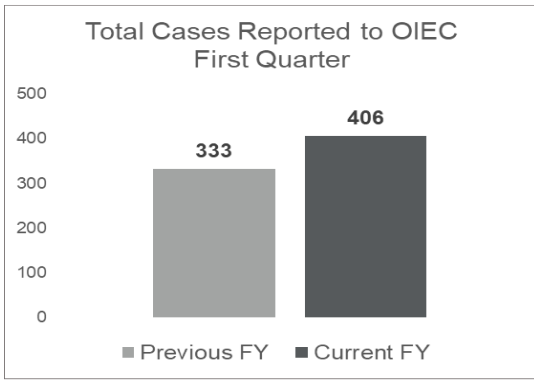


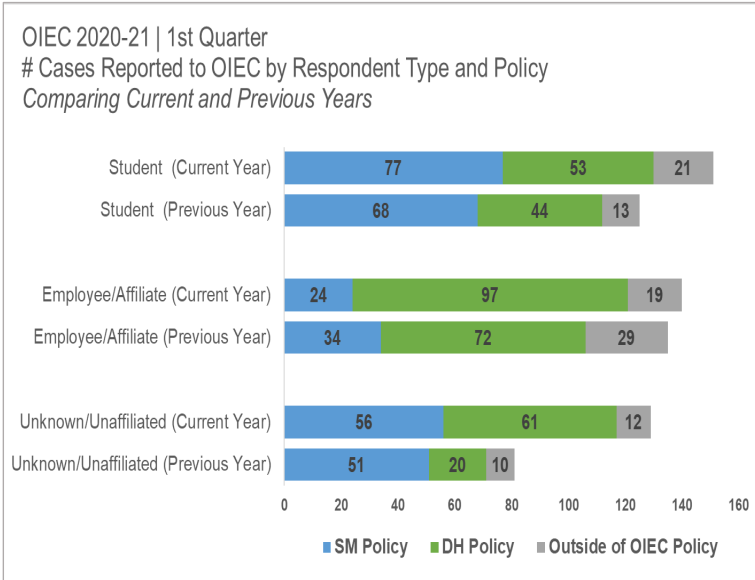
OIEC 1st Quarter Report | 2020-21 (July-September 2020)



Comparing 1st Quarter 2019-20 to 2020-21, there was a **22% increase** in cases reported to OIEC

The most common allegations by policy are presented below:

Discrimination and Harassment	Student (53 Cases)	Employee/Affiliate (97 Cases)	Unknown/Unaffiliated (61 Cases)
Race	31	39	32
Sexual Orientation	12	4	7
Gender	9	20	2
Disability	6	15	7
Political Affiliation/Philosophy	4	9	9
National Origin	3	11	6
Gender Identity	2	4	2
Age	1	5	1



Sexual Misconduct	Student (77 Cases)	Employee/Affiliate (24 Cases)	Unknown/Unaffiliated (56 Cases)
Sexual Harassment	30	15	11
Stalking/Gender-based stalking	16	2	7
Non-consensual Sexual Intercourse	16	1	14
IPA/Domestic and Dating Violence	12	3	12
Sexual Exploitation	5	0	7
Non-consensual Sexual Contact	5	3	5

Complaints against students and employees were resolved as follows:

STUDENT Type of Resolution	Discrimination and Harassment	Sexual Misconduct
Outreach & Connection with Support	26	42
Informal Resolution/ Policy Compliance Meeting	14	14
No Basis to Proceed	9	10
Informational only	2	2
Pending	0	4
Concerns Addressed w/ Supervisor/Dept	1	3
Preliminary Inquiry	0	0
Formal Adjudication*	1	2

*Of the three formal investigations of students during Q1, two sexual misconduct cases are pending, and one respondent was found responsible for failure to comply with OIEC direction in a discrimination and harassment case. Action taken includes a disciplinary hold.

EMPLOYEE/AFFILIATE Type of Resolution	Discrimination and Harassment	Sexual Misconduct
Outreach & Connection with Support	61	12
Informal Resolution/ Policy Compliance Meeting	10	5
No Basis to Proceed	11	1
Informational only	2	1
Pending	8	3
Concerns Addressed w/ Supervisor/Dept	4	1
Preliminary Inquiry	1	0
*Formal Adjudication	0	0

*During the first quarter, there were no formal cases against employees or affiliates.

Two sexual misconduct cases are currently subject to the formal grievance process set forth in the University's Sexual Misconduct Policy (effective August 14) in response to evolving case law and new Title IX regulations. Once the investigation stage is complete, these matters will proceed to a live cross examination presided over by an Administrative Law Judge.

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Case Resolutions

Implemented the new Sexual Misconduct, Intimate Partner Violence, and Stalking Policy effective August 14, 2020 and the associated 2020-2021 Resolution Procedures.

Together with Support and Safety Measures, assisted Student Conduct and Conflict Resolution (SCCR) in adjudicating student conduct cases related to COVID-19 public health order violations.

In partnership with SCCR, created a new restorative justice program for adjudicating microaggressions under the Discrimination and Harassment Policy.

Made significant progress on the creation of a new database for tracking OIEC cases with enhanced features allowing the OIEC to more easily run reports to identify trends on the campus, department, and unit levels.

Support and Safety Measures

Independently addressed 92 cases.

Supported 9 additional cases: 4 formal adjudications and 5 informal/educational resolutions.

Addressed multiple racist graffiti vandalism reports in collaboration with Campus Use of University Facilities Policy chair and Office of University Counsel.

Worked with campus partners to develop a disclosure statement for student petition forms. In order to increase transparency, students are now alerted that if they disclose experiences of discrimination, harassment, or sexual misconduct, they will receive outreach from OIEC.

Worked with the new CAPS case manager for student respondents to assure a smooth transition.

Addressed retroactive grades and tuition refunds with Registrar and Bursar for student respondents.

Conducted training with Conduct Review Committee to mitigate issues of bias.

Assessment

Tableau data visualization programming complete for Campus and Workplace Culture (CWC) Survey results; dynamic visualizations of CWC data now available.

JILA Institute Survey:

- At JILA's request, performed extensive additional data analyses
- Presented CWC Survey findings/recommendations to JILA Fellows and faculty, researcher, postdocs, and graduate students at three sessions

Made revisions to CWC Survey instruments, Qualtrics projects, and FAQs in preparation for surveying faculty, staff, and grad students at Leeds, Law, Educ, and CMCI.

Met with all academic review process (ARP) committee and college Leads, coordinated launch with IR, and developed all CWC survey communications.

Education and Prevention

Developed new online courses for students and employees that integrated bystander skills training with a special focus on interrupting anti-Black, anti-LGBTQ, or any other interpersonal harassment or violence.

- Assessment of student course shows that it is well-received and the effectiveness is comparable to in-person training

Launched new guide and companion training for classroom leaders on establishing course expectations and managing classroom dynamics to reduce identity-based harms.

Online Training Completions in Canvas & SkillSoft:

- Employees: 8,967
- New undergraduates: 7,381
- Returning undergraduates: 20,067
- Graduate students: 7,470

In-Person/Virtual Training Attendance:

- Number of trainings: 52
- Total number of participants: 2,362
- Students: 773
- Staff & Faculty: 1,589

Scope of Training: Policy & Mandatory Reporting, Bystander Skills, Mitigating Unconscious Bias, Managing Difficult Classroom Dynamics, Sexual Consent & Assault, Skills for Difficult Conversations, Election Preparedness Panel, Inclusive Pedagogy Panel. Multi-series sessions delivered in several depts.

ADA Compliance

ADA initiated 203 new matters:

- 85 were related to COVID-19, the vast majority of which were requests to work remotely.
- 47 were for captioning or American Sign Language (ASL) interpretation; many involved arranging captioning/ASL for multiple dates.
- The remainder were standard workplace accommodation requests, referrals to another office, informal consultation, Title II matters like wheelchair lift or signage issues, or housing accommodation appeals.
- This number does NOT include the number of employees who elected to use Families First Coronavirus Response Act (FFCRA) Leave as handled by the FMLA team in HR.

Implemented updated Employee Accommodations Procedures effective July 1, 2020.

Navigated voluminous accommodation requests framed in COVID-19 vulnerability (as opposed to the traditional disability framework).

Collaborated with Digital Accessibility Office on draft of updated university captioning policy and procedures in response to dramatic increase in virtual content throughout university.