
UNIVERSITY OF MISSOURI
OFFICE FOR CIVIL RIGHTS, TITLE IX & ADA

2017-2018 ANNUAL REPORT

If you are a person with a disability and believe you may need accommodations, please contact the MU Office for Civil Rights & Title IX to request assistance or general information; we are happy to help you.

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January 31, 2019

Dear Members of the University of Missouri Community:

We present to you this Annual Report, which contains data regarding alleged incidents of discrimination and harassment—on the basis of race, color, national origin, ancestry, sex/gender, gender identity, gender expression, sexual orientation, disability, religion, age, and/or veteran status—that were reported to the MU Office for Civil Rights, Title IX & ADA (OCRT9) from August 1, 2017 through July 31, 2018. In subsequent pages, we provide in-depth analysis of incident reports received and processed by our Office during the 2017-2018 academic/reporting year, plus comparison to data from previous years.¹ Tracking our data allows us to monitor campus climate over time and to continue identifying opportunities for further training, education, and ongoing efforts to help prevent discrimination and remediate its impact on our campus community. Further, we publish this data in the interest of transparency, as well as individual and institutional accountability.

MISSION AND VISION STATEMENTS OF OUR OFFICE

We envision an equitable and accessible campus community, free from discrimination, where inclusion and diversity are nurtured and endure. To bring that vision into reality, we:

- **Educate** community members about non-discrimination, non-violence, and accessibility policies and practices; including individuals' rights and options;
- **Listen** to the equity concerns of the campus community;
- **Connect** people to resources that can support them if they experience discrimination, sexual violence, retaliation, or barriers to inclusion;
- **Investigate** and resolve potential violations of the University's non-discrimination policies;
- **Facilitate** conversations among parties to enhance understanding and build community when possible;
- **Collaborate** with units and departments within the campus community to transform existing practices to make them more inclusive and equitable;
- **Address** systemic discrimination and barriers to inclusion through review of patterns, trends, and policies;
- **Encourage** the community to view civil rights, Title IX, and ADA compliance as opportunities to be more inclusive and to practice our shared values of respect, responsibility, discovery, and excellence.

UNIVERSITY POLICIES

OCRT9 is tasked with enforcing the institution's anti-discrimination policies, located in the following sections of the Collected Rules and Regulations (CRR). These policies, which apply to all students, employees, and visitors to our campus and events, were revised during the 2016-2017 reporting year. Current versions, linked below, took effect on March 1, 2017.²

- [CRR 600.010](#) Equal Employment/Educational Opportunity and Nondiscrimination Policy
- [CRR 600.020](#) Sex Discrimination, Sexual Harassment and Sexual Misconduct in Education/Employment Policy

¹ Annual Reports from 2014-2015, 2015-2016, and 2016-2017 are available online: <http://civilrights.missouri.edu/data>

² Previous versions of substantive policies (i.e. policies that contain lists and definitions of specific behaviors prohibited by the University) and previous versions of Equity Resolution procedures (i.e. procedures that describe how reports of policy violations are resolved by our Office) that were used prior to March 1, 2017, are available for review on our website. In each case, OCRT9 applied the substantive policies (CRRs 600.010, 600.020, 330.065, and 200.010) that were in effect when a given violation occurred, and then we used the procedures (CRRs 600.030, 600.040, and 600.050) in effect at the time the incidents/violations were reported to our Office.

- Equity Resolution Processes for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Student or Student Organization ([CRR 600.030](#)); against a Faculty Member ([CRR 600.040](#)); against a Staff Member ([CRR 600.050](#)); and against the University of Missouri, including individual departments, programs, or other institutional entities ([CRR 600.060](#))

Two other policies also pertain to some reports submitted to OCRT9:

- [CRR 330.065](#) Consensual Romantic Relationship Policy
- [CRR 200.010](#) Standard of Conduct

OCRT9/ADA TEAM MEMBERS

Our Office's mission is carried out each day by dedicated staff members who are committed to inclusion, diversity, and equity, as well as the University's core values of respect, responsibility, discovery, and excellence. Currently, Andy Hayes serves as the Assistant Vice Chancellor for Civil Rights & Title IX and the University's Title IX Administrator; she works closely with Executive Assistant Liz Zufall and the entire Office. The investigative unit of OCRT9 is comprised of seven vital team members, including Director of Investigations Amber Lammers who works closely with Case Manager Demetri Raftopoulos and five Equity Consultants and Investigators: Megan Grant, Ross Brown, Diamond Scott, Mindy Wirges, and Amelia Howser.

Education & Prevention Coordinator Brittani Fults leads OCRT9's outreach efforts on campus, which are discussed later in this Report. Additionally, Amber Cheek serves as the Director of Accessibility and the University's ADA Coordinator, working alongside Mohamed Shahin who is an Accessibility and Accommodations Specialist; their efforts and accomplishments are highlighted in this Report as well. Finally, we welcomed Lisa Barnum to our team in the spring of 2018 as the institution's first Equal Employment Opportunity & Affirmative Action Manager.

Note that this report is being published concurrently with the 2016-2017 Annual Report. After a period of transition for new staff and leadership in OCRT9, we took the time to carefully craft both reports. Now, we are back on schedule and look forward to producing future Reports in a timely manner.

We encourage you to review this Report carefully and visit our Office's website for more information: civilrights.missouri.edu. Additionally, we thank all of our campus partners for their support and tireless efforts toward common goals of fostering inclusive excellence at Mizzou. We also thank Kathy Schmidtke Felts for helping analyze and interpret our data in preparation for this Report. It was truly a team effort.

Sincerely,

Andy Hayes, Assistant Vice Chancellor for Civil Rights & Title IX and Title IX Administrator
Amber Lammers, Director of Investigations and Deputy Title IX Coordinator

GUIDE TO READING THE REPORT

Key Definitions and Relevant Policy Provisions:

In addressing alleged instances of discrimination, our Office follows and applies the definitions and processes stated in the CRRs, including Chapter 600. For purposes of this Report, we provide the following summaries of terms as we use them here, as well as summaries of the resolution processes.³

Discrimination: Conduct that is based upon an individual's membership in a protected category that: (a) Adversely affects a term or condition of employment, education, living environment or participation in a University activity; or (b) Creates a hostile environment by being sufficiently severe or pervasive and objectively offensive that it interferes with, limits, or denies the ability to participate in or benefit from the University's educational programs, activities, or employment. CRR 600.010(B).

Note that "discrimination" is used as an umbrella term throughout this Annual Report, intended to include various forms of sexual violence and harassment/discrimination on the basis of any protected category recognized by the University of Missouri and/or applicable state or federal laws, including race, color, national origin, ancestry, sex/gender (including pregnancy), gender identity, gender expression, sexual orientation, disability, religion, age, and veteran status. MU policy further outlines several forms of prohibited sex/gender discrimination in CRR 600.020: sexual misconduct, sexual harassment, stalking, dating/intimate partner violence, and sexual exploitation.

Complainant: Alleged victim of actions that violate the University's policies.⁴ In this Annual Report, the term "complainant" is used to describe any person or group who has allegedly experienced behavior that violates policy, whether or not they choose to pursue a formal complaint against the accused individual; it is a general term that applies when the report of discrimination is received by OCRT9, regardless of how an individual's case is resolved.

Respondent: Person who allegedly violated the University's anti-discrimination policies (sometimes referred to as the "Accused" individual). In this Annual Report, the term "respondent" is used to describe all people or entities that are reported to have violated policy, regardless of whether they go through a full formal investigation or are found responsible for a violation.

Parties: Collective term used to refer to all complainants and respondents in a case, or multiple cases.

Incident: An occurrence of alleged behavior that may constitute prohibited discrimination.

Report: Information received by OCRT9 stating that an individual or organization has or may have engaged in discrimination, or stating that an individual or entity has or may have experienced discrimination⁵ as prohibited by the University's policies. OCRT9 receives reports through a variety of means, including an online reporting form on our website, or via email, phone call, in-person visit, or other means. Some reports are submitted directly by complainants; many others are submitted by third parties (both mandatory and voluntary reports).

Once received, the report and all information available regarding the incident are added to an electronic database that is accessible to OCRT9 team members; at the same time, the Director of Investigations assigns the report to an Equity Consultant/Investigator. Assuming we have the name(s) of the potential complainant(s), the Investigator contacts them via phone or email to offer to discuss the reported incident

³ Additional definitions are available on the OCRT9 website and contained within the CRRs.

⁴ The University may serve as the Complainant when the person alleged to have been subjected to discrimination or harassment in violation of University Policy chooses not to act as the Complainant in the resolution process or requests that the Complaint not be pursued. CRR 600.030(C)(2), 600.040(C)(2), 600.050(D)(2), and 600.060(D)(2).

⁵ OCRT9 distinguishes between an initial "report" of discrimination (which is mere disclosure of information to our Office about an alleged policy violation; reports can be submitted by anyone, including third parties not involved in the underlying incident) from a "formal complaint" (which is a written document submitted by a complainant describing the allegations and requesting a formal investigation and disciplinary process). *Not all reports of alleged discrimination proceed to formal complaints; most reports do not.*

and any concerns of discrimination they may have; as part of this outreach, the Investigator provides the complainant with information about our Office and available resources, as well as various options for resolving the allegations of discrimination. The most formal option would be for the complainant to file a written complaint, which would initiate a full investigation. Often, other forms of conflict resolution are available as options, too.

Complaint or Formal Complaint: A statement written by a complainant describing an alleged policy violation and officially requesting that the University conduct a full, formal investigation. Generally, complaints contain the following elements: name of the accused individual(s), organization, or entity; date the alleged violation occurred; and a list of witnesses to interview during the investigation process.

Equity Resolution Process: The process by which reports and formal complaints of discrimination are resolved, as outlined in the Collected Rules and Regulations (CRR) Sections 600.030, 600.040, 600.050, and 600.060.

Protected category: A group of people with a shared/common characteristic or identity, recognized by University policy and/or applicable state or federal laws as being protected from discrimination on the basis of that characteristic or identity. MU policy specifically lists race, color, national origin, ancestry, disability, sex/gender (including pregnancy), gender identity, gender expression, sexual orientation, religion, age, and veteran status.

Preliminary Investigation/Inquiry: The initial process that ensues, upon receipt of a report or written complaint, with the purpose of gathering enough information to make a threshold decision as to whether the allegation describes a policy violation, and then how it will be resolved, if necessary. An Investigator's initial contact with a complainant is part of this inquiry, plus attempts to obtain additional information from the reporter, witnesses, and/or documentation in some cases.

Investigation (full): A fact and information gathering process during which an Investigator interviews parties and witnesses and collects evidence in various forms. A full investigation is initiated after a formal complaint is submitted to OCRT9 by an individual complainant, or after the Appropriate Administrative Officer determines the University, as the named complainant itself, will proceed with a full investigation without a formal complaint from an individual.

Consent to Sexual Activity: Under MU policy, consent to sexual activity is knowing and voluntary. Consent to sexual activity requires of all involved persons a conscious and voluntary agreement to engage in sexual activity. Each person engaged in the sexual activity must have met the legal age of consent. It is the responsibility of each person to ensure they have the consent of all others engaged in the sexual activity. Consent must be obtained at the time of the specific activity and can be withdrawn at any time. Consent, lack of consent or withdrawal of consent may be communicated by words or non-verbal acts. CRR 600.020(B)(7).

Someone who is incapacitated cannot consent. Silence or absence of resistance does not establish consent. The existence of a dating relationship or past sexual relations between the Parties involved should never by itself be assumed to be an indicator of consent. Further, consent to one form of sexual activity does not imply consent to other forms of sexual activity. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Coercion and force, or threat of either, invalidates consent. CRR 600.020(B)(7).

Incapacitation: Under MU policy, incapacitation is a state in which rational decision-making or the ability to consent is rendered impossible because of a person's temporary or permanent physical or mental impairment, including but not limited to physical or mental impairment resulting from drugs or alcohol, disability, sleep, unconsciousness or illness. Consent does not exist when the Respondent knew or should have known of the other individual's incapacitation. Incapacitation is determined based on the totality of the circumstances. Incapacitation is more than intoxication but intoxication can cause incapacitation. CRR 600.020(B)(8).

Factors to consider in determining incapacity include, but are not limited to, the following: (a) Lack of awareness of circumstances or surroundings (e.g., an inability to understand, either temporarily or

permanently, the who, what, where, how and/or why of the circumstances; blackout state); (b) Inability to physically or verbally communicate coherently, particularly with regard to consent (e.g., slurred or incoherent speech); (c) Lack of full control over physical movements (e.g., difficulty walking or standing without stumbling or assistance); and (d) Physical symptoms (e.g., vomiting or incontinence). CRR 600.020(B)(8)

Brief Descriptions of the Resolution Processes:

Hearing Panel Resolution: Following a full investigation of the reported allegations, Hearing Panel Resolution is the process by which three trained staff/faculty panelists make a finding as to whether a respondent is responsible for each of the alleged policy violations. If found responsible, this process includes a determination (or recommendation, in the case of faculty respondents) of appropriate sanctions. Note that Hearing Panel Resolution is the default process for resolving allegations against student and faculty respondents when their cases move past the summary resolution phase of the Equity Resolution Process; meaning, all parties must agree to utilize the other available options of Administrative or Conflict Resolution, which are summarized below.

Administrative Resolution: Following a full investigation of the reported allegations, Administrative Resolution is the process by which the Equity Officer or Title IX Coordinator makes a finding as to whether a respondent is responsible for each of the alleged policy violations. If responsible, this process includes a determination of appropriate sanctions. Administrative Resolution is an option available for all four types of respondents; when the respondent is a staff member, their supervisor works with the Equity Officer/Title IX Coordinator to make a joint finding.

Note: Prior to the CRR revisions that took effect on March 1, 2017, this type of single-decision-maker model in the Equity Resolution Process for student respondents was called “Informal Resolution,” instead of “Administrative Resolution” as it has always been known for staff and faculty respondents. Now, the processes for all respondents are consistently named “Administrative Resolution,” which is the term used throughout this Annual Report.

Conflict Resolution is an option available in some cases, using alternative dispute resolution mechanisms such as mediation, facilitated dialogue, restorative justice, or educational trainings/meetings to resolve the reported incident. OCRT9 utilizes forms of Conflict Resolution before, during, after, or in lieu of full investigations, depending on the willingness of the parties, nature of the allegations, and susceptibility to being resolved in this less formal way.

Summary Resolution: Resolution (or, dismissal) of a complaint upon a determination by the Equity Officer or Title IX Coordinator that there is an insufficient basis to proceed, based on their review of the information gathered during an investigation. At this point in the process, cases are either (a) dismissed at this summary resolution stage, or (b) they proceed to final resolution via Administrative or Hearing Panel Resolution Processes (or, if deemed appropriate and approved by all parties, some form of Conflict Resolution).

Jurisdiction:

The University’s anti-discrimination policies state that jurisdiction shall generally be limited to conduct that occurs on the University of Missouri premises or at University-sponsored or University-supervised functions. However, the University may take appropriate action in certain circumstances involving conduct by students, faculty, or staff that occurred in other settings, including off-campus locations, (1) in order to protect the physical safety of students, employees, visitors, patients, or other members of the University community; or (2) if there are effects of the conduct that interfere with or limit any person’s ability to participate in or benefit from the University’s educational programs, activities, or employment. See CRR 600.030(B) regarding student matters. For employees, there are additional elements to consider, such as whether the conduct is related to a faculty member’s fitness or performance in their professional capacity as a teacher or researcher and whether the conduct occurs when staff or faculty members are serving in the role of University employees. CRRs 600.040(B), 600.050(B), and 600.060(B).

OVERVIEW: INCIDENTS REPORTED TO OCRT9: AUGUST 1, 2017-JULY 31, 2018

Charts, graphs, and tables containing relevant data and comparisons:

Figure 1. ALL Alleged Policy Violations (Table)

TYPE OF ALLEGED VIOLATION	2015-2016	2016-2017	2017-2018
Sex/Gender Discrimination	549 (59.4%)	519 (52.9%)	559 (59.3%)
Race Discrimination	176 (19.0%)	154 (15.7%)	124 (13.2%)
Sexual Orientation Discrimination	28 (3.0%)	16 (1.6%)	39 (4.1%)
Gender Identity and Expression Discrimination	14 (1.5%)	35 (3.6%)	38 (4.0%)
Disability Discrimination	38 (4.1%)	41 (4.2%)	31 (3.3%)
National Origin Discrimination	23 (2.5%)	61 (6.2%)	30 (3.2%)
Religious Discrimination	23 (2.5%)	39 (4.0%)	26 (2.8%)
Student Standard of Conduct Violation	26 (2.8%)	43 (4.4%)	13 (1.4%)
Veteran Status Discrimination	0 (0.0%)	2 (0.2%)	9 (1.0%)
Age Discrimination	11 (1.2%)	16 (1.6%)	6 (0.6%)
Retaliation	4 (0.4%)	9 (0.9%)	6 (0.6%)
Unclassified Discrimination	0 (0.0%)	1 (0.1%)	6 (0.6%)
Violation of Consensual Romantic Relationship Policy	4 (0.4%)	5 (0.5%)	5 (0.5%)
Pregnancy Discrimination	3 (0.3%)	4 (0.4%)	2 (0.2%)
Ancestry Discrimination	0 (0.0%)	2 (0.2%)	1 (0.1%)
False Reporting	5 (0.5%)	0 (0.0%)	1 (0.1%)
Color Discrimination	1 (0.1%)	0 (0.0%)	1 (0.1%)
Failure to Comply with Sanctions or Directives	1 (0.1%)	2 (0.2%)	0 (0.0%)
Not Discrimination	18 (1.9%)	32 (3.3%)	45 (4.8%)
TOTAL	924	981	942

Figure 1 Explanation:
In 2017-2018, OCRT9 received 750 reports alleging 942 violations of MU policies. Meaning, 750 respondents were accused of 942 violations. Note that these are accusations/ allegations, not ultimate findings. This chart lists all the alleged violations, most of which are discriminatory in nature. OCRT9 also receives some reports of alleged behaviors unrelated to discrimination, referred to here as "Student Standard of Conduct Violation" and "Not Discrimination." Examples of non-equity allegations we receive include physical abuse,

threatening or intimidating behaviors, property damage, and alcohol/drug violations. Often, these allegations stem from an incident that also involves equity concerns, so OCRT9 takes jurisdiction over all the allegations from that given incident. In other cases, if there is no link to any allegation of discrimination, then the matter is referred to another appropriate campus resource, such as MUPD, the Provost's Office, Human Resources, or the Office of Student Accountability and Support.

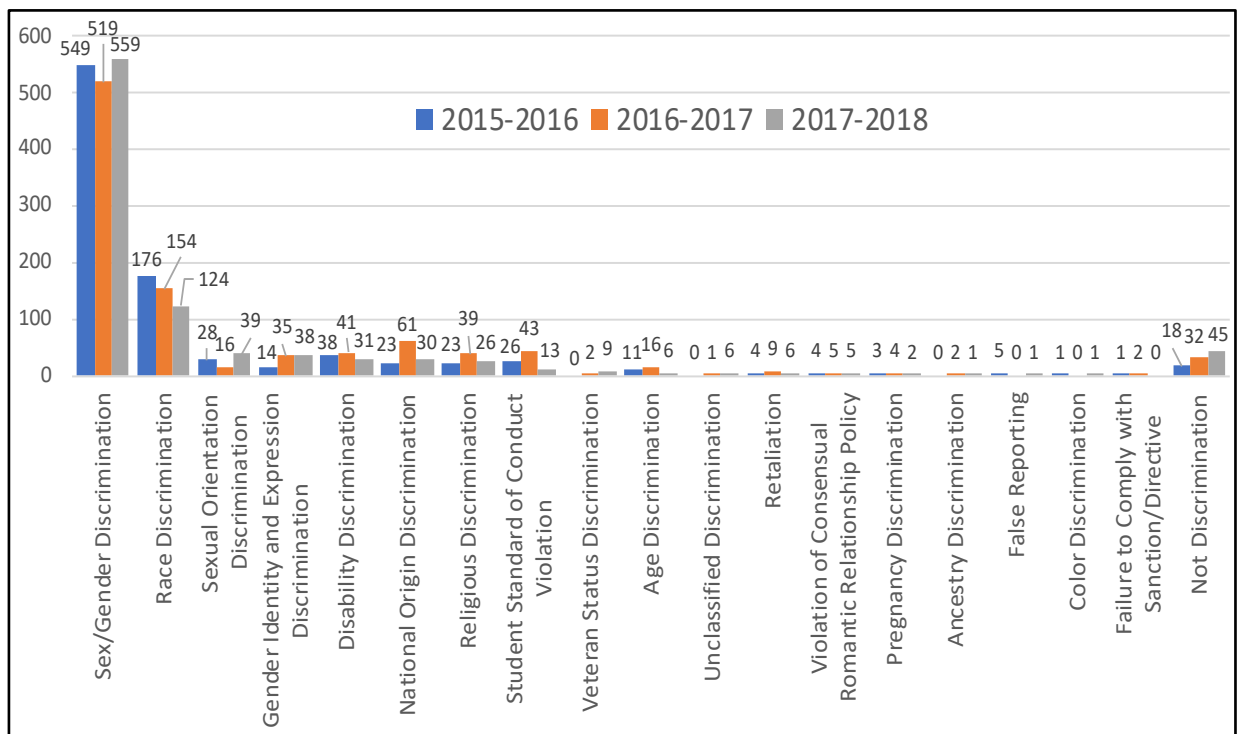


Figure 1a.
ALL Alleged
Policy
Violations
(Graph)→

Figure 2. Types of Respondents Accused of Equity Violations (2017-2018) (Table)

TYPE OF ALLEGED EQUITY VIOLATION	Faculty	Staff	Students	Student Orgs	MU Entities	Third Parties	Unknown/ Undisclosed	TOTAL
Sex/Gender Discrimination	63	75	174	8	8	40	191	559
Race Discrimination	19	22	34	4	11	7	27	124
Sexual Orientation Discrimination	6	7	14	0	2	2	8	39
Disability Discrimination	9	9	2	2	5	0	4	31
National Origin Discrimination	14	6	0	1	0	1	8	30
Gender Identity Discrimination	3	7	7	0	6	0	5	28
Religious Discrimination	3	5	6	0	3	1	8	26
Gender Expression Discrimination	1	6	0	0	1	0	2	10
Veteran Status Discrimination	2	5	0	0	1	0	1	9
Age Discrimination	0	2	1	0	2	0	1	6
Retaliation	4	1	0	0	0	0	1	6
Unclassified Discrimination	1	2	0	0	0	0	3	6
Consensual Romantic Relationship Policy	2	1	1	0	0	0	1	5
Pregnancy Discrimination	0	2	0	0	0	0	0	2
Ancestry Discrimination	0	1	0	0	0	0	0	1
False Reporting	0	0	1	0	0	0	0	1
Color	1	0	0	0	0	0	0	1
TOTAL	128	151	240	15	39	51	260	884

Figure 3. Number of Reports Received by Month (Table)

Figure 3 Explanation: The total number of “reports” of discrimination is the same as the total number of respondents per incident, on a 1:1 ratio. Meaning, when OCRT9 receives information indicating that a person may have violated the anti-discrimination policies in a given incident, that is, by definition, a “report” of discrimination. There could be multiple respondents involved in a single incident, which we would then think of as multiple “reports” because each respondent’s actions are analyzed separately to determine whether they are responsible for violating policy—that is, each person is accountable for their own behavior. Thus, it is possible that one respondent could be responsible in a certain case while a second respondent involved in the same case is not responsible, based on their individual actions. Note that some individuals have been accused of more than one violation at different

Month	2015-2016	2016-2017	2017-2018	TOTAL
August	33 (4.6%)	54 (7.8%)	62 (8.3%)	149
September	89 (12.4%)	71 (10.2%)	86 (11.5%)	246
October	97 (13.6%)	69 (10.0%)	75 (10.0%)	241
November	90 (12.6%)	73 (10.5%)	77 (10.3%)	240
December	81 (11.3%)	42 (6.1%)	48 (6.4%)	171
January	36 (5.0%)	35 (5.1%)	56 (7.5%)	127
February	57 (8.0%)	58 (8.4%)	73 (9.7%)	188
March	78 (10.9%)	96 (13.9%)	62 (8.3%)	236
April	66 (9.2%)	77 (11.1%)	71 (9.5%)	214
May	29 (4.1%)	64 (9.2%)	49 (6.5%)	142
June	32 (4.5%)	25 (3.6%)	38 (5.1%)	95
July	27 (3.8%)	29 (4.2%)	53 (7.1%)	109
TOTAL	715	693	750	2158

times, stemming from separate incidents that may involve different people. When that happens, the accused person is counted as more than one respondent, and thus more than one report. For example, if Person X is accused of sexually harassing Person Y in April, and then Person X is accused of race discrimination against Person Z in June, we would consider there to be two reports even though the same person is accused in both instances. Similarly, if Person 1 and Person 2 both allegedly discriminate against Person 3, in the same exchange/incident, because of Person 3’s religion, we consider there to be two reports of discrimination at hand: Person 3 accuses Person 1, and Person 3 accuses Person 2. This is the most consistent way to track and compare data. Numbers from previous annual reports have been recalculated based on this method. For 2015-2016, there were 715 reports of 924 violations (i.e. 715 respondents were accused of 924 violations); the published report for 2015-2016 had calculated 674 reports of 924 violations, which did not account for incidents involving more than one respondent.

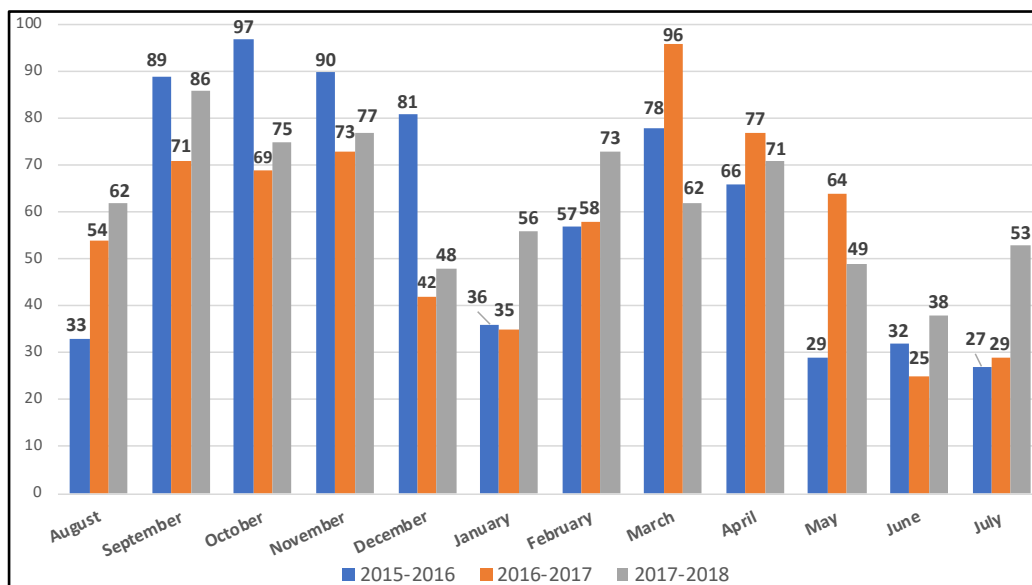


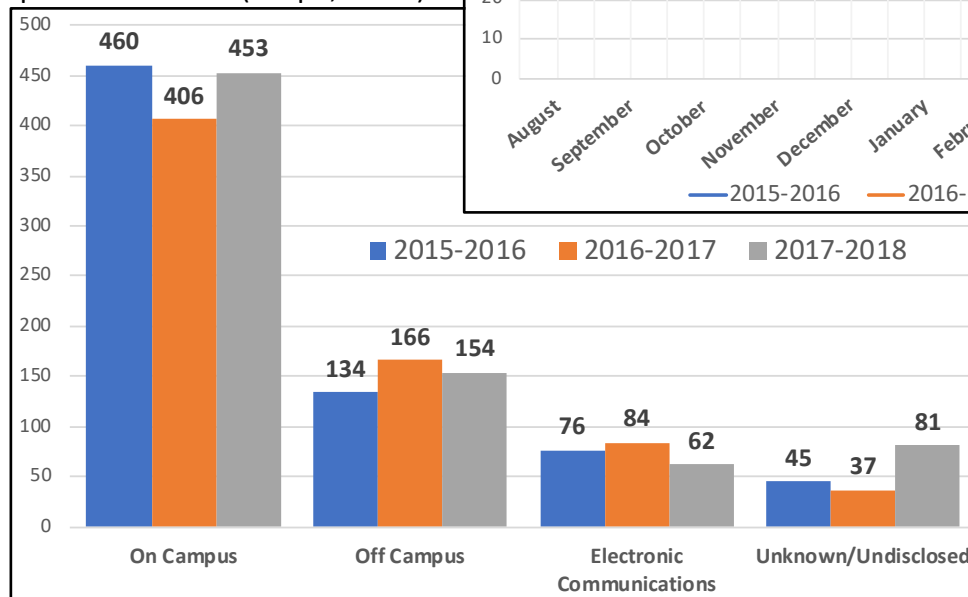
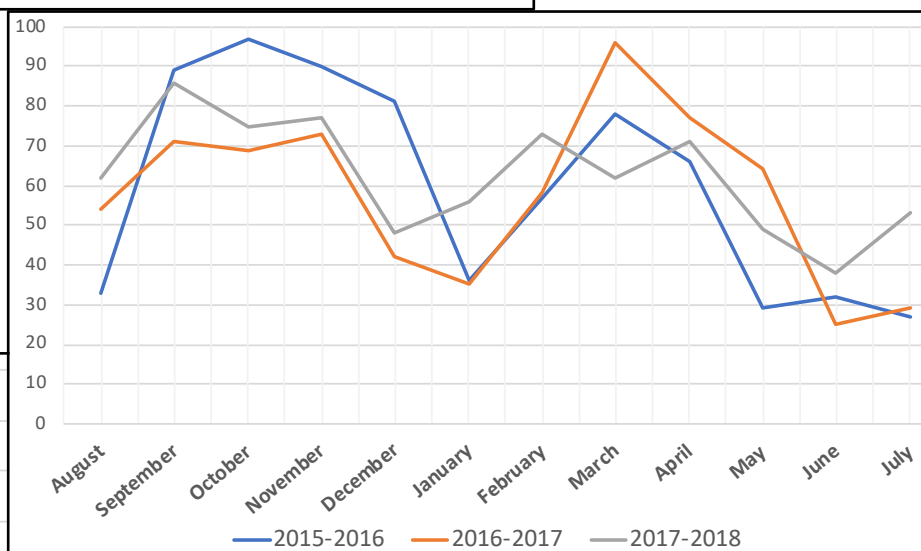
Figure 3a. Number of Reports Received by Month
←(Bar Graph)

Total Number of Alleged Violations	
2015-2016	924
2016-2017	981
2017-2018	942

Total Number of Reports	
2015-2016	715
2016-2017	693
2017-2018	750

Figure 3b. Number of Reports Received by Month (Line Graph)→

Figures 4-4a (below). Location of Reported Incidents (Graph, Table)



Figures 4-4a Explanation:

For purposes of this Annual Report, incidents occurring in or near Greek housing are included in the “On Campus” category. Only one category per report is included in this data, noting the primary location of each incident; if an incident involves more than one location category (e.g. parties exchanged texts and interacted in

person on campus), then the order of priority is (1) On Campus, (2) Off Campus, (3) Electronic, and (4) Unknown/Undisclosed. The “Unknown/Undisclosed” category is used when we were unable to further specify, which may happen when a complainant does not respond to OCRT9 outreach and the location information was not included in the initial report, or if a complainant chooses not to disclose that information to us.

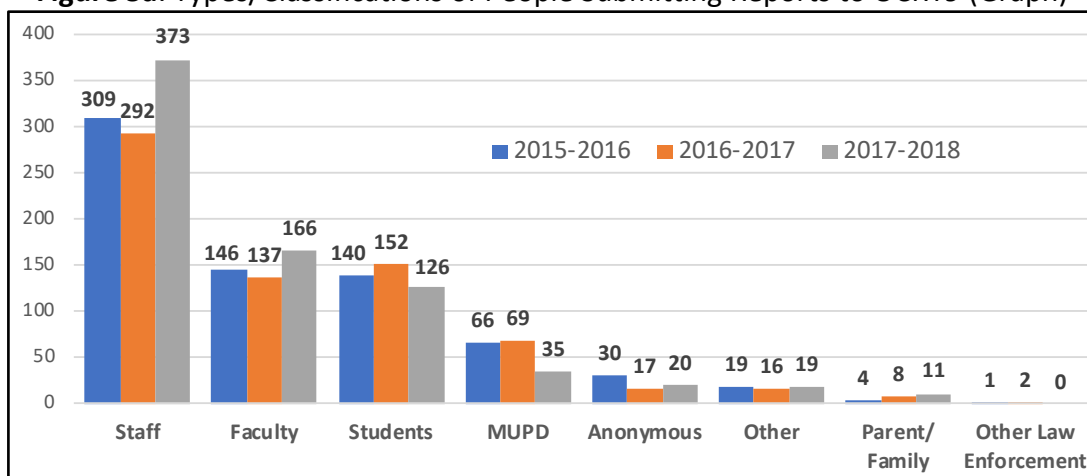
Location	2015-2016	2016-2017	2017-2018
On Campus	460 (64.3%)	406 (58.6%)	453 (60.4%)
Off Campus	134 (18.7%)	166 (24.0%)	154 (20.5%)
Electronic Communications	76 (10.6%)	84 (12.1%)	62 (8.3%)
Unknown/Undisclosed	45 (6.3%)	37 (5.3%)	81 (10.8%)
TOTAL	715	693	750

Figure 5. Types/Classifications of People Submitting Reports to OCRT9 (Table)

Reporter Type	2015-2016	2016-2017	2017-2018
Staff	309 (43.2%)	292 (42.1%)	373 (49.7%)
Faculty	146 (20.4%)	137 (19.8%)	166 (22.1%)
Students	140 (19.6%)	152 (21.9%)	126 (16.8%)
MUPD	66 (9.2%)	69 (10.0%)	35 (4.7%)
Anonymous	30 (4.2%)	17 (2.5%)	20 (2.7%)
Other	19 (2.7%)	16 (2.3%)	19 (2.5%)
Parent/Family	4 (0.6%)	8 (1.2%)	11 (1.5%)
Other Law Enforcement	1 (0.1%)	2 (0.3%)	0 (0.0%)
TOTAL	715	693	750

Figure 5 Explanation: All employees working in the Department of Residential Life, both students and professional staff members, are included as “Staff” in this chart. Note that OCRT9 receives more reports from Residential Life Staff than any other single person or entity.

Figure 5a. Types/Classifications of People Submitting Reports to OCRT9 (Graph)



In-Depth Analysis: Sex/Gender Discrimination

Figure 6. Sex/Gender Discrimination Allegations Against Student Respondents (Graph)

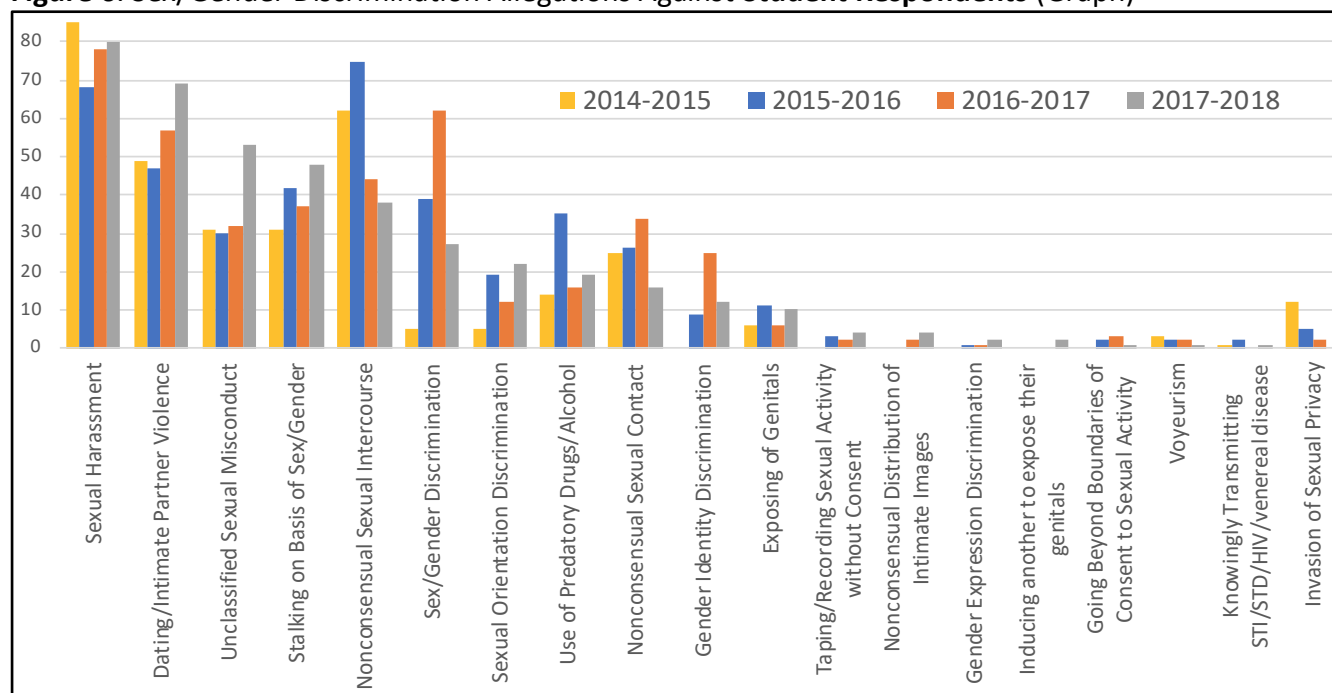


Figure 6 Explanation: To make the graph easier to read, given the high number of categories and four years of comparison, data labels have been omitted. Data is included on this page.

Figure 7. Sex/Gender Discrimination Allegations Against Student Respondents* (Table)

TYPE OF ALLEGED VIOLATION	2014-2015	2015-2016	2016-2017	2017-2018
Sexual Misconduct	124 (36.3%)	142 (33.6%)	116 (28.0%)	117 (28.6%)
Sexual Harassment	85 (24.9%)	68 (16.1%)	78 (18.8%)	80 (19.6%)
Dating/Intimate Partner Violence	49 (14.3%)	47 (11.1%)	57 (13.7%)	69 (16.9%)
Stalking on the Basis of Sex/Gender	31 (9.1%)	42 (9.9%)	37 (8.9%)	48 (11.7%)
Sexual Exploitation	30 (8.8%)	49 (11.6%)	27 (6.5%)	32 (7.8%)
Sex/Gender Discrimination	5 (1.2%)	39 (9.2%)	62 (14.9%)	27 (6.6%)
Sexual Orientation Discrimination	5 (1.5%)	19 (4.5%)	12 (2.9%)	22 (5.4%)
Gender Identity Discrimination	0 (0.0%)	9 (2.1%)	25 (6.0%)	12 (2.9%)
Gender Expression Discrimination	0 (0.0%)	1 (0.2%)	1 (0.2%)	2 (0.5%)
Hazing on Basis of Sex/Gender	2 (0.6%)	1 (0.2%)	0 (0.0%)	0 (0.0%)
Bullying on Basis of Sex/Gender	11 (3.2%)	6 (1.4%)	0**	**
TOTAL	342	423	415	409

Figure 7 Explanation:

In 2017-2018, 353 students were accused of 409 violations of the Sex Discrimination, Sexual Harassment and Sexual Misconduct Policy.

*NOTE: In Figures 6-7b, "Student Respondents" includes unknown/undisclosed respondents and student organizations.

**NOTE: In March 2017, Bullying was removed as a separate policy provision.

Figure 7a. Sexual Misconduct Allegations Against Student Respondents (Table)

Type of Sexual Misconduct	2014-2015	2015-2016	2016-2017	2017-2018
Unclassified Sexual Misconduct	31 (9.1%)	30 (3.3%)	32 (7.7%)	53 (13.0%)
Nonconsensual Sexual Intercourse	62 (18.1%)	75 (17.7%)	44 (10.6%)	38 (9.3%)
Nonconsensual Sexual Contact	25 (7.3%)	26 (2.8%)	34 (8.2%)	16 (3.9%)
Exposing of Genitals	6 (1.8%)	11 (2.6%)	6 (1.4%)	10 (2.4%)
TOTAL (Sexual Misconduct)	124	142	116	117

Figure 7a-7b Explanation:

Percentages listed indicate the proportion of all sex/gender allegations made up by these particular types of offenses.

Figure 7b. Sexual Exploitation Allegations Against Student Respondents (Table)

Type of Sexual Exploitation	2014-2015	2015-2016	2016-2017	2017-2018
Use of Predatory Drugs/Alcohol	14 (4.1%)	35 (8.3%)	16 (3.9%)	19 (4.6%)
Taping/Recording Sexual Activity without Consent	0 (0.0%)	3 (0.7%)	2 (0.5%)	4 (1.0%)
Nonconsensual Distribution of Intimate Images	0 (0.0%)	0 (0.0%)	2 (0.5%)	4 (1.0%)
Inducing another to expose their genitals	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (0.5%)
Going Beyond Boundaries of Consent to Sexual Activity	0 (0.0%)	2 (0.5%)	3 (0.7%)	1 (0.2%)
Voyeurism	3 (0.9%)	2 (0.5%)	2 (0.5%)	1 (0.2%)
Knowingly Transmitting STI/STD/HIV/venereal disease	1 (0.3%)	2 (0.5%)	0 (0.0%)	1 (0.2%)
Invasion of Sexual Privacy	12 (3.5%)	5 (1.2%)	2 (0.5%)	0 (0.0%)
TOTAL (Sexual Exploitation)	30	49	27	32

Figures 7-7a Explanation: "Unclassified Sexual Misconduct" is the label used for reports that contain insufficient details about the incident to further classify the alleged behavior, often because a third party submitting the initial report to OCRT9 did not include this level of information and/or because the complainants chose not to disclose further details to us. Many of these reports contain the term "sexual assault," which would likely be either nonconsensual sexual intercourse or nonconsensual sexual contact under MU policy, but we have refrained from speculating in an effort to present the most accurate data.

Figure 8. Sex/Gender Discrimination Allegations Against Employee Respondents (Table)

TYPE OF ALLEGED VIOLATION	2015-2016	2016-2017	2017-2018
Sexual Harassment	44 (34.4%)	37 (34.6%)	65 (37.6%)
Sex/Gender Discrimination	55 (43.0%)	44 (41.1%)	55 (31.8%)
Sexual Orientation Discrimination	7 (5.5%)	4 (3.7%)	13 (7.5%)
Gender Identity Discrimination	2 (1.6%)	3 (2.8%)	10 (5.8%)
Gender Expression Discrimination	0 (0.0%)	1 (0.9%)	7 (4.0%)
Nonconsensual Sexual Contact	4 (3.1%)	1 (0.9%)	6 (3.5%)
Stalking on the Basis of Sex/Gender	4 (3.1%)	4 (3.7%)	4 (2.3%)
Violation of Consensual Romantic Relationship Policy	0 (0.0%)	5 (4.7%)	3 (1.7%)
Unclassified Sexual Misconduct	0 (0.0%)	0 (0.0%)	3 (1.7%)
Dating/Intimate Partner Violence	4 (3.1%)	2 (1.9%)	2 (1.2%)
Pregnancy Discrimination	3 (2.3%)	4 (3.7%)	2 (1.2%)
Exposing of Genitals	1 (0.8%)	0 (0.0%)	2 (1.2%)
Invasion of Sexual Privacy	0 (0.0%)	1 (0.9%)	1 (0.6%)
Nonconsensual Sexual Intercourse	4 (3.1%)	0 (0.0%)	0 (0.0%)
Voyeurism	0 (0.0%)	1 (0.9%)	0 (0.0%)
TOTAL	128	107	173

Figure 8 Explanation: In 2017-2018, 130 employees—including faculty and staff—were accused of 173 violations of the University’s Sex Discrimination, Sexual Harassment and Sexual Misconduct Policy. NOTE: Data for the 2014-2015 reporting year is not available for employees because OCRT9 (then, known as the Title IX Office) was only handling student matters at that time.

Figure 8a. Sex/Gender Discrimination Allegations Against Employee Respondents (Graph)

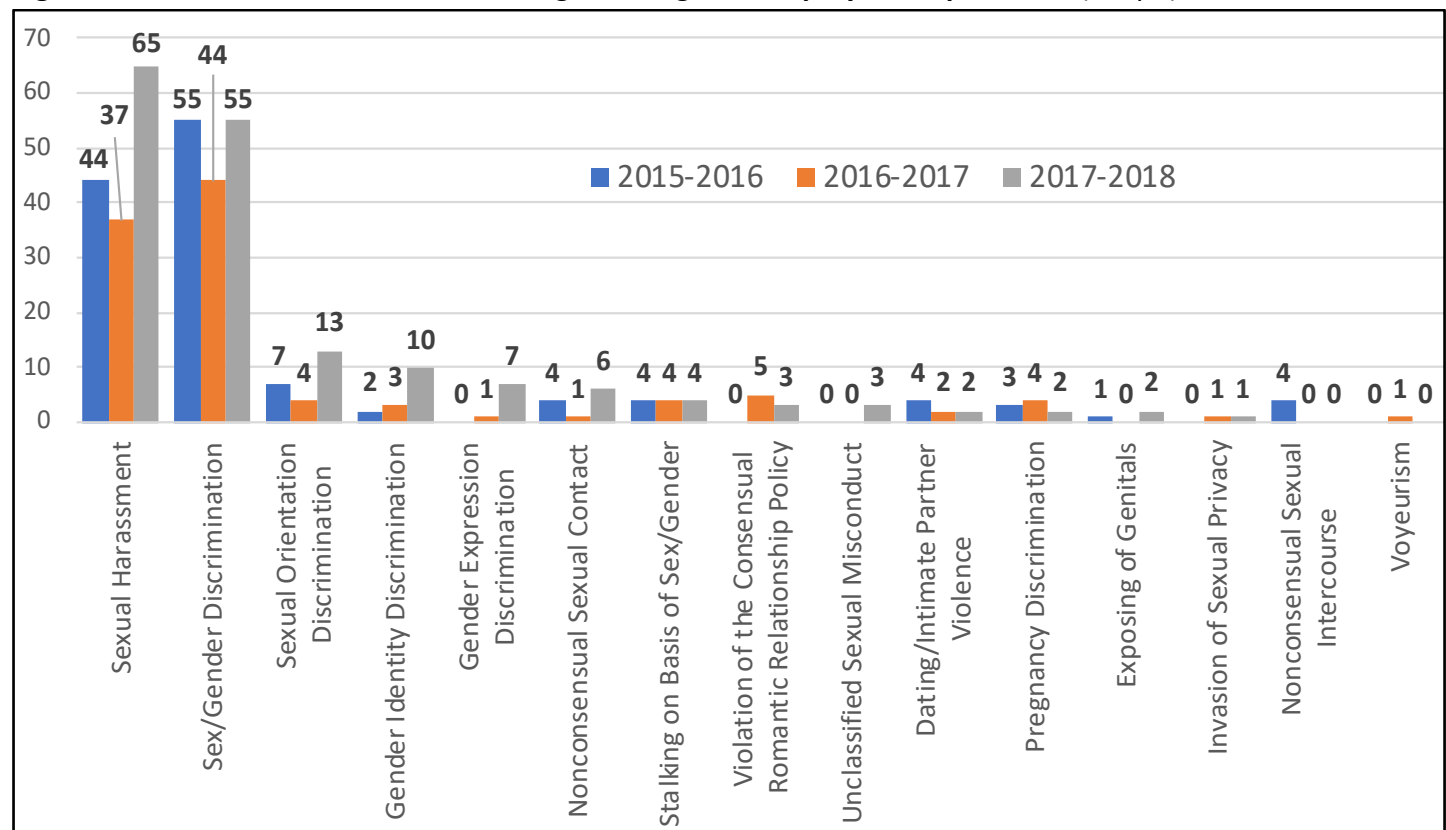
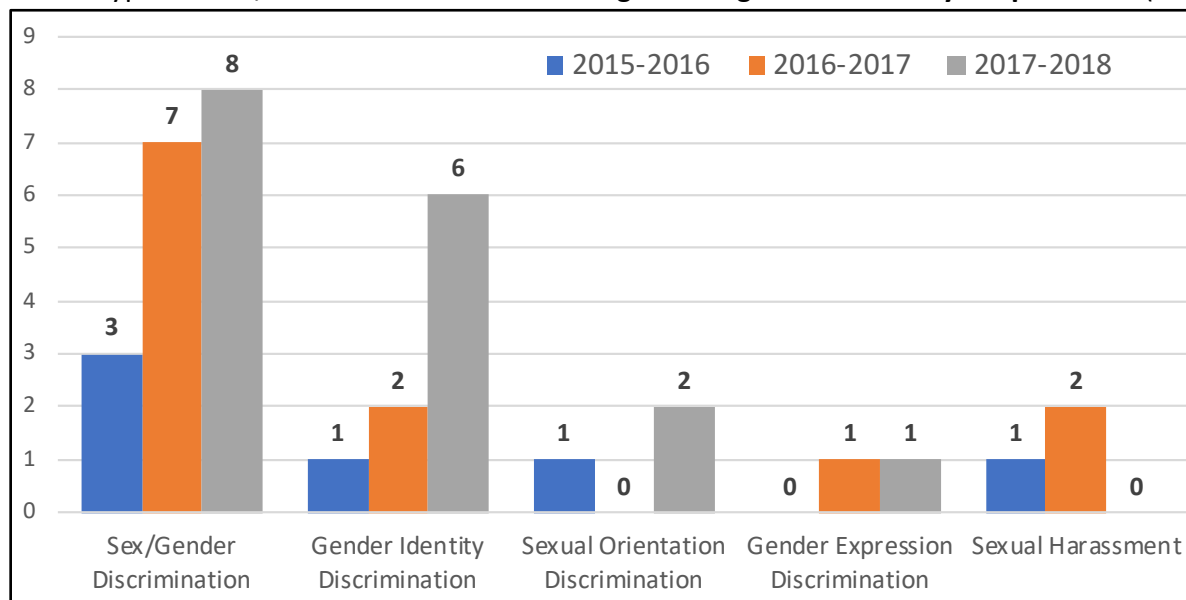


Figure 9. Sex/Gender Discrimination Allegations Against MU Entity Respondents (Table)

TYPE OF ALLEGED VIOLATION	2015-2016	2016-2017	2017-2018
Sex/Gender Discrimination	3 (50.0%)	7 (58.3%)	8 (47.1%)
Gender Identity Discrimination	1 (16.7%)	2 (16.7%)	6 (35.3%)
Sexual Orientation Discrimination	1 (16.7%)	0 (0.0%)	2 (11.8%)
Gender Expression Discrimination	0 (0.0%)	1 (8.3%)	1 (5.9%)
Sexual Harassment	1 (16.7%)	2 (16.7%)	0 (0.0%)
TOTAL	6	12	17

Figure 9 Explanation:

In 2017-2018, 15 entities were accused of 17 violations of the Sex Discrimination, Sexual Harassment and Sexual Misconduct Policy.

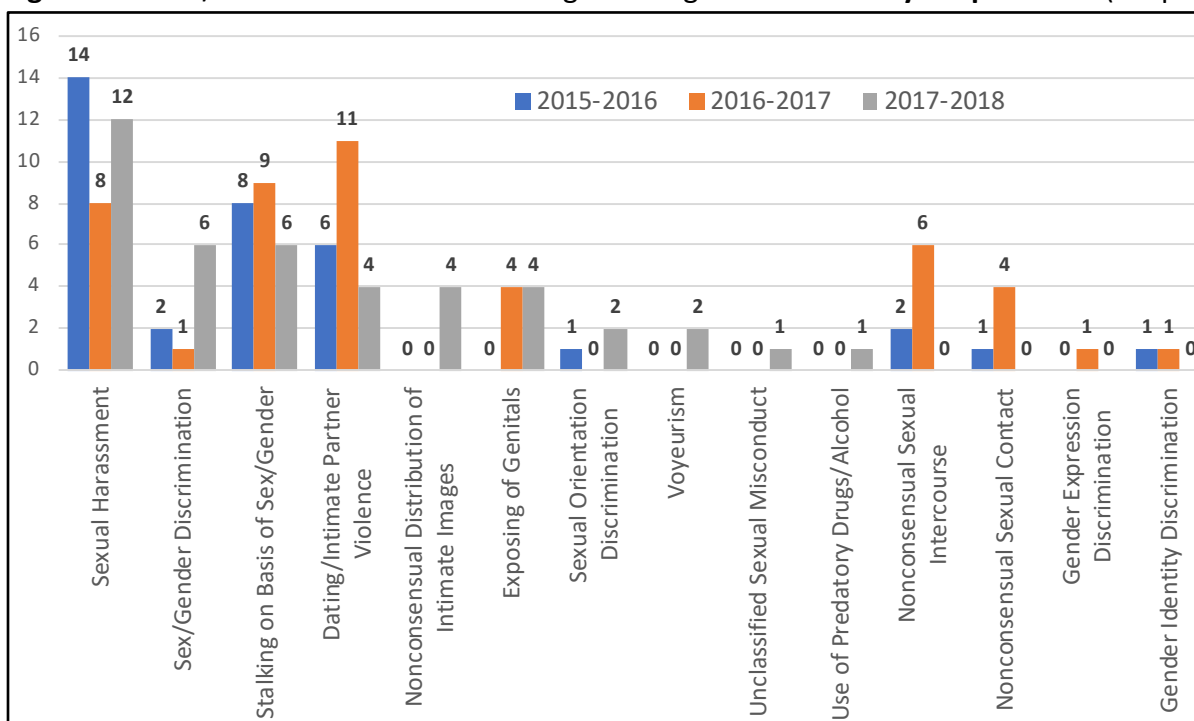
Figure 9a. Types of Sex/Gender Discrimination Allegations Against MU Entity Respondents (Graph)**Figure 10. Sex/Gender Discrimination Allegations Against Third Party Respondents (Table)**

TYPE OF ALLEGED VIOLATION	2015-2016	2016-2017	2017-2018
Sexual Harassment	14 (40.0%)	8 (17.8%)	12 (28.6%)
Sex/Gender Discrimination	2 (5.7%)	1 (2.2%)	6 (14.3%)
Stalking on the Basis of Sex/Gender	8 (22.9%)	9 (20.0%)	6 (14.3%)
Dating/Intimate Partner Violence	6 (17.1%)	11 (24.4%)	4 (9.5%)
Nonconsensual Distribution of Intimate Images	0 (0.0%)	0 (0.0%)	4 (9.5%)
Exposing of Genitals	0 (0.0%)	4 (8.9%)	4 (9.5%)
Sexual Orientation Discrimination	1 (2.9%)	0 (0.0%)	2 (4.8%)
Voyeurism	0 (0.0%)	0 (0.0%)	2 (4.8%)
Unclassified Sexual Misconduct	0 (0.0%)	0 (0.0%)	1 (2.4%)
Use of Predatory Drugs/Alcohol	0 (0.0%)	0 (0.0%)	1 (2.4%)
Nonconsensual Sexual Intercourse	2 (5.7%)	6 (13.3%)	0 (0.0%)
Nonconsensual Sexual Contact	1 (2.9%)	4 (8.9%)	0 (0.0%)
Gender Expression Discrimination	0 (0.0%)	1 (2.2%)	0 (0.0%)
Gender Identity Discrimination	1 (2.9%)	1 (2.2%)	0 (0.0%)
TOTAL	35	45	42

Figure 10 Explanation:

In 2017-2018, 35 volunteers, visitors, or other third parties were accused of 42 violations of the Sex Discrimination, Sexual Harassment and Sexual Misconduct Policy.

Figure 10a. Sex/Gender Discrimination Allegations Against Third Party Respondents (Graph)



NOTE on Timing of Reports to OCRT9:

All reports submitted to OCRT9 from August 1, 2017, through July 31, 2018, are counted as part of the data in this Annual Report. These numbers are based on the date of the report received, *not* the date of the alleged underlying incident. In some cases, an incident is reported on the same day it occurred, or soon thereafter. In other cases, there is a period of delay between the incident and the report to OCRT9, which may occur for various reasons. Thus, not every incident included in this Annual Report occurred during the 2017-2018 academic year, and not every incident occurred while the complainant and/or respondent were associated with MU.

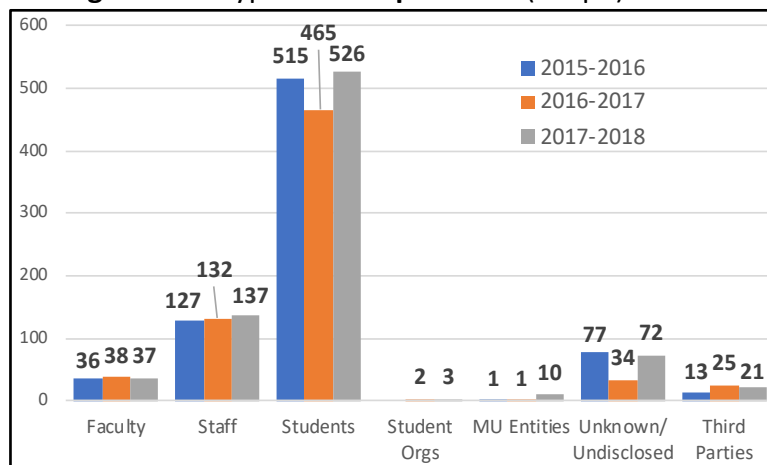
This year, 40% of reports were received within about 10 days of the incident. 68% were received within 60 days, 87% within 6 months, and 92% within 1 year. 60 reports (about 8%) were received more than 1 year after the incident, 38 (5.1%) more than 2 years, and 12 (1.6%) more than five years.

In-Depth Analysis: Complainants and Respondents Involved in Reports to OCRT9

Figure 11. Types of Complainants (Table)

Complainant Type/Group	2015-2016	2016-2017	2017-2018
Faculty	36 (4.7%)	38 (5.5%)	37 (4.6%)
Staff	127 (16.5%)	132 (18.9%)	137 (17.0%)
Students	515 (67.0%)	465 (66.7%)	526 (65.3%)
Student Orgs	***	2 (0.3%)	3 (0.4%)
MU Entities	1 (0.1%)	1 (0.1%)	10 (1.2%)
Unknown	77 (10.0%)	34 (4.9%)	72 (8.9%)
Third Parties	13 (1.7%)	25 (3.6%)	21 (2.6%)
TOTAL	769	697	806

Figure 11a. Types of Complainants (Graph)



Figures 11-11a Explanation: The term “complainant” is used to describe alleged victims of policy violations, whether or not they choose to file formal complaints. In that way, it is a general term, just as “respondent” is used to describe all people or entities that allegedly violate policy, regardless of whether they go through a full investigation or are found responsible. ***NOTE: The author of the 2015-2016 annual report counted student organizations as students. Here, they are separated.

Figure 12. Types of Respondents (Table)

Complainant Type/Group	2015-2016	2016-2017	2017-2018
Faculty	72 (10.1%)	62 (8.9%)	106 (14.1%)
Staff	131 (18.3%)	112 (16.2%)	114 (15.2%)
Students	221 (30.9%)	223 (32.2%)	206 (27.5%)
Student Orgs	***	12 (1.7%)	15 (2.0%)
MU Entities	21 (2.9%)	28 (4.0%)	33 (4.4%)
Unknown/Undisclosed	233 (32.6%)	209 (30.2%)	235 (31.3%)
Third Parties	37 (5.2%)	47 (6.8%)	41 (5.5%)
TOTAL	715	693	750

Figures 12-12a Explanation: The term “respondent” is used to describe all people or entities that allegedly violate policy, regardless of whether they go through a full investigation or are found responsible. Most respondents are not subject to a full investigation per the Equity Resolution Process; instead, they participate in a range of conflict resolution options.

***NOTE: The author of the 2015-2016 report counted student organizations as students. Here, they are separated.

Figure 12a. Types of Respondents (Graph)

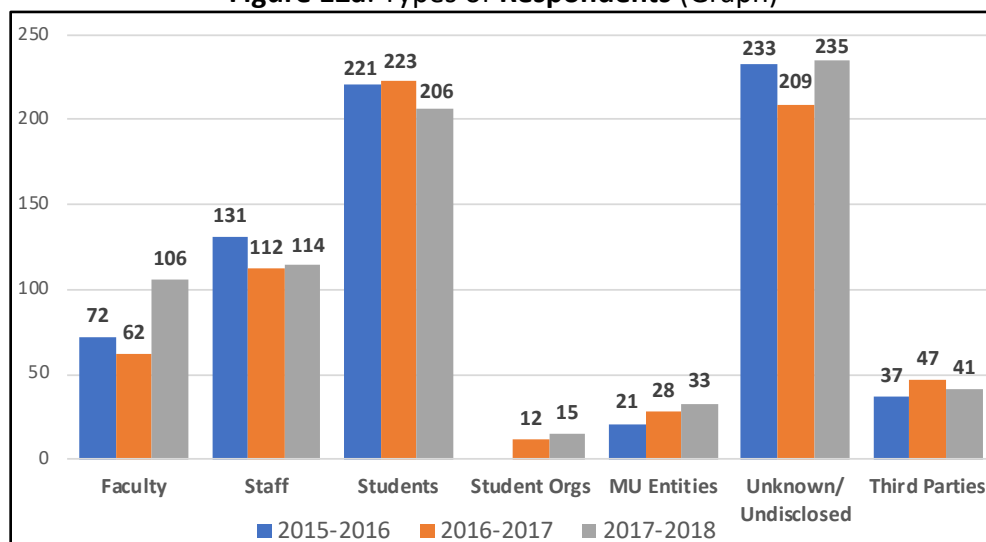
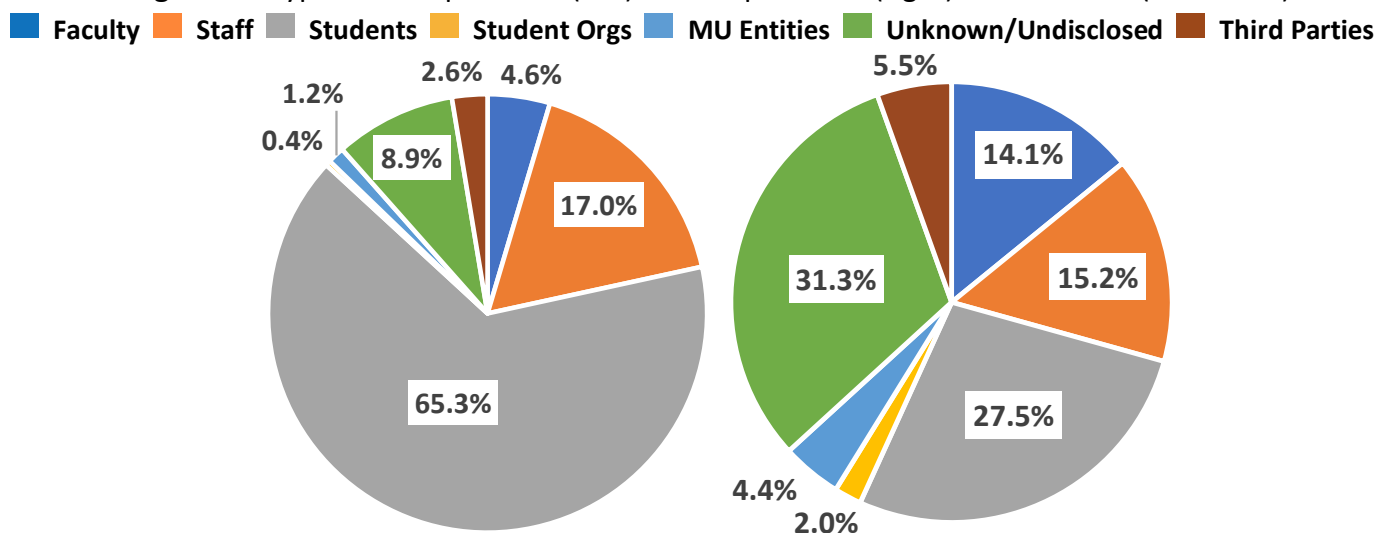


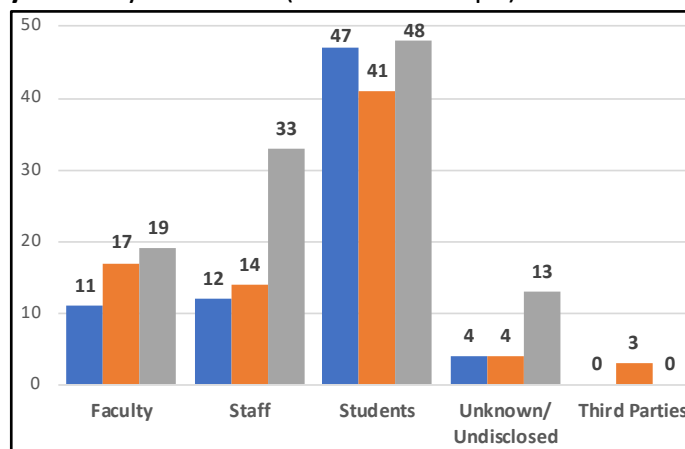
Figure 13. Types of Complainants (left) and Respondents (right) in 2017-2018 (Pie Charts)



Figures 14-14a. Types of Complainants who Accused Faculty of Policy Violations (Table and Graph)

Complainant Type/Group	2015-2016	2016-2017	2017-2018
Faculty	11 (14.9%)	17 (21.5%)	19 (16.8%)
Staff	12 (16.2%)	14 (17.7%)	33 (29.2%)
Students	47 (63.5%)	41 (51.9%)	48 (42.5%)
Unknown/Undisclosed	4 (5.4%)	4 (5.1%)	13 (11.5%)
Third Parties	0 (0.0%)	3 (3.8%)	0 (0.0%)
TOTAL	74	79	113

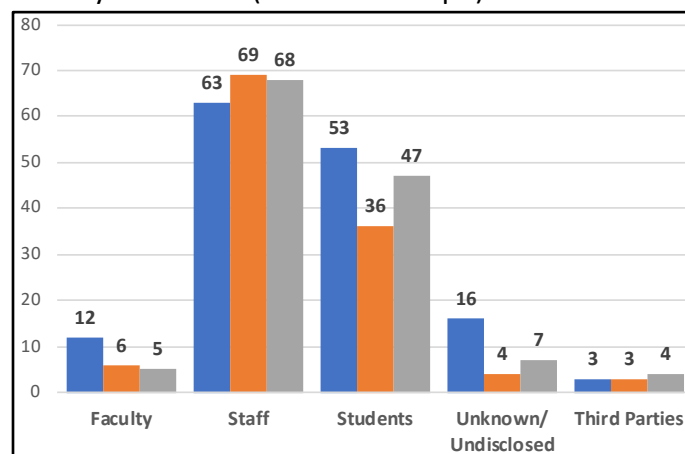
Figures 14-14a Explanation: In 2015-2016, 74 complainants accused 72 faculty respondents of various policy violations. In 2016-2017, 79 complainants accused 64 faculty respondents. In 2017-2018, 113 complainants accused 106 faculty respondents.



Figures 15-15a. Types of Complainants who Accused Staff of Policy Violations (Table and Graph)

Complainant Type/Group	2015-2016	2016-2017	2017-2018
Faculty	12 (8.2%)	6 (5.1%)	5 (3.8%)
Staff	63 (42.9%)	69 (58.5%)	68 (51.9%)
Students	53 (36.1%)	36 (30.5%)	47 (35.9%)
Unknown/Undisclosed	16 (10.9%)	4 (3.4%)	7 (5.3%)
Third Parties	3 (2.0%)	3 (2.5%)	4 (3.1%)
TOTAL	147	118	131

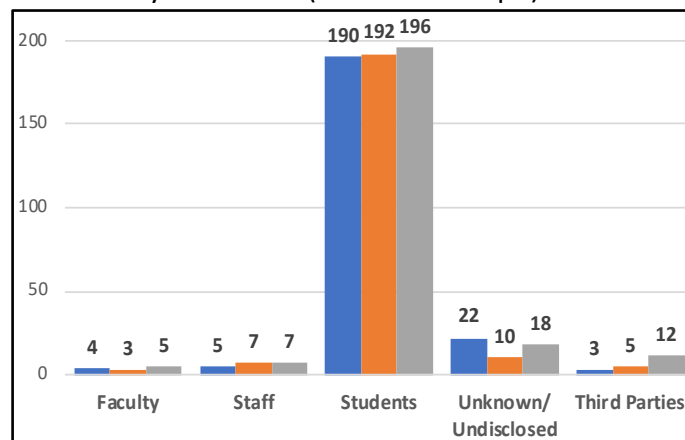
Figures 15-15a Explanation: In 2015-2016, 147 complainants accused 131 staff respondents of various policy violations. In 2016-2017, 118 complainants accused 110 staff respondents. In 2017-2018, 131 complainants accused 114 staff respondents.



Figures 16-16a. Types of Complainants who Accused Students of Policy Violations (Table and Graph)

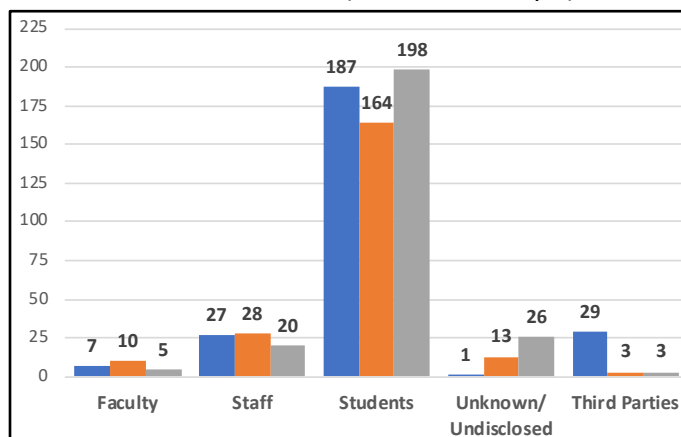
Complainant Type/Group	2015-2016	2016-2017	2017-2018
Faculty	4 (1.8%)	3 (1.4%)	5 (2.1%)
Staff	5 (2.2%)	7 (3.2%)	7 (2.9%)
Students	190 (84.8%)	192 (88.5%)	196 (82.4%)
Unknown/Undisclosed	22 (9.8%)	10 (4.6%)	18 (7.6%)
Third Parties	3 (1.3%)	5 (2.3%)	12 (5.0%)
TOTAL	224	217	238

Figures 16-16a Explanation: In 2015-2016, 224 complainants accused 221 student respondents of various policy violations. In 2016-2017, 217 complainants accused 235 student respondents. In 2017-2018, 238 complainants accused 221 student respondents.



Figures 17-17a. Types of Complainants who Accused Unknown/Undisclosed Persons (Table and Graph)

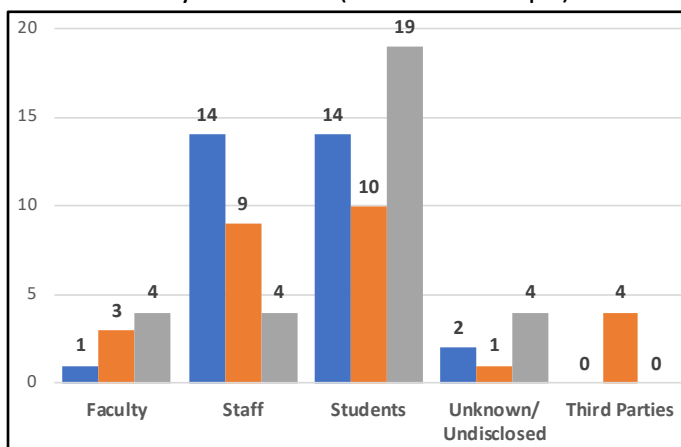
Complainant Type/Group	2015-2016	2016-2017	2017-2018
Faculty	7 (2.8%)	10 (4.6%)	5 (2.0%)
Staff	27 (10.8%)	28 (12.8%)	20 (7.9%)
Student	187 (74.5%)	164 (75.2%)	198 (78.6%)
Unknown/Undisclosed	1 (0.4%)	13 (6.0%)	26 (10.3%)
Third Parties	29 (11.6%)	3 (1.4%)	3 (1.2%)
TOTAL	251	218	252



Figures 17-17a Explanation: In 2015-2016, 251 complainants accused 233 unknown/undisclosed respondents of various policy violations. In 2016-2017, 218 complainants accused 208 unknown/undisclosed respondents. In 2017-2018, 252 complainants accused 235 respondents.

Figures 18-18a. Types of Complainants who Accused MU Entities of Policy Violations (Table and Graph)

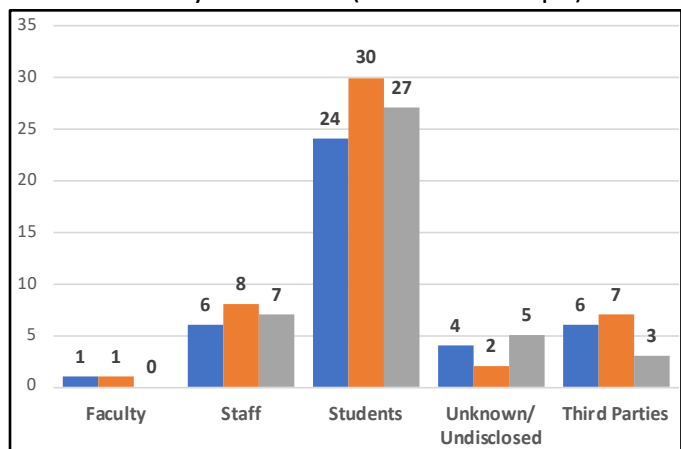
Complainant Type/Group	2015-2016	2016-2017	2017-2018
Faculty	1 (3.2%)	3 (11.1%)	4 (12.9%)
Staff	14 (45.2%)	9 (33.3%)	4 (12.9%)
Student	14 (45.2%)	10 (37.0%)	19 (61.3%)
Unknown/Undisclosed	2 (6.5%)	1 (3.7%)	4 (12.9%)
Third Parties	0 (0.0%)	4 (14.8%)	0 (0.0%)
TOTAL	31	27	31



Figures 18-18a Explanation: In 2015-2016, 31 complainants accused 21 MU entity respondents of various policy violations. In 2016-2017, 27 complainants accused 28 entity respondents. In 2017-2018, 31 complainants accused 33 entity respondents.

Figures 19-19a. Types of Complainants who Accused Third Parties of Policy Violations (Table and Graph)

Complainant Type/Group	2015-2016	2016-2017	2017-2018
Faculty	1 (2.4%)	1 (2.1%)	0 (0.0%)
Staff	6 (14.6%)	8 (16.7%)	7 (16.7%)
Student	24 (58.5%)	30 (62.5%)	27 (64.3%)
Unknown/Undisclosed	4 (9.8%)	2 (4.2%)	5 (11.9%)
Third Parties	6 (14.6%)	7 (14.6%)	3 (7.1%)
TOTAL	41	48	42



Figures 19-19a Explanation: In 2015-2016, 41 complainants accused 37 third party respondents of various policy violations. In 2016-2017, 48 complainants accused 47 third party respondents. In 2017-2018, 42 complainants accused 41 third party respondents.

In-Depth Analysis: Types of Final Resolution

Figure 20. Alleged Violations Resolved by Forms of **Conflict Resolution**, by Respondent Type (2017-2018) (Table)

TYPE OF ALLEGED VIOLATIONS	Faculty	Staff	Students	MU Entities	Third Parties	TOTAL
Sexual Harassment	6	9	15	0	1	31
Race Discrimination	4	1	14	3	0	22
Sex/Gender Discrimination	3	2	2	1	0	8
Dating/Intimate Partner Violence	0	0	6	0	0	6
Stalking on the Basis of Sex/Gender	0	0	6	0	1	7
Disability Discrimination	3	1	0	1	0	5
National Origin Discrimination	3	1	1	0	0	5
Sexual Orientation Discrimination	2	0	0	1	0	3
Exposing of Genitals	0	1	1	0	0	2
Gender Identity Discrimination	0	0	1	1	0	2
Nonconsensual Sexual Contact	0	1	1	0	0	2
Religious Discrimination	0	0	1	1	0	2
Ancestry Discrimination	0	1	0	0	0	1
Gender Expression Discrimination	0	0	0	1	0	1
Nonconsensual Sexual Intercourse	0	0	1	0	0	1
Taping/Recording Sexual Activity without Consent	0	0	1	0	0	1
Unclassified Sexual Misconduct	0	0	1	0	0	1
Use of Predatory Drugs/Alcohol	0	0	1	0	0	1
TOTAL	21	17	52	9	2	101

Figure 20 Explanation: OCRT9 uses various forms of conflict resolution to resolve reports of discrimination. Methods of conflict resolution include mediation, facilitated dialog between parties in separate meetings with the Investigator, mutual agreements between parties to refrain from contact with each other, discussions with supervisors when appropriate, agreement by a respondent to engage in education or training related to the underlying incident, and/or other arrangements facilitated by Investigators pertaining to housing, work or class schedules, etc. These methods of conflict resolution may be utilized as soon as a report of an incident is received by OCRT9 and without a formal complaint or full investigation. In other cases, parties may agree to use conflict resolution after a complaint and full investigation, in lieu of Administrative or Hearing Panel Resolution, per CRR 600.030, CRR 600.040, CRR 600.050, or CRR 600.060. NOTE: The “Students” column in Figure 20 includes individual student respondents as well as student organizations.

Figures 21-22. Resolution of Reports to OCRT9 (left) and Alleged Violations therein (right) (2017-2018) (Tables)

Resolution Type	Number of Reports
Conflict Resolution	82
Investigations→Summary Resolution	31
Referral to Campus HR	21
Investigations→Findings/Sanctions	15
Preliminary Investigation	15
Referral for Student Conduct Charges	9
Referral to MU Health Care HR	1
Referral to Provost's Office	1
Other	7
TOTAL	182

Resolution Type	Number of Alleged Violations
Conflict Resolution	101
Investigations→Summary Resolution	66
Referral to Campus HR	23
Investigations→Findings/Sanctions	26
Preliminary Investigation	23
Referral for Student Conduct Charges	11
Referral to MU Health Care HR	1
Referral to Provost's Office	1
Other	10
TOTAL	262

Figures 21-22 Explanation: In 2017-2018, 182 reports (Figure 20) alleging 262 policy violations (Figure 21) were resolved through these specific resolution methods, listed above. Numbers in these tables include all respondent types. Examples of “Other” resolutions may include voluntary separation from the University by students or employees, or denial of admission to MU. All other cases not included in these two tables are currently in “inactive” status; they are not further classified by resolution type either because the complainant(s) involved did not respond to outreach from OCRT9 or, after speaking with an Investigator, they did not wish to proceed with any formal action. In other “inactive” cases, OCRT9 may have declined to take jurisdiction.

Figure 23. Resolution of Reports after Full Investigations (2017-2018) (Table)

Type of Resolution	Students	Faculty	Staff	TOTAL
Summary Resolution	5	8	18	31
Administrative Resolution	6	0	1	7
Hearing Panel Resolution	7	1	****	8
TOTAL	18	9	19	46

NOTE: “Student” category includes Student Orgs.

Figure 23 Explanation: In 2017-2018, there were 46 investigations (compared to 55 in 2016-2017 and 53 in 2015-2016). Of the 46 investigations, 31 were dismissed at the Summary Resolution stage. Of the remaining 15 investigations that continued past summary resolution, 7 were resolved by Administrative Resolution and 8 were resolved by Hearing Panel.

**** NOTE: Hearing Panel Resolution is only as an option for respondents classified as students, student organizations, and faculty members, per the CRRs. **Further analysis of resolutions for each of respondent is included immediately below.**

Student Respondents

Figure 24. Resolution of Reports to OCRT9 (Table)

Types of Resolution	2015-2016	2016-2017	2017-2018
Summary Resolution	3	5	5
Administrative Resolution	10	11	6
Hearing Panel Resolution	7	5	7
TOTAL	20	21	18

Figure 25. Allegations Resolved by Administrative Resolution (2017-2018) (Table)

Dating/Intimate Partner Violence	3
Nonconsensual Sexual Contact	3
Physical Abuse	3
Sexual Harassment	2
Property Damage	1
TOTAL	12

Figures 24-27 Explanation: In 2017-2018, 6 investigations/ reports involving 12 allegations (listed in Figure 25) against student or student org respondents were resolved through Administrative Resolution, and 7 investigations involving 11 allegations (Figure 26) were resolved by Hearing Panel Resolution. Five other investigations involving 9 allegations (Figure 27) were dismissed the Summary Resolution stage of the Equity Resolution Process.

Figure 26. Allegations Resolved by Hearing Panel Resolution (2017-2018) (Table)

Nonconsensual Sexual Intercourse	3
Taping/Recording without Consent	2
Nonconsensual Sexual Contact	2
Stalking on the Basis of Sex/Gender	1
Sexual Harassment	1
Race Discrimination	1
Physical Abuse	1
TOTAL	11

Figure 27. Allegations Dismissed by Summary Resolution (2017-2018) (Table)

Race Discrimination	3
Sex/Gender Discrimination	2
Gender Identity Discrimination	1
False Reporting	1
Stalking on the Basis of Sex/Gender	1
Sexual Orientation Discrimination	1
TOTAL	9

Faculty Respondents

Figure 28. Resolution of Reports to OCRT9 (Table)

Types of Resolution	2015-2016	2016-2017	2017-2018
Summary Resolution	12	10	8
Administrative Resolution	6	3	0
Hearing Panel Resolution	2	1	1
TOTAL	20	14	9

NOTE: There were no Administrative Resolutions involving faculty respondents in 2017-2018, so there is no chart representing that resolution type in this section.

Figure 29. Allegations Resolved by Hearing Panel Resolution (2017-2018) (Table)

Sexual Harassment	1
Nonconsensual Sexual Contact	1
TOTAL	2

Figures 28-30 Explanation:

In 2017-2018, 1 investigation involving 2 allegations (listed in Figure 29) against a faculty respondent was resolved through Administrative Resolution, and 8 investigations involving 11 allegations (Figure 30) were dismissed at the Summary Resolution stage of the Equity Resolution Process.

Figure 30. Allegations Dismissed by Summary Resolution (2017-2018) (Table)

Sex/Gender Discrimination	3
Sexual Harassment	2
Retaliation	2
Race Discrimination/Harassment	1
Gender Identity Discrimination	1
Gender Expression Discrimination	1
National Origin Discrimination	1
TOTAL	11

Staff Respondents

Figure 31. Resolution of Reports to OCRT9 (Table)

Types of Resolution	2015-2016	2016-2017	2017-2018
Summary Resolution	12	13	18
Administrative Resolution	0	7	1
TOTAL	12	20	19

Figure 32. Allegations Resolved by Administrative Resolution (2017-2018) (Table)

Sex/Gender Discrimination	1
TOTAL	1

Figures 31-33 Explanation: In 2017-2018, 1 investigation involving 1 allegation (listed in Figure 32) against a staff respondent was resolved through Administrative Resolution, and 18 investigations involving 46 allegations (Figure 33) were dismissed at the Summary Resolution stage of the Equity Resolution Process.

Figure 33. Allegations Dismissed by Summary Resolution (2017-2018) (Table)

Sex/Gender Discrimination	11
Disability Discrimination	6
Gender Identity Discrimination	6
Gender Expression Discrimination	6
Sexual Orientation Discrimination	4
Veteran Status Discrimination	4
Sexual Harassment	3
Race Discrimination	2
Retaliation	1
National Origin Discrimination	1
Sexual Exploitation	1
Nonconsensual Sexual Contact	1
TOTAL	46

In-Depth Analysis of Outcomes: Findings and Sanctions (2017-2018)

Figure 34. ALL Alleged Policy Violations Resolved by Administrative or Hearing Panel Resolution (Table)

TYPE OF ALLEGED VIOLATION	Hearing Panel Resolution	Administrative Resolution	TOTAL
Nonconsensual Sexual Contact	3	3	6
Physical Abuse	1	3	4
Sexual Harassment	2	2	4
Nonconsensual Sexual Intercourse	3	0	3
Dating/Intimate Partner Violence	0	3	3
Taping/Recording of Sexual Activity without Consent	2	0	2
Stalking on the Basis of Sex/Gender	1	0	1
Sex/Gender Discrimination	0	1	1
Race Discrimination	1	0	1
Property Damage	0	1	1
TOTAL	13	13	26

Administrative Resolution was utilized in 7 matters that included 13 alleged policy violations, in 2017-2018. Respondents were found responsible for at least one violation in 5 of the 7 matters. Of the 7 cases, outcomes in 3 (43%) of them were appealed, and then upheld (see Figure 37, below).

Hearing Panel Resolution was utilized in 8 matters involving 13 alleged policy violations, in 2017-2018. Respondents were found responsible for at least one violation in 6 of the 8 matters. Of the 8 cases, 3 (38%) were appealed (Figure 37). All decisions regarding responsibility and sanctions were upheld by the appellate officer; remedial measures for the complainant were adjusted in one of them.

Figure 35. Outcomes per Violation (Table)

Finding	Hearing Panel	Administrative Resolution	Total
Responsible	7	7	14
Not Responsible	6	4	10
No Finding	0	2	2

Figure 35 Explanation: In 2017-2018, 11 student, faculty, and staff respondents were found responsible for 14 policy violations (and, at the same time, found *not* responsible for 4 violations of which they were accused). There were 2 alleged violations that were not ultimately decided, typically when the alleged behavior was encompassed in a finding of responsibility for another policy violation.

For example, if a respondent is accused of physical abuse and dating/intimate partner violence (DIPV), decision-makers could find responsibility for the latter and then decide not to make a separate finding on the physical abuse charge if they feel the respondent's behaviors were addressed in the DIPV finding. Of the 15 total respondents who were party to cases where final decisions were made through Administrative or Hearing Panel Resolutions, 4 of them (accused of 6 separate violations) were not found responsible for any violations.

Figure 36 Explanation: In 2017-2018, 11 respondents, who were found responsible for 14 violations, received 28 sanctions, listed here. Examples of "Other" sanctions may include terminations of employment; University dismissals; required alcohol treatments; and/or written warnings.

Figure 37. Outcomes of Appealed Decisions (Table)

Initial Decisions Upheld	5
Remedial Measure Adjustment	1
TOTAL	6

Figure 36. Sanctions Imposed for Respondents Found Responsible (Table)

Contact Restrictions	8
Campus Suspension/Trespass Warning	5
Required Training/Education/Meeting	3
University Suspension	3
Residence Hall Expulsion	2
Disciplinary Probation	2
Other	5

Accommodations and Other Remedial Measures:

Figure 38. Most Common Remedial Measures/Accommodations for Respondents (Table)

Required Educational Event/Training/Assignment/Meeting	163
Contact Restrictions	9
Trespass Warning	6
Referral to Mental Health Services	4
Academic/Workplace Adjustments	3
Mediation/Facilitated Dialogue/Restorative Justice	2

Figure 38 Explanation:

These are some of the most frequently occurring remedial measures/actions and accommodations for respondents outside of the Administrative or Hearing Panel Resolution Processes. This list does not include the sanctions from Figure 36. Rather, these measures or referrals were used in cases that did not lead to full investigations and findings;

many were part of conflict resolution processes without a formal complaint, instead. In addition to those listed, other remedial actions have included verbal and written warnings, notifications to supervisors or student organization advisors, and voluntary separations from the University by students or employees.

NOTE: Trespass Warnings may apply to all of campus or only to specific buildings/facilities.

NOTE: All parties and witnesses involved in reports to OCRT9 have access to various campus and/or community resources, including counseling services and academic assistance; the numbers in this table, Figure 38, refer to matters in which more specific, or intentional, efforts were made to connect respondents to those resources.

Figure 39. Most Common Remedial Measures/Accommodations for Complainants (Table)

Spoke and/or met with OCRT9 Staff	484
Academic Accommodations/Support Services	37
Referral to Mental Health or Medical Services	31
Referral to Advocacy Services	21
Housing Accommodations/Adjustments	10
Workplace Accommodations	4
Parking/Transportation Accommodations	3
Referral to Disability Center	2

Figure 39 Explanation: Similar to Figure 38, all complainants receive information regarding resources such as counseling and advocacy services. The numbers in this table correspond to matters in which extra efforts were made to connect complainants with those resources/options, beyond basic notification of their availability on and off campus. In some cases, complainants request that a mutual no contact directive be put in place to prohibit any communication with another party, and that other party agrees to the arrangement; those numbers are included as “Contact Restrictions” in this table. “Advocacy Services” includes referrals to the RSVP

(Relationship & Sexual Violence Prevention) Center on campus, as well as off-campus resources like True North in Columbia.

NOTE: Law Enforcement agencies were involved in 103 of the 750 reports received during the 2017-2018 reporting year. Most of that involvement occurred prior to the reporting of those incidents to OCRT9 and/or independent of OCRT9’s involvement in the matter. Also, note that Clery numbers are separately tracked and submitted to MUPD for publication, in compliance with federal law; those matters are not necessarily included in this total of 103.

OCRT9 EDUCATION AND PREVENTION EFFORTS

During the 2017-2018 reporting year, OCRT9 conducted about **145** presentations, trainings, and tabling sessions around campus that reached at least **9,368**⁶ people, including students, faculty, administrators, and other staff. These efforts were largely led by the Education & Prevention Coordinator, Brittani Fults, with assistance from the rest of the OCRT9 team and partners in the Division of Inclusion, Diversity & Equity.

Some educational outreach was conducted in direct response to reports OCRT9 received regarding concerns of discrimination within various groups or departments. On the other hand, most of the trainings and events this year were preventative in nature, intended to continue education throughout our Community in an effort to decrease instances of discrimination in the future and to create a more inclusive campus environment for all students, employees, and visitors.

Many types of **trainings and presentations** from 2016-2017 continued into this year:

Examples of **topics** included violence prevention; transgender inclusion in higher education; microaggressions; ethics; self-advocacy; inclusive workplaces and classrooms; leadership and professional development; safety and support for international students; allyship and the LGBTQ+ community; cultural competency in health care settings; intersectionality; and general introduction to the anti-discrimination policies at MU, mandatory reporting, the role of OCRT9, and parties' rights within the Equity Resolution Process

Plus, OCRT9 continues to **collaborate** with **campus partners**, including the Social Justice Centers, student organizations, the Department of Athletics, counseling and wellness resources, groups within Student Affairs, academic advisors, MU Extension offices, Human Resource Services, academic colleges, and MU Health Care. Especially in 2017-2018, Ms. Fults increased education and prevention efforts at MU Health Care facilities and helped to foster their relationship with OCRT9. Additionally, this year, OCRT9 held office hours, staffed by Investigators, at new locations on campus with the intent to increase our visibility and approachability and to improve the convenience of reporting.

New or expanded projects for 2017-2018 included creating, launching, and analyzing climate surveys and educational plans in individual departments, plus helping those departments make plans for how to use the data. Additionally, OCRT9 is increasingly called upon present on more in-depth topics, beyond the basics of the Office, as more people become familiar with our scope and resources.

Highlighted events in 2017-2018:

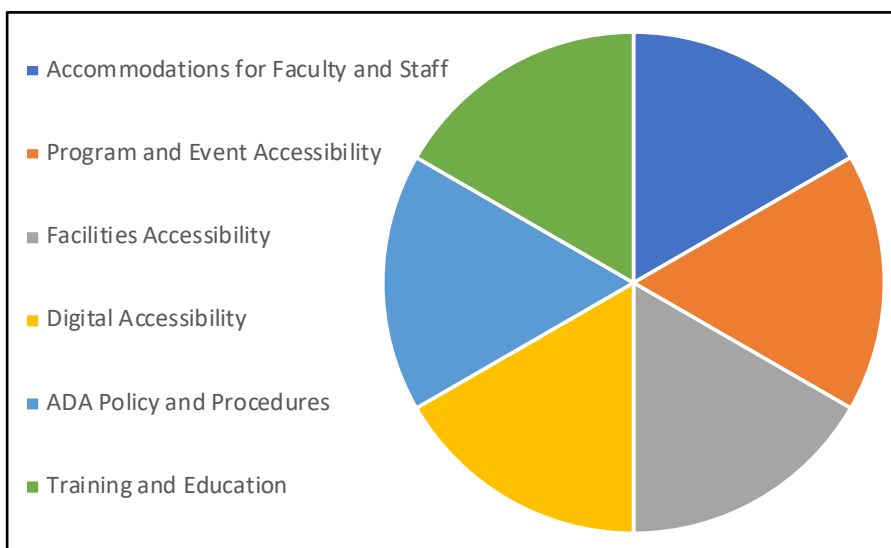
- **Blurred Lines:** Interactive program that addresses biases and myths surrounding relationship violence and sexual assault in the Black community. This scenario-based educational opportunity directly confronts misconceptions that are embedded within communities about what violence looks like and who is affected.
- **Mizzou Cares Summer Welcome Student Presentations:** OCRT9 collaboration with the Wellness Center and RSVP Center to provide a robust and diverse presentation on campus resources and how to use these resources to have a great experience during their time at MU.
- **Puzzles Conference:** OCRT9 collaborated in the Chrysalis Conference at North Carolina State University to bring higher education Title IX offices and violence prevention specialists together to discuss use of bystander intervention strategies to combat sexual violence. Other topics included methods for conducting thorough investigations, using the arts for healing, and potential responses to new Title IX regulations.

⁶ The total of 9,368 people includes about 4,100 new students at Summer Welcome, which was a new opportunity for OCRT9 this year.

OFFICE OF ACCESSIBILITY AND ADA

Led by Amber Cheek and Mohamed Shahin, the work of the Office of Accessibility and ADA, which is a branch within the MU Office for Civil Rights, Title IX & ADA, touches every aspect of campus life:

- **Employee accommodations** promote Faculty and Staff productivity, retention, and recruitment.
- **Education** increases awareness of disability as an essential component of diversity and of MU's Inclusive Excellence Framework.
- **Customized guidance on the ADA** helps MU maintain its commitment to the Americans with Disabilities Act and disability inclusion.
- **Increasing physical accessibility** of campus facilities promotes belonging, usability, and independence for students, faculty, staff, and visitors with disabilities.
- **Ensuring Digital Accessibility** provides equal opportunity and usability of our digital campus for persons with disabilities.
- **Event accessibility** ensures equal access for persons with disabilities on campus and in the Columbia community as a whole.
- **Planning for the safety of persons with disabilities** is essential to emergency preparedness.



Important Definitions

- **Disability:** A physical or mental impairment that substantially impacts one or more major life activities or major bodily functions.
- **Reasonable Accommodation:** An assistive device or modification to a workplace policy which allows an employee with a disability to have equal opportunity.
- **Physical Accessibility:** An individual with a disability's ability to access the University's physical facilities.
- **Digital Accessibility:** An individual with a disability's ability to access the University's "digital campus" via online platforms and digital communications.
- **Program Access:** An individual with a disability's ability to participate in programs offered by the University, including events.
- **Employment Access:** A person with a disability's ability to have equal opportunity in hiring, retention, promotion, training, and all of the benefits of employment at the University.

Major Responsibilities of the Office of Accessibility and ADA

- Employment Access:
 - Arrange reasonable accommodations for faculty and staff with disabilities, in collaboration with Human Resources.
 - Provide training on reasonable accommodations and disability awareness in the workplace.
 - Work to address systemic barriers that affect employment opportunity for persons with disabilities at MU.
- Program Access:
 - Provide advice and guidance on planning accessible events and programs.
 - Assist with arranging reasonable accommodations for attendees at University events.
 - Investigate event access complaints.
 - Promote education to ensure equal access for persons with disabilities in all University programs.
- Physical Facilities Access:
 - Provide advice on accessibility of existing facilities and design projects.
 - Investigate facilities accessibility complaints.
 - Conduct accessibility walkthroughs of construction and existing facilities.
 - Pursue strategic projects to improve accessibility of campus, in collaboration with Campus Facilities, Parking and Transportation, and the Disability Center.
- Digital Communications Access:
 - Provide advice and guidance on digital accessibility requirements, in collaboration with the ACT Center.
 - Resolve digital access complaints.
 - Pursue strategic projects that improve campus-wide digital accessibility.
- Policy and Practice Development:
 - Participate in the drafting and development of policies that affect the interests of persons with disabilities.
 - Assist departments across campus with developing practices and procedures that ensure access for persons with disabilities and prevent systemic discrimination.
- Education and Campus Climate:
 - Conduct trainings on disability awareness, accessibility, and the ADA.
 - Collaborate with the Disability Center and Chancellor's Committee for Persons with Disabilities to plan events and support student initiatives which foster an inclusive campus climate for persons with disabilities.

Campus partners include:

- Disability Center
- Campus Facilities
- Adaptive Computing Technology Center
- Marketing & Communications
- Parking and Transportation
- Residential Life
- IT

Reasonable Accommodations

In 2017-2018, the Office of Accessibility and ADA assisted with reasonable accommodations for 109 people on campus. These accommodations have ensured the productivity and retention of our most valuable resource: our people.

A few **examples** of common accommodations include: adding microphones to classrooms for faculty with hearing disabilities, assistive technology for staff with vision disabilities, wheelchair accessible desks, “speech to text” software for employees who are unable to type, and ergonomic keyboards and mice for employees with arthritis.

Figures 40-40a. Individuals who Received Assistance with Reasonable Accommodations (Table and Graph)

Employee Type	2016-2017	2017-2018
Faculty	19 (31.1%)	28 (25.7%)
Staff	37 (60.7%)	75 (68.8%)
Others	5 (8.2%)	6 (5.5%)
TOTAL	61	109

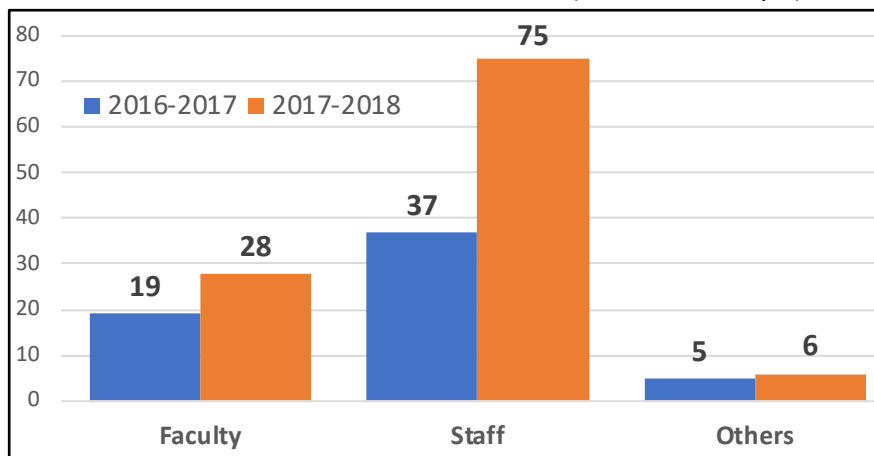


Figure 41. Primary Disabilities of Those Receiving Assistance (Table)

Physical Disability	40 (36.7%)
Chronic Illness	27 (24.8%)
Psychological Disability	25 (22.9%)
Cognitive Disability	10 (9.2%)
Vision Disability	4 (3.7%)
Hearing Disability	3 (2.8%)
TOTAL	109

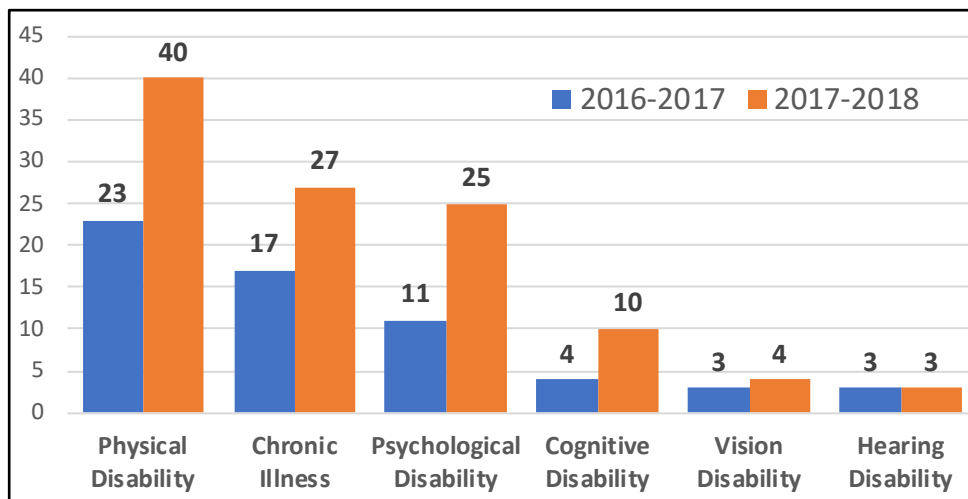


Figure 42. Primary Disabilities of Those Receiving Assistance (Graph)→

Selected Initiatives and Accomplishments in 2017-2018

Training, Education, and Outreach:

- In 2017-2018, staff in the Office of Accessibility and ADA gave 37 trainings on various topics, including the ADA, employee accommodations, event accessibility, disability awareness, and other requested topics.
- In 2018, the Office began planning a multi-year, campus-wide disability awareness education campaign in partnership with the Disability Center and Adaptive Computing Technology Center. The campaign launched in Fall 2018.
- In 2018, the Office of Accessibility and ADA launched an accessibility listserv for persons with disabilities on campus to provide regular updates on accessibility barriers and improvements.

Digital Accessibility:

- In 2017, the Office of Accessibility and ADA worked collaboratively to ensure the adoption of a Digital Accessibility Policy to ensure that our “digital campus” is fully accessible to students with disabilities.
- In order to implement this policy, in the 2017-2018 year, we have:
 - Created a Digital Accessibility Advisory Board (chaired by Gary Allen, our CIO) and a Digital Accessibility Working Group to plan for implementation of the policy and manage the initiative long term; and
 - Launched a comprehensive risk assessment which will form the basis of strategic planning for the implementation of the policy
- These efforts will continue to be led by IDE, IT, Communications, and Student Affairs in coming years.

Restroom Evaluation Project:

- In collaboration with Space Planning, the Office of Accessibility and ADA initiated a comprehensive review of all restrooms on campus to gather data about the current accessibility of restrooms and plan for future improvements

Accessibility Improvements:

- Missouri Theater: In 2017-2018, the Office of Accessibility and ADA planned, and implemented a project to replace an inaccessible ramp inside of the Missouri Theater with an accessible ramp, drastically increasing the accessibility of this essential event venue for persons with disabilities. This project was funded directly by the Division of Inclusion, Diversity, and Equity.
- Removal of the Term “Handicapped” from Campus Signage: In collaboration with a student organization—the Mizzou Unity Coalition—the office secured funding for and implemented a project that removed most parking signs using the outdated term “handicapped” from campus, replacing them with new accessible signage. The remainder of this signage will be replaced in 2018.

Accessible Parking:

- In the last campus climate survey, 11% of persons with disabilities on campus cited issues with parking as a barrier. To address this, the Office of Accessibility and ADA - in collaboration with Parking and Transportation – began a comprehensive review of all accessible parking areas on core campus to make recommendations for changes and improvements to parking. These recommendations will be implemented in 2018-2019.

Emergency Preparedness:

- In 2017-2018, the ADA Coordinator began a project with Environmental Health and Safety to re-evaluate emergency planning procedures to ensure that disability issues are considered and strategically planned for. As a first step in this project, the ADA Coordinator assisted with writing an emergency planning template including information about disability that will be distributed to all building coordinators, as well as assisting with rewriting content on the MU Alert website.

Four Campus Collaboration:

- The Disability Center and the Office of Accessibility spearheaded the creation of the “Disability Forward Task Force,” a group of ADA Coordinators and Disability Center Directors from all four campuses, in an effort to increase collaboration on disability-related issues system-wide.

Thank you for reviewing this report and supporting our campus.

Contact Information

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