Update on Reports of Discrimination, Harassment, and Sexual Misconduct

**Faculty & Staff Discrimination/Harassment/Sexual
Misconduct Reports
2021-2022 Academic Year**

FACULTY & STAFF DATA – 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.

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; including those that do not proceed to formal investigation after initial assessment; and/or those that are referred to another office to address

CLAIM NOT SUBSTANTIATED

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



IUB: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 21-22 AY and Actions Taken

| <i>Report Based on</i> | Employment Action | Alternative Univ. Action | No Action (Complainant Request) | No Action (Unknown Parties) | No Action (Scope of Policy) | Claim not substantiated | Formal Decision Pending | Total |
|------------------------|-------------------|--------------------------|---------------------------------|-----------------------------|-----------------------------|-------------------------|-------------------------|-----------------|
| Disability | - | 1 | 3 | - | 4 | - | | 8 |
| Gender/Gender Identity | 1 | 4 | 1 | - | 4 | 2 | 1 | 13 |
| National Origin | - | - | 4 | - | 4 | 8 | | 16 |
| Pregnancy | - | - | 1 | - | 1 | - | | 2 |
| Race | - | 2 | 1 | 1 | 5 | - | | 9 |
| Sexual Orientation | - | - | - | - | 2 | - | | 2 |
| Multiple Factors | - | 2 | 2 | - | 9 | 2 | | 15 |
| Sexual Misconduct | 2 | 7 | 7 | 1 | 5 | 2 | 2 | 26 ¹ |

¹ These included 21 reports of sexual harassment, 4 reports of sexual assault, and 1 stalking report.



IUPUI: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 21-22 AY and Actions Taken

| <i>Report Based on</i> | Employment Action | Alternative Univ. Action | No Action (Complainant Request) | No Action (Unknown Parties) | No Action (Scope of Policy) | Claim not substantiated | Formal Decision Pending | Total |
|------------------------|-------------------|--------------------------|---------------------------------|-----------------------------|-----------------------------|-------------------------|-------------------------|-----------------|
| Age | - | - | 2 | - | 1 | 1 | - | 4 |
| Disability | - | 7 | 2 | - | - | 2 | 1 | 12 |
| Gender/Gender Identity | - | 6 | 1 | - | 2 | 2 | 1 | 12 |
| National Origin | 1 | 3 | - | - | - | - | 1 | 5 |
| Race | - | 4 | 4 | - | 1 | 8 | - | 17 |
| Religion | - | 1 | - | - | - | 1 | - | 2 |
| Retaliation | - | - | - | - | - | 1 | - | 1 |
| Sexual Orientation | - | - | - | - | 1 | - | - | 1 |
| Multiple Factors | 1 | 3 | - | - | - | 6 | - | 10 |
| Sexual Misconduct | 4 | 11 | 2 | - | - | 3 | - | 20 ¹ |

¹These included 13 reports of sexual harassment, 3 reports of sexual assault, 2 reports of dating/domestic violence, 1 report of sexual exploitation, and 1 stalking report.



IUE: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 21-22 AY and Actions Taken

| <i>Report Based on</i> | Employment Action | Alternative University Action | No Action (Complainant Request) | No Action (Unknown Parties) | No Action (Scope of Policy) | Claim not substantiated | Total |
|------------------------|-------------------|-------------------------------|---------------------------------|-----------------------------|-----------------------------|-------------------------|----------------|
| Race | - | - | - | - | 1 | - | 1 |
| Sexual Orientation | - | 1 | - | - | - | - | 1 |
| Multiple Factors | - | - | - | - | 1 | - | 1 |
| Sexual Misconduct | - | - | 1 | - | 1 | - | 2 ¹ |

¹ Both reports were regarding sexual harassment.

IUK: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 21-22 AY and Actions Taken

| <i>Report Based on</i> | Employment Action | Alternative University Action | No Action (Complainant Request) | No Action (Unknown Parties) | No Action (Scope of Policy) | Claim not substantiated | Total |
|------------------------|-------------------|-------------------------------|---------------------------------|-----------------------------|-----------------------------|-------------------------|----------------|
| Disability | - | - | - | - | - | 1 | 1 |
| Sexual Misconduct | 1 | - | - | - | 1 | 1 | 3 ¹ |

¹ All reports were regarding sexual harassment.



IUN: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 21-22 AY and Actions Taken

| <i>Report Based on</i> | Employment Action | Alternative University Action | No Action (Complainant Request) | No Action (Unknown Parties) | No Action (Scope of Policy) | Claim not substantiated | Total |
|------------------------|-------------------|-------------------------------|---------------------------------|-----------------------------|-----------------------------|-------------------------|----------------|
| National Origin | - | - | 1 | - | - | - | 1 |
| Race | - | 2 | 1 | - | 1 | - | 4 |
| Multiple Factors | - | 2 | - | - | 5 | 3 | 10 |
| Sexual Misconduct | - | - | 1 | - | - | - | 1 ¹ |

¹ Report was regarding sexual harassment.

IUS: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 21-22 AY and Actions Taken

| <i>Report Based on</i> | Employment Action | Alternative University Action | No Action (Complainant Request) | No Action (Unknown Parties) | No Action (Scope of Policy) | Claim not substantiated | Total |
|------------------------|-------------------|-------------------------------|---------------------------------|-----------------------------|-----------------------------|-------------------------|-------|
| Multiple Factors | - | - | - | - | - | 3 | 3 |



IUSB: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 21-22 AY and Actions Taken

| <i>Report Based on</i> | Employment Action | Alternative University Action | No Action (Complainant Request) | No Action (Unknown Parties) | No Action (Scope of Policy) | Claim not substantiated | Total |
|------------------------|-------------------|-------------------------------|---------------------------------|-----------------------------|-----------------------------|-------------------------|----------------|
| Disability | - | 7 | 1 | - | 5 | - | 13 |
| Gender/Gender Identity | - | 2 | - | - | 1 | - | 3 |
| National Origin | - | - | - | - | 1 | - | 1 |
| Race | - | 4 | - | 4 | - | - | 8 |
| Sexual Orientation | - | 1 | - | - | - | - | 1 |
| Multiple Factors | - | - | - | 1 | 3 | 1 | 5 |
| Sexual Misconduct | - | - | 2 | - | - | - | 2 ¹ |

¹ Both reports were regarding sexual harassment.





Student Sexual Misconduct Reports 2021-2022 Academic Year

STUDENT DATA – 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.
- **Note that when reports are received by the university of incidents that fall outside the university's jurisdiction, such as allegations against a someone not a part of the university community, students are still provided with outreach and resources.**



IUB: Student Sexual Misconduct Reports 21-22 AY and Actions Taken (University Jurisdiction)

| <i>Report of</i> | Formal Univ. Investigation & Resolution ¹ | Alternative University Action | Complainant Requests No Action | Unknown Party | Formal Process Pending | Total |
|--------------------------|--|-------------------------------|--------------------------------|---------------|------------------------|-------|
| Dating/Domestic Violence | 1 | 9 | 18 | 1 | 3 | 32 |
| Sexual Assault/Contact | 23 | 3 | 101 | 37 | 12 | 176 |
| Sexual Exploitation | 1 | 1 | 8 | 8 | 1 | 19 |
| Sexual Harassment | 3 | 27 | 52 | 8 | 1 | 91 |
| Stalking | 5 | 1 | 22 | 5 | - | 33 |

¹ Of the cases that moved to formal university investigation and resolution: 2 resulted in expulsion; 5 resulted in suspension; 17 resulted in formal alternative resolutions that could include voluntary permanent or temporary separations; 4 resulted in no finding of responsibility. (Some outcomes correspond with multiple reports/parties.)



IUPUI: Student Sexual Misconduct Reports 21-22 AY and Actions Taken (University Jurisdiction)

| <i>Report of</i> | Formal Univ. Investigation & Resolution ¹ | Alternative University Action | Complainant Requests No Action | Unknown Party | Formal Process Pending | Total |
|--------------------------|--|-------------------------------|--------------------------------|---------------|------------------------|-------|
| Dating/Domestic Violence | - | - | 9 | - | - | 9 |
| Sexual Assault/Contact | 10 | - | 26 | 3 | - | 39 |
| Sexual Exploitation | 1 | - | 1 | 1 | - | 3 |
| Sexual Harassment | - | - | 14 | 3 | - | 17 |
| Stalking | 2 | 1 | 8 | 2 | - | 13 |

¹ Of the cases that moved to formal university investigation and resolution: 1 resulted in expulsion; 8 resulted in formal alternative resolutions that could include voluntary permanent or temporary separations; 4 resulted in no finding of responsibility.



IUE: Student Sexual Misconduct Reports 21-22 AY and 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 | - | - | 1 | - | - | 1 |
| Sexual Assault/Contact | - | - | 3 | - | - | 3 |
| Stalking | - | - | 1 | - | - | 1 |

IUN: Student Sexual Misconduct Reports 21-22 AY and 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 |
|-------------------|---|-------------------------------|--------------------------------|---------------|------------------------|-------|
| Sexual Harassment | - | 1 | - | - | - | 1 |



IUS: Student Sexual Misconduct Reports 21-22 AY and Actions Taken (University Jurisdiction)

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

¹Of the cases that moved to formal university investigation and resolution, all resulted in Formal Alternative Resolution.

IUSB: Student Sexual Misconduct Reports 21-22 AY and 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 | - | - | 4 | - | - | 4 |
| Sexual Assault/Contact | - | - | 6 | - | - | 6 |
| Sexual Harassment | - | - | 3 | - | - | 3 |

