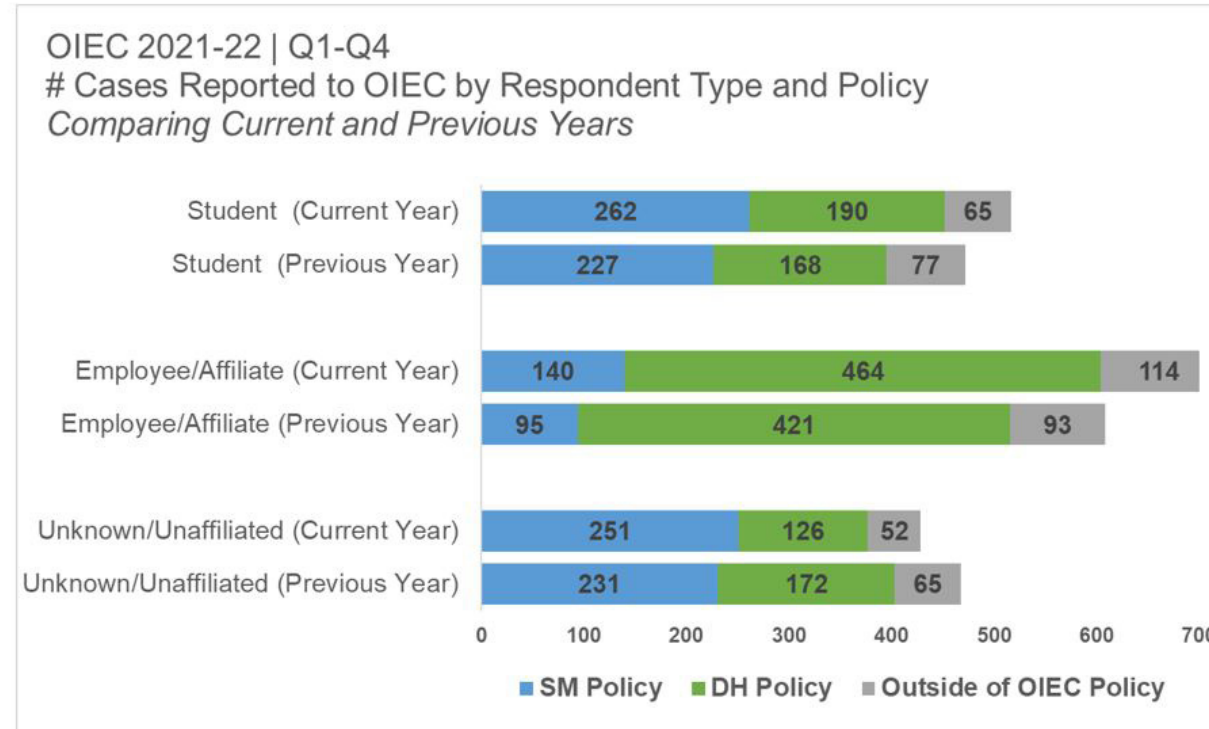
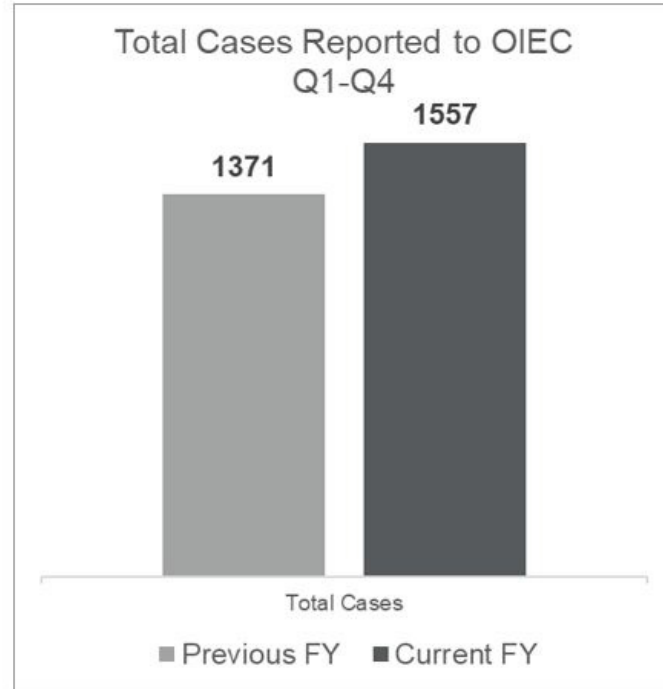


# OIEC 4TH QUARTER REPORT | 2021-22

July 2021 - June 2022



3 most commonly reported protected-class discrimination and harassment complaints during Q4:

- Employee Respondents:
- Race (32)
  - Disability (26)
  - Gender (12)

- Student Respondents:
- Race (12)
  - Gender (8)
  - Sexual Orientation (4)

Case Resolutions commenced 8 formal grievance processes in Q4.

During Q4, Support and Safety Measures addressed 97 cases.

## Unit Accomplishments

### Assessment

- Commenced in-depth analyses of the 2021 Campus Culture Survey (CCS) student sexual misconduct data (10,759 participants).
- Supported Office of Data Analytics (ODA) to create and launch the expanded unit-level 2021 CCS dashboard.
- Supported campus offices to interpret and use their CCS results (SRS, Leeds, Faculty Affairs, Advising, Residence Life, Rec Services, A&S Study Buddies project).

### ADA Compliance

- Welcomed a Program Support Coordinator to better streamline communications and service to clients and campus partners.
- Finalized lactation policy for review and implementation by campus administration.

- Coordinated dozens of accommodations and effective communication for Commencement and recognition ceremonies across campus.
- Established an ADA working group with ADA professionals across all university campuses.

### Case Resolutions

- Created a new Intake Coordinator role to streamline the intake of all OIEC cases and assist investigators with case management to improve timelines.
- Began review of the U.S. Department of Education Office for Civil Rights proposed Title IX regulations.
- Conducted “stay” interviews to better inform ways to retain staff.

### Support and Safety Measures

- Onboarded Support and Safety Measures Case Manager to assist with case management in support of Senior and Associate Directors.
- Continued coordination with Student Support and Case Management (SSCM) on high level student of concern cases.
- Led efforts to finalize policy on registered sex offenders living in university housing.

### Education and Prevention

- In-person/virtually facilitated training attendance:
  - > Total trainings: 45
  - > Number of participants: 1,012
  - > Students: 451
  - > Staff and faculty: 561

- Scope of audiences:
  - > IFC Hill Fraternity Chapters (17 sessions)
  - > New student athletes and coaches
  - > Libraries staff and faculty
  - > UMC staff
  - > Supervisors
  - > Academic departments
  - > Bridge programs