



Office of Institutional Equity

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

February 29, 2024

INDIANA UNIVERSITY

## OIE's 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.



## 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 diversity, equity, equal opportunity, disability accommodations, Title IX, and discrimination and harassment prevention.
- Monitoring the University's affirmative action and equal opportunity employment practices and reporting requirements.



## The work of OIE includes:

Coordinating the University's compliance with:

- Non-Discrimination/Affirmative Action/Equal Opportunity Policy (UA-01)
- Americans with Disabilities Act (ADA) Policy (UA-02)
- Discrimination, Harassment, and Sexual Misconduct Policy (UA-03)
- Employee Relationships with Students (UA-22)



**Faculty & Staff Discrimination/Harassment/Sexual  
Misconduct Reports  
2022-2023 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.

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



## IUB: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 22-23 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	-	2	2	-	1	2	-	7
Gender/Gender Identity	-	5	1	-	1	8	-	15
Age	-		1	-	-	1	-	2
National Origin	-	1	1	-	-	5	-	7
Race	-	1	1	-	-	5	1	8
Religion	-		-	-	1	-	-	1
Multiple Factors	-	6	-	-	1	5	-	12
Sexual Misconduct	2	13	3	-	2	3	1	24 <sup>1</sup>

<sup>1</sup> These included 20 reports of sexual harassment, 1 reports of sexual assault, 2 reports of dating/domestic violence, and 1 stalking report.



## IUPUI: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 22-23 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	-	-	1	-	-	-	-	1
Disability	-	3	4	-	2	6	-	15
Gender/Gender Identity	2	12	9	-	1	-	-	24
National Origin	-	-	1	-	-	1	-	2
Race	-	8	6	-	3	14	-	31
Religion	-	2	-	-	1	1	-	4
Retaliation	1	1	-	-	-	-	-	2
Sexual Orientation	-	-	-	-	-	-	-	-
Multiple Factors	3	8	-	-	8	1	-	20
Sexual Misconduct	3	9	4	1	3	2	-	22 <sup>1</sup>

<sup>1</sup>These included 20 reports of sexual harassment, 1 report of sexual assault, and 1 stalking report.





**IUE: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 22-23 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	-	-	-	-	2	-	2
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 22-23 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)	Formal Decision Pending	Total
Gender/Gender Identity	-	-	-	-	1		1
Sexual Misconduct	-	1	-	-		1	2 <sup>1</sup>

<sup>1</sup> One report was regarding sexual harassment and one report was sexual assault.



**IUN: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 22-23 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	-	2
Race/Ethnicity	-	2	1	-	-	-	3
Multiple Factors	-	-	2	-	-	1	3
Sexual Misconduct	-	2	-	-	-	-	2 <sup>1</sup>

<sup>1</sup> Both reports were regarding sexual harassment.

**IUS: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 22-23 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	-	-	-	-	-	1	1



**IUSB: Faculty/Staff Discrimination, Harassment, & Sexual Misconduct Reports 22-23 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	-	5	-	-	-	-	5
Gender/Gender Expression	-	1	1	-	1	-	3
National Origin	-	-	-	-	1	-	1
Race/Ethnicity	-	4	-	-	1	-	5
Sexual Orientation	-	2	-	-	-	-	2
Multiple Factors	-	1	-	-	2	-	3
Sexual Misconduct	-	-	2	-	-	-	2 <sup>1</sup>

<sup>1</sup> These included one report of sexual harassment and one report of retaliation.





# **Student Sexual Misconduct Reports 2022-2023 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 22-23 AY and 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	5	10	23	-	-	38
Sexual Assault/Contact	11	7	103	19	1	141
Sexual Exploitation	1	-	3	32	-	36
Sexual Harassment	4	23	33	3	-	63
Stalking	4	1	22	5	-	32

<sup>1</sup> Of the cases that moved to formal university investigation and resolution: 2 resulted in expulsion; 4 resulted in suspension; 21 resulted in formal alternative resolutions that could include voluntary permanent or temporary separations; 0 resulted in no finding of responsibility. (The pending case was a no finding, but is under appeal.)



## IUPUI: Student Sexual Misconduct Reports 22-23 AY and 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	2	1	2	-	-	5
Sexual Assault/Contact	5	-	10	3	-	18
Sexual Exploitation	1	-	-	-	-	1
Sexual Harassment	3	-	4	-	-	7
Stalking	2	-	5	-	-	7

<sup>1</sup> Of the cases that moved to formal university investigation and resolution: 2 resulted in probation; 8 resulted in formal alternative resolutions; 3 resulted in no finding of responsibility.



**IUE: Student Sexual Misconduct Reports 22-23 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	-	-	2	-	-	2
Sexual Assault/Contact	-	-	1	-	-	1
Sexual Harassment	-	1	-	-	-	1

**IUK: Student Sexual Misconduct Reports 22-23 AY and 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 Harassment	-	1	-	-	-	1
Sexual Assault	1	-	-	-	-	1
Dating/ Domestic Violence	-	-	1	-	-	1

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





**IUN: Student Sexual Misconduct Reports 22-23 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 Exploitation	-	1	-	-	-	1
Sexual Harassment	-	-	-	1	-	1

**IUS: Student Sexual Misconduct Reports 22-23 AY and 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	-	-	1
Sexual Assault/Contact	-	-	1	-	-	1
Sexual Harassment	1	3	-	-	-	4
Stalking	-	-	1	1	-	2

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



**IUSB: Student Sexual Misconduct Reports 22-23 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	-	-	3	4	-	7
Sexual Assault/Contact	-	-	1	-	-	1
Sexual Harassment	-	-	1	-	-	1

