

UNIVERSITY OF MISSOURI

# **OFFICE FOR CIVIL RIGHTS & TITLE IX**

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## **2018-2019 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.

**Phone:** 573-882-3880

**Email:** [civilrights-titleix@missouri.edu](mailto:civilrights-titleix@missouri.edu)

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March 4, 2020

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, 2018 through July 31, 2019. In subsequent pages, we provide in-depth analysis of incident reports received and processed by our Office during the 2018-2019 academic/reporting year, plus comparison to data from previous years.<sup>1</sup> 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 UM System Collected Rules and Regulations (CRR). Current versions of these policies, which apply to all students, employees, and visitors to our campus, programs, and events, are linked below:

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

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<sup>1</sup> Annual Reports from 2014-2015, 2015-2016, 2016-2017, and 2017-2018 are available online: <https://civilrights.missouri.edu/reports-data/>

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 for Students and Student Organizations

#### 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. 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 six vital team members, including Director of Investigations Amber Lammers who works closely with Administrative Assistant Amos Jaimes and four Equity Consultants and Investigators: Ross Brown, Mindy Wirges, Kelsey Forqueran, and Stephen Snyder.

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. Finally, Lisa Barnum serves our campus community as the Equal Employment Opportunity & Affirmative Action Manager.

We encourage you to review this Report carefully and visit our Office's website for more information: [civilrights.missouri.edu](http://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.

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.<sup>2</sup>

**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 on the basis of sex/gender, dating/intimate partner violence, and sexual exploitation.

**Complainant:** Alleged victim of actions that violate the University's policies.<sup>3</sup> 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 discrimination<sup>4</sup> 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 and any concerns of discrimination they may have; as part of this outreach, the Investigator provides the

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<sup>2</sup> Additional definitions are available on the OCRT9 website and contained within the CRRs.

<sup>3</sup> 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).

<sup>4</sup> 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.*

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:** 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.

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**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, 2018-JULY 31, 2019

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

## INFO 1. ALL ALLEGED VIOLATIONS

Type of Allegation	2015-2016	2016-2017	2017-2018	2018-2019
Sex/Gender Discrimination	549 (59.4%)	519 (52.9%)	559 (59.3%)	496 (59.1%)
Race Discrimination	176 (19.0%)	154 (15.7%)	124 (13.2%)	94 (11.2%)
National Origin Discrimination	23 (2.5%)	61 (6.2%)	30 (3.2%)	37 (4.4%)
Disability Discrimination	38 (4.1%)	41 (4.2%)	31 (3.3%)	32 (3.8%)
Sexual Orientation Discrimination	28 (3.0%)	16 (1.6%)	39 (4.1%)	30 (3.6%)
Student Standard of Conduct Violation	26 (2.8%)	43 (4.4%)	13 (1.4%)	28 (3.3%)
Gender Identity and Expression Discrimination	14 (1.5%)	35 (3.6%)	38 (4.0%)	18 (2.1%)
Religious Discrimination	23 (2.5%)	39 (4.0%)	26 (2.8%)	15 (1.8%)
Retaliation	4 (0.4%)	9 (0.9%)	6 (0.6%)	8 (1.0%)
Unclassified Discrimination	0 (0.0%)	1 (0.1%)	6 (0.6%)	7 (0.8%)
False Reporting	5 (0.5%)	0 (0.0%)	1 (0.1%)	3 (0.4%)
Consensual Romantic Relationship Policy Violation	4 (0.4%)	5 (0.5%)	5 (0.5%)	2 (0.2%)
Veteran Status Discrimination	0 (0.0%)	2 (0.2%)	9 (1.0%)	2 (0.2%)
Pregnancy Discrimination	3 (0.3%)	4 (0.4%)	2 (0.2%)	2 (0.2%)
Failure to Comply with Sanctions or Directives	1 (0.1%)	2 (0.2%)	0 (0.0%)	2 (0.2%)
Age Discrimination	11 (1.2%)	16 (1.6%)	6 (0.6%)	1 (0.1%)
Witness Intimidation	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (0.1%)
Ancestry Discrimination	0 (0.0%)	2 (0.2%)	1 (0.1%)	0 (0.0%)
Color Discrimination	1 (0.1%)	0 (0.0%)	1 (0.1%)	0 (0.0%)
Other	18 (1.9%)	32 (3.3%)	45 (4.8%)	61 (7.3%)
<b>TOTAL</b>	<b>924</b>	<b>981</b>	<b>942</b>	<b>839</b>

**Info 1 Explanation:** In 2018-2019, OCRT9 received 728 reports alleging 839 violations of MU policies. Meaning, 728 people were accused of 839 violations. Note: These numbers represent accusations/allegations, not ultimate findings. In addition to alleged discrimination, OCRT9 also receives some reports of behaviors unrelated to protected categories or discrimination, noted here under the “Student Standard of Conduct” and “Other” headings. These non-equity allegations may include physical abuse, threatening/intimidating behavior, property damage, alcohol/drug offenses, or other general conduct or personnel issues. When these allegations stem from an incident that also involves equity concerns, OCRT9 takes jurisdiction over the entire case. When there is no link to an allegation of discrimination, then the matter is referred to another appropriate campus office. MU also handles matters from other UM System institutions where there is a conflict of interest, and we receive reports regarding applicants for admission who have been disciplined by prior institutions; in this chart, such cases are classified as “Other.”

Number of Reports	
2015-2016	715
2016-2017	693
2017-2018	750
2018-2019	728

**INFO 2. TOTAL REPORTS TO OCRT9.** The total number of “reports” of discrimination is the sum of the number of respondents per incident, on a 1:1 ratio. A “report” to OCRT9 is any information indicating that a person may have violated policy. There can 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. Note that some individuals have been accused of more than one violation at different 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. Similarly, if Person 1 and Person 2 both allegedly discriminate against Person 3, in one incident, we consider there to be two reports of discrimination at hand: Person 3 accuses Person 1, and Person 3 accuses Person 2. Data from previous years was recalculated based on this method, for the sake of consistency and accuracy.

### INFO 3. TYPES OF COMPLAINANTS AND RESPONDENTS

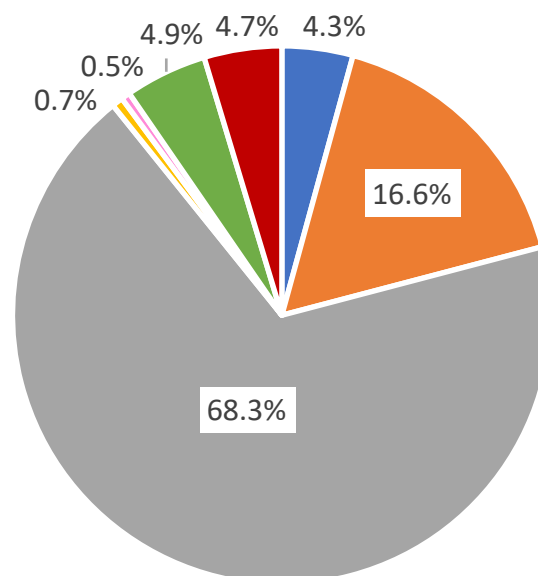
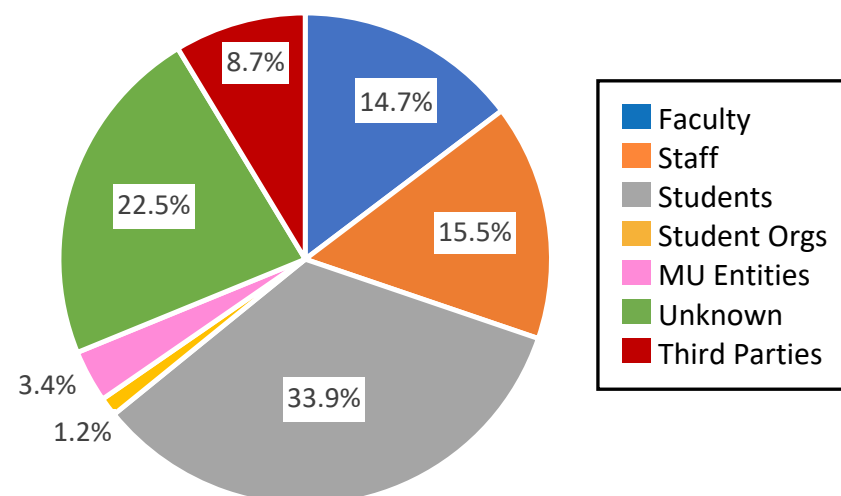
Complainant Type	2015-2016	2016-2017	2017-2018	2018-2019
Faculty	36 (4.7%)	38 (5.5%)	37 (4.6%)	32 (4.3%)
Staff	127 (16.5%)	132 (18.9%)	137 (17.0%)	125 (16.6%)
Students	515 (67.0%)	465 (66.7%)	526 (65.3%)	513 (68.3%)
Student Organizations		2 (0.3%)	3 (0.4%)	5 (0.7%)
MU Entities	1 (0.1%)	1 (0.1%)	10 (1.2%)	4 (0.5%)
Unknown	77 (10.0%)	34 (4.9%)	72 (8.9%)	37 (4.9%)
Third Parties	13 (1.7%)	25 (3.6%)	21 (2.6%)	35 (4.7%)
<b>TOTAL</b>	<b>769</b>	<b>697</b>	<b>806</b>	<b>751</b>

#### Info 3 Explanation:

“Complainant” is the term used to describe alleged victims of policy violations, whether or not they choose to file formal complaints. “Respondent” is used to describe all people, groups, or entities that allegedly violate policy, regardless of whether they go through a full investigation or are found responsible. Many 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 annual report counted student organizations as students. Since then, they have been distinguished.

Respondent Type	2015-2016	2016-2017	2017-2018	2018-2019
Faculty	72 (10.1%)	62 (8.9%)	106 (14.1%)	107 (14.7%)
Staff	131 (18.3%)	112 (16.2%)	114 (15.2%)	113 (15.5%)
Students	221 (30.9%)	223 (32.2%)	206 (27.5%)	247 (33.9%)
Student Organizations		12 (1.7%)	15 (2.0%)	9 (1.2%)
MU Entities	21 (2.9%)	28 (4.0%)	33 (4.4%)	25 (3.4%)
Unknown	233 (32.6%)	209 (30.2%)	235 (31.3%)	164 (22.5%)
Third Parties	37 (5.2%)	47 (6.8%)	41 (5.5%)	63 (8.7%)
<b>TOTAL</b>	<b>715</b>	<b>693</b>	<b>750</b>	<b>728</b>

### RESPONDENTS (LEFT) AND COMPLAINANTS (RIGHT) IN 2018-2019



### INFO 4. TYPES/CLASSIFICATIONS OF REPORTERS TO OCRT9→

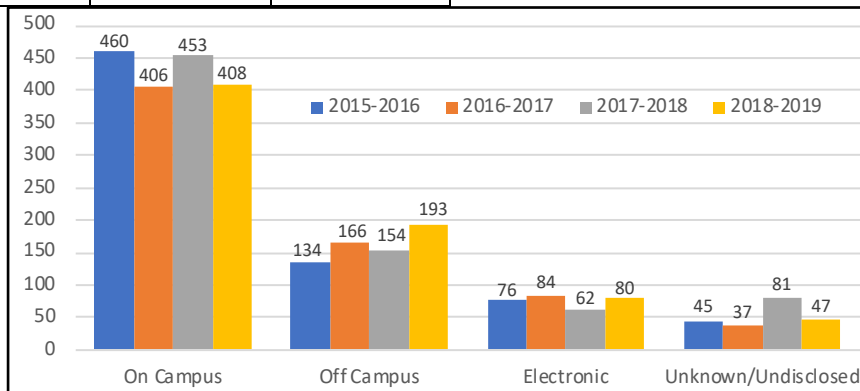
**Info 4 Explanation:** This table shows the classification of individuals making initial reports to OCRT9. In 2018-2019, about 77% of reports were from people who were not the complainant, but who either witnessed or learned of an incident that occurred; 23% were from the complainants themselves.

Reporter	2015-2016	2016-2017	2017-2018	2018-2019
Staff	309 (43.2%)	292 (42.1%)	373 (49.7%)	361 (49.6%)
Faculty	146 (20.4%)	137 (19.8%)	166 (22.1%)	133 (18.3%)
Students	140 (19.6%)	152 (21.9%)	126 (16.8%)	129 (17.7%)
MUPD	66 (9.2%)	69 (10.0%)	35 (4.7%)	62 (8.5%)
Anonymous	30 (4.2%)	17 (2.5%)	20 (2.7%)	20 (2.7%)
Other	20 (2.7%)	18 (2.6%)	19 (2.5%)	17 (2.3%)
Parent/Family	4 (0.6%)	8 (1.2%)	11 (1.5%)	6 (0.8%)
<b>TOTAL</b>	<b>715</b>	<b>693</b>	<b>750</b>	<b>728</b>

## INFO 5. LOCATION OF REPORTED INCIDENTS

Location	2015-2016	2016-2017	2017-2018	2018-2019
On Campus	460 (64.3%)	406 (58.6%)	453 (60.4%)	408 (56.0%)
Off Campus	134 (18.7%)	166 (24.0%)	154 (20.5%)	193 (26.5%)
Electronic	76 (10.6%)	84 (12.1%)	62 (8.3%)	80 (11.0%)
Unknown/Undisclosed	45 (6.3%)	37 (5.3%)	81 (10.8%)	47 (6.5%)
<b>TOTAL</b>	<b>715</b>	<b>693</b>	<b>750</b>	<b>728</b>

**Info 5 Explanation:** For purposes of this Annual Report, incidents occurring in or near Greek housing are marked as “On Campus,” even though MU does not own those properties. Only one category per report is included in this data, notating the primary location of each incident. 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 was not included in the initial report, or if a complainant chooses not to disclose that information to us.



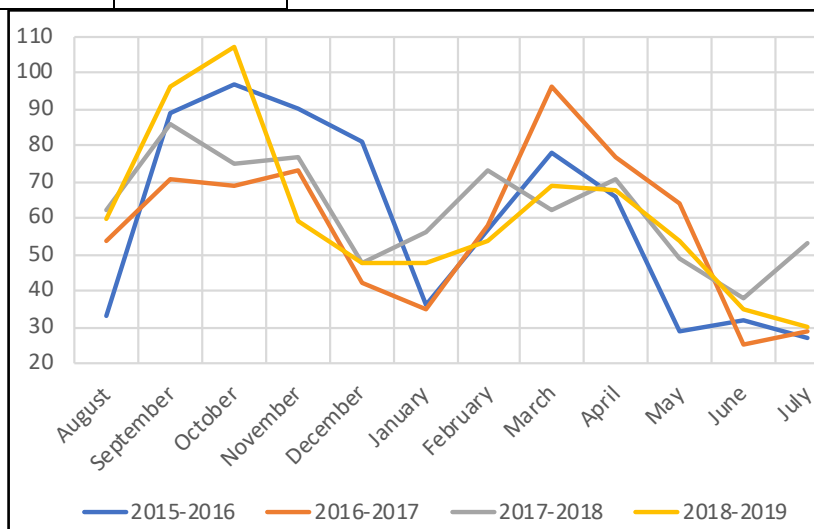
## INFO 6. REPORTS BY MONTH

Month	2015-2016	2016-2017	2017-2018	2018-2019
August	33 (4.6%)	54 (7.8%)	62 (8.3%)	60 (8.2%)
September	89 (12.4%)	71 (10.2%)	86 (11.5%)	96 (13.2%)
October	97 (13.6%)	69 (10.0%)	75 (10.0%)	107 (14.7%)
November	90 (12.6%)	73 (10.5%)	77 (10.3%)	59 (8.1%)
December	81 (11.3%)	42 (6.1%)	48 (6.4%)	48 (6.6%)
January	36 (5.0%)	35 (5.1%)	56 (7.5%)	48 (6.6%)
February	57 (8.0%)	58 (8.4%)	73 (9.7%)	54 (7.4%)
March	78 (10.9%)	96 (13.9%)	62 (8.3%)	69 (9.5%)
April	66 (9.2%)	77 (11.1%)	71 (9.5%)	68 (9.3%)
May	29 (4.1%)	64 (9.2%)	49 (6.5%)	54 (7.4%)
June	32 (4.5%)	25 (3.6%)	38 (5.1%)	35 (4.8%)
July	27 (3.8%)	29 (4.2%)	53 (7.1%)	30 (4.1%)
<b>TOTAL</b>	<b>715</b>	<b>693</b>	<b>750</b>	<b>728</b>

### NOTE on Timing of Reports:

All reports submitted to OCRT9 from August 1, 2018, through July 31, 2019, 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 incident. Thus, not every incident included in this Annual Report occurred during the 2018-2019 academic year, and not every incident occurred while the parties were associated with MU. Additionally, some incident dates have been estimated in cases with limited information from the parties.

This year, about 53% of reports were received within 10 days of the alleged incident. About 64% were received within 30 days, 73% within 60 days, 84% within 6 months, and 89% within 1 year. About 80 reports (11.0%) were received more than 1 year after the alleged incident, 47 (6.5%) more than 2 years, and 14 (1.9%) more than five years.



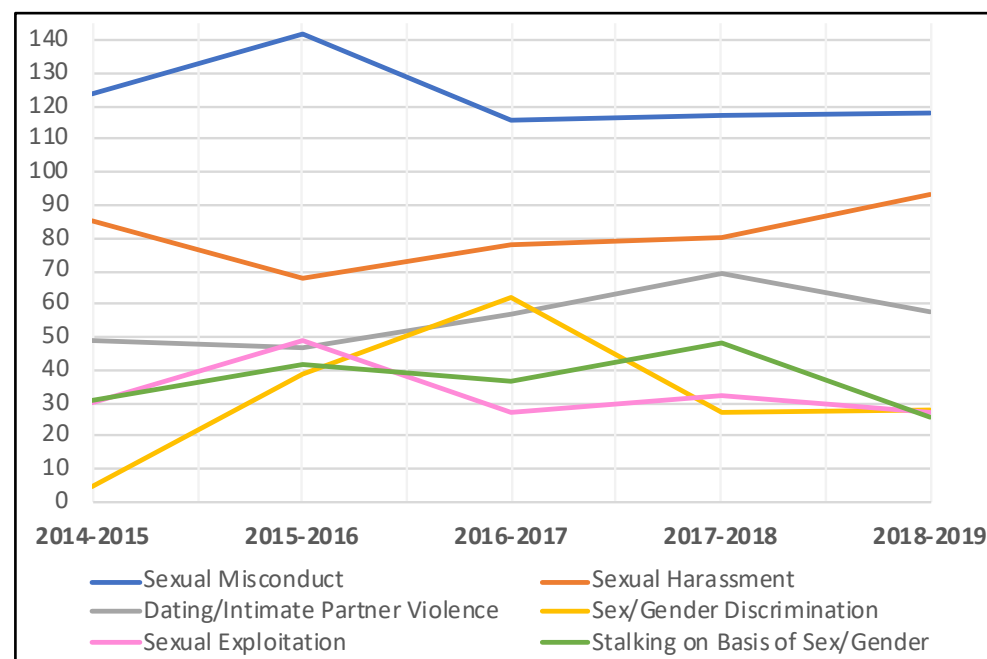
## INFO 7. ALLEGED EQUITY VIOLATIONS BY RESPONDENT TYPE

Type of Allegation	Faculty	Staff	Students	Student Orgs	MU Entities	Third Parties	Unknown/Undisclosed	TOTAL
Sex/Gender Discrimination	46	56	208	3	4	40	139	496
Race Discrimination	22	21	22	3	5	9	12	94
National Origin Discrimination	11	4	11	0	6	3	2	37
Disability Discrimination	12	13	3	0	3	0	1	32
Sexual Orientation Discrimination	3	5	10	2	1	5	4	30
Religious Discrimination	2	3	8	0	0	1	1	15
Gender Identity Discrimination	3	2	7	0	1	0	1	14
Retaliation	1	6	1	0	0	0	0	8
Unclassified Discrimination	1	1	3	0	0	0	2	7
Gender Expression Discrimination	1	2	1	0	0	0	0	4
False Reporting	1	0	2	0	0	0	0	3
Veteran Status Discrimination	0	1	1	0	0	0	0	2
Consensual Romantic Relationship Policy Violation	2	0	0	0	0	0	0	2
Pregnancy Discrimination	1	1	0	0	0	0	0	2
Failure to Comply	0	0	2	0	0	0	0	2
Age Discrimination	0	1	0	0	0	0	0	1
Witness Intimidation	0	1	0	0	0	0	0	1
<b>TOTAL</b>	<b>106</b>	<b>117</b>	<b>279</b>	<b>8</b>	<b>20</b>	<b>58</b>	<b>162</b>	<b>750</b>

**Info 7 Explanation:** Respondents are “Unknown/Undisclosed” when we cannot verify their status, often because the initial report to OCRT9 did not include their name and/or the complainants chose not to disclose, or did not know, that information.

## IN-DEPTH ANALYSIS: SEX/GENDER DISCRIMINATION

### INFO 8. TRENDS OF THE SIX MOST COMMON ALLEGATIONS AGAINST STUDENTS\*



**\*Info 8-10 Explanation:** Historically, data for “Unknown/Undisclosed” respondents has been included within the “Student” category. For the sake of comparison, **Info 8** and **Info 9** follow this convention; numbers include allegations against students, student organizations, and unknown/undisclosed. However, it may also be helpful to analyze groups independently; **Info 10** separates unknown/undisclosed respondents from students (which still includes a few student orgs). In some cases, OCRT9 has reason to believe an “Unknown/Undisclosed” respondent is a student, faculty, staff member, or third party, but we do not have their name; in other cases, there is no such indication as to the

respondent’s status (i.e. no relevant information provided by the initial reporter and/or complainant). For purposes of this Annual Report, the “Unknown/Undisclosed” category includes all of the above—all individuals whose names are unknown (even if we do have some [unverified] info suggesting their status). Note: Most are still likely to be students.

## INFO 9. ALLEGED VIOLATIONS BY STUDENTS (INCLUDING UNKNOWN/UNDISCLOSED RESPONDENTS)

Type of Allegation	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Sexual Misconduct (TOTAL)	124 (36.3%)	142 (33.6%)	116 (28.0%)	117 (28.6%)	118 (31.5%)
-Nonconsensual Sexual Intercourse	62	75	44	38	46
-Unclassified Sexual Misconduct	31	30	32	53	43
-Nonconsensual Sexual Contact	25	26	34	16	21
-Exposing of Genitals	6	11	6	10	8
Sexual Harassment	85 (24.9%)	68 (16.1%)	78 (18.8%)	80 (19.6%)	93 (24.8%)
Dating/Intimate Partner Violence	49 (14.3%)	47 (11.1%)	57 (13.7%)	69 (16.9%)	58 (15.5%)
Sex/Gender Discrimination	5 (1.2%)	39 (9.2%)	62 (14.9%)	27 (6.6%)	28 (7.5%)
Sexual Exploitation (TOTAL)	30 (8.8%)	49 (11.6%)	27 (6.5%)	32 (7.8%)	27 (7.2%)
-Use of Predatory Drugs/Alcohol	14	35	16	19	14
-Nonconsensual Distribution of Intimate Images	0	0	2	4	6
-Recording Sexual Activity without Consent	0	3	2	4	2
-Other/Unclassified	0	0	0	0	2
-Invasion of Sexual Privacy	12	5	2	0	1
-Inducting Another to Expose their Genitals	0	0	0	2	1
-Going Beyond Boundaries of Consent	0	2	3	1	1
-Voyeurism	3	2	2	1	0
-Knowingly Transmitting STD/STI/HIV	1	2	0	1	0
Stalking on Basis of Sex/Gender	31 (9.1%)	42 (9.9%)	37 (8.9%)	48 (11.7%)	26 (6.9%)
Sexual Orientation Discrimination	5 (1.5%)	19 (4.5%)	12 (2.9%)	22 (5.4%)	16 (4.3%)
Gender Identity Discrimination	0 (0.0%)	9 (2.1%)	25 (6.0%)	12 (2.9%)	8 (2.1%)
Gender Expression Discrimination	0 (0.0%)	1 (0.2%)	1 (0.2%)	2 (0.5%)	1 (0.3%)
Hazing on Basis of Sex/Gender	2 (0.6%)	1 (0.2%)	0**	**	**
Bullying on Basis of Sex/Gender	11 (3.2%)	6 (1.4%)	0**	**	**
<b>TOTAL</b>	<b>342</b>	<b>423</b>	<b>415</b>	<b>409</b>	<b>375</b>

\*\*In March 2017, Bullying and Hazing on the Basis of Sex/Gender were removed as separate policy violations.

**Info 9 Explanation:** “Unclassified Sexual Misconduct” is the label used for reports that contain insufficient details to further classify the alleged behavior, often because a third party reporting 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.

## SEPARATING STUDENTS FROM UNKNOWN/UNDISCLOSED RESPONDENTS:

	2016-2017		2017-2018		2018-2019	
Type of Allegation	Students	Unknown	Students	Unknown	Students	Unknown
Sexual Misconduct	55	61	40	77	54	64
Sexual Harassment	39	39	52	28	64	29
Dating/Intimate Partner Violence	32	25	33	36	43	15
Stalking on Basis of Sex/Gender	25	12	29	19	15	11
Sexual Exploitation	11	16	17	15	11	16
Sex/Gender Discrimination	48	14	11	16	24	4
Sexual Orientation Discrimination	7	5	14	8	12	4
Gender Identity Discrimination	22	3	7	5	7	1
Gender Expression Discrimination	0	1	0	2	1	0
<b>TOTALS</b>	<b>239</b>	<b>176</b>	<b>203</b>	<b>206</b>	<b>231</b>	<b>144</b>
	<b>415</b>		<b>409</b>		<b>375</b>	

**Info 10. ALLEGED VIOLATIONS BY EMPLOYEES (INCLUDING FACULTY AND STAFF RESPONDENTS)**

Type of Allegation	2015-2016	2016-2017	2017-2018	2018-2019
Sexual Harassment	44 (34.4%)	37 (34.6%)	65 (37.6%)	60 (49.2%)
Sex/Gender Discrimination	55 (43.0%)	44 (41.1%)	55 (31.8%)	33 (27.0%)
Sexual Orientation Discrimination	7 (5.5%)	4 (3.7%)	13 (7.5%)	8 (6.6%)
Gender Identity Discrimination	2 (1.6%)	3 (2.8%)	10 (5.8%)	5 (4.1%)
Gender Expression Discrimination	0 (0.0%)	1 (0.9%)	7 (4.0%)	3 (2.5%)
Nonconsensual Sexual Contact	4 (3.1%)	1 (0.9%)	6 (3.5%)	3 (2.5%)
Stalking on Basis of Sex/Gender	4 (3.1%)	4 (3.7%)	4 (2.3%)	3 (2.5%)
Consensual Romantic Relationship Policy Violation	0 (0.0%)	5 (4.7%)	3 (1.7%)	2 (1.6%)
Pregnancy Discrimination	3 (2.3%)	4 (3.7%)	2 (1.2%)	2 (1.6%)
Dating/Intimate Partner Violence	4 (3.1%)	2 (1.9%)	2 (1.2%)	1 (0.8%)
Invasion of Sexual Privacy	0 (0.0%)	1 (0.9%)	1 (0.6%)	1 (0.8%)
Nonconsensual Sexual Intercourse	4 (3.1%)	0 (0.0%)	0 (0.0%)	1 (0.8%)
Unclassified Sexual Misconduct	0 (0.0%)	0 (0.0%)	3 (1.7%)	0 (0.0%)
Exposing of Genitals	1 (0.8%)	0 (0.0%)	2 (1.2%)	0 (0.0%)
Voyeurism	0 (0.0%)	1 (0.9%)	0 (0.0%)	0 (0.0%)
<b>TOTAL</b>	<b>128</b>	<b>107</b>	<b>173</b>	<b>122</b>

**Info 11. ALLEGED VIOLATIONS BY MU ENTITIES (INCLUDING DEPARTMENTS, COLLEGES, OTHER GROUPINGS)**

Type of Allegation	2015-2016	2016-2017	2017-2018	2018-2019
Sex/Gender Discrimination	3 (50.0%)	7 (58.3%)	8 (47.1%)	4 (66.7%)
Gender Identity Discrimination	1 (16.7%)	2 (16.7%)	6 (35.3%)	1 (16.7%)
Sexual Orientation Discrimination	1 (16.7%)	0 (0.0%)	2 (11.8%)	1 (16.7%)
Gender Expression Discrimination	0 (0.0%)	1 (8.3%)	1 (5.9%)	0 (0.0%)
Sexual Harassment	1 (16.7%)	2 (16.7%)	0 (0.0%)	0 (0.0%)
<b>TOTAL</b>	<b>6</b>	<b>12</b>	<b>17</b>	<b>6</b>

**Info 12. ALLEGED VIOLATIONS BY THIRD-PARTIES (INCLUDING VISITORS, OTHERS UNAFFILIATED WITH MU)**

Type of Allegation	2015-2016	2016-2017	2017-2018	2018-2019
Dating/Intimate Partner Violence	6 (17.1%)	11 (24.4%)	4 (9.5%)	14 (31.3%)
Sexual Harassment	14 (40.0%)	8 (17.8%)	12 (28.6%)	7 (15.6%)
Stalking on Basis of Sex/Gender	8 (22.9%)	9 (20.0%)	6 (14.3%)	5 (11.1%)
Sexual Orientation Discrimination	1 (2.9%)	0 (0.0%)	2 (4.8%)	5 (11.1%)
Nonconsensual Sexual Intercourse	2 (5.7%)	6 (13.3%)	0 (0.0%)	5 (11.1%)
Sex/Gender Discrimination	2 (5.7%)	1 (2.2%)	6 (14.3%)	3 (6.7%)
Nonconsensual Sexual Contact	1 (2.9%)	4 (8.9%)	0 (0.0%)	3 (6.7%)
Exposing of Genitals	0 (0.0%)	4 (8.9%)	4 (9.5%)	2 (4.4%)
Voyeurism	0 (0.0%)	0 (0.0%)	2 (4.8%)	1 (2.2%)
Nonconsensual Distribution of Intimate Images	0 (0.0%)	0 (0.0%)	4 (9.5%)	0 (0.0%)
Unclassified Sexual Misconduct	0 (0.0%)	0 (0.0%)	1 (2.4%)	0 (0.0%)
Use of Predatory Drugs/Alcohol	0 (0.0%)	0 (0.0%)	1 (2.4%)	0 (0.0%)
Gender Expression Discrimination	0 (0.0%)	1 (2.2%)	0 (0.0%)	0 (0.0%)
Gender Identity Discrimination	1 (2.9%)	1 (2.2%)	0 (0.0%)	0 (0.0%)
<b>TOTAL</b>	<b>35</b>	<b>45</b>	<b>42</b>	<b>45</b>



## IN-DEPTH ANALYSIS: RESOLUTION METHODS

### INFO 13. ALLEGED VIOLATIONS RESOLVED BY CONFLICT RESOLUTION

Type of Allegation	Faculty	Staff	Students	MU Entities	Third Parties	TOTAL
Sexual Harassment	11	9	22	0	2	44
Sex/Gender Discrimination	1	4	14	0	1	20
Other (including Student Standard of Conduct)	0	1	12	0	0	13
Race Discrimination	6	4	2	0	0	12
Sexual Orientation Discrimination	2	2	3	0	2	9
Religious Discrimination	0	2	3	0	1	6
National Origin Discrimination	2	2	1	1	0	6
Dating/Intimate Partner Violence	0	0	5	0	0	5
Stalking on Basis of Sex/Gender	1	1	3	0	0	5
Nonconsensual Sexual Contact	0	1	4	0	0	5
Disability Discrimination	3	2	0	0	0	5
Gender Identity Discrimination	2	1	1	0	0	4
Nonconsensual Sexual Intercourse	0	0	3	0	0	3
Unclassified Sexual Misconduct	0	0	3	0	0	3
Retaliation	0	2	0	0	0	2
Exposing of Genitals	0	0	1	0	0	1
Witness Intimidation	0	1	0	0	0	1
<b>TOTAL</b>	<b>28</b>	<b>32</b>	<b>77</b>	<b>1</b>	<b>6</b>	<b>144</b>

**Info 13 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. This table (Info 13) includes methods of conflict resolution that were utilized in lieu of a formal complaint or full investigation. In other cases (see Info 16 and Info 17), parties agreed to use conflict resolution after a complaint and full investigation, rather than proceeding with either Administrative or Hearing Panel Resolution, per CRR 600.030, CRR 600.040, CRR 600.050, or CRR 600.060. NOTE: Here, “Students” includes student organizations.

### INFO 14. TYPES OF RESOLUTION IN 2018-2019

Resolution Type	Number of Reports	Number of Allegations
Conflict Resolution	111	144
Referral to Other Departments	40	44
Investigations→Summary Resolution	26	49
Investigations→Findings/Sanctions	9	20
Investigations→Conflict Resolution	4	9
Preliminary Investigations	8	8
Other	4	4
<b>TOTAL</b>	<b>202</b>	<b>278</b>

**Info 14 Explanation:** In 2018-2019, 202 reports alleging 278 policy violations were resolved through these specific resolution methods. Numbers include all respondent types. Examples of “Other” resolutions may be voluntary separation from MU by students or employees, or denial of admission. “Other Departments” may include HR, the Provost’s Office, Residential Life, the Office of Student Accountability & Support, individual academic departments, etc. All other cases not included in this table are currently in “inactive” status; they are not further classified by resolution type, either because the complainant(s) involved did not respond to OCRT9 or opted not to

proceed with any further action. In all cases, complainants are informed of their rights and various resources; in some “inactive” matters, complainants have received accommodations or specific resource referrals.

**INFO 15. RESOLUTION OF REPORTS AFTER INVESTIGATIONS (2018-2019)**

Type of Resolution (2018-2019)	Faculty	Staff	Students	Entities	TOTAL
Summary Resolution	5	13	6	2	26
Administrative Resolution	3	0	2	0	5
Hearing Panel Resolution	0	***	4	0	4
Conflict Resolution (Post-Investigation)	1	2	1	0	4
<b>TOTAL</b>	<b>9</b>	<b>15</b>	<b>13</b>	<b>2</b>	<b>39</b>

**Info 15 Explanation:** In 2018-2019, there were 39 full investigations. Of the 39, 26 were dismissed at the Summary Resolution stage. Of the remaining 13 cases, 5 were resolved by Administrative Resolution, 4 were resolved by Hearing Panel Resolution, and 4 were resolved by Conflict Resolution.

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

**INFO 16. RESOLUTION OF ALLEGED VIOLATIONS BY STUDENT RESPONDENTS**

Hearing Panel Resolution	
Nonconsensual Sexual Intercourse	2
Threatening/Intimidating Behavior	2
Nonconsensual Distribution of Intimate Images	1
Dating/Intimate Partner Violence	1
Use of Predatory Drugs or Alcohol	1
Stalking on Basis of Sex/Gender	1
Physical Abuse	1
Property Damage	1
Failure to Comply	1
<b>TOTAL</b>	<b>11</b>

Administrative Resolution	
Nonconsensual Sexual Intercourse	1
Dating/Intimate Partner Violence	1
Stalking on Basis of Sex/Gender	1
Threatening/Intimidating Behavior	1
Liquor Law Violation (Possession)	1
Failure to Comply	1
<b>TOTAL</b>	<b>6</b>

Summary Resolution	
Nonconsensual Sexual Intercourse	3
Sexual Harassment	3
Sex/Gender Discrimination	2
Nonconsensual Sexual Contact	1
Dating/Intimate Partner Violence	1
Predatory Drugs or Alcohol	1
Gender Expression Discrimination	1
Gender Identity Discrimination	1
Sexual Orientation Discrimination	1
Disability Discrimination	1
Race Discrimination	1
Veteran Status Discrimination	1
Threatening/Intimidating Behavior	1
Physical Abuse	1
<b>TOTAL</b>	<b>19</b>

Conflict Resolution (Post-Investigation)	
Dating/Intimate Partner Violence	1

**Info 16 Explanation:** In 2018-2019, 4 investigations/reports involving 11 allegations against student or student organization respondents were resolved through Hearing Panel Resolution, and 2 investigations involving 6 allegations were resolved by Administrative Resolution. Six other investigations involving 19 allegations were dismissed at the Summary Resolution stage of the Equity Resolution Process. One investigation involving an allegation of dating/intimate partner violence was resolved with a formal conflict resolution agreement.



## INFO 17. RESOLUTION OF ALLEGED VIOLATIONS BY FACULTY RESPONDENTS

Administrative Resolution	
Sexual Harassment	2
Nonconsensual Sexual Contact	1
<b>TOTAL</b>	<b>3</b>

Summary Resolution	
Race Discrimination	2
Sex/Gender Discrimination	1
Religious Discrimination	1
Disability Discrimination	1
Retaliation	1
<b>TOTAL</b>	<b>6</b>

Conflict Resolution (Post-Investigation)	
Sex/Gender Discrimination	1

**Info 17 Explanation:** In 2018-2019, 3 investigations/reports involving 3 allegations against faculty respondents were resolved through Administrative Resolution. Five other investigations involving 6 allegations were dismissed at the Summary Resolution stage of the Equity Resolution Process. One investigation involving an allegation of sex/gender discrimination was resolved with a formal conflict resolution agreement.

## INFO 18. RESOLUTION OF ALLEGED VIOLATIONS BY STAFF RESPONDENTS

Summary Resolution	
Disability Discrimination	5
Retaliation	4
Sex/Gender Discrimination	3
Sexual Orientation Discrimination	3
Race Discrimination	2
Gender Expression Discrimination	2
Veteran Status Discrimination	1
Religious Discrimination	1
Gender Identity Discrimination	1
<b>TOTAL</b>	<b>22</b>

Conflict Resolution (Post-Investigation)	
Race Discrimination	1
Sex/Gender Discrimination	1
Sexual Orientation Discrimination	1
Disability Discrimination	1
Religious Discrimination	1
Witness Intimidation	1
Retaliation	1
<b>TOTAL</b>	<b>7</b>

**Info 18 Explanation:** In 2018-2019, 13 investigations involving 22 allegations against staff respondents were dismissed at the Summary Resolution stage of the Equity Resolution Process. Two other investigations involving 7 allegations were resolved through means of conflict resolution.

## INFO 19. RESOLUTION OF ALLEGED VIOLATIONS BY MU ENTITY RESPONDENTS

Summary Resolution	
Race Discrimination	1
Disability Discrimination	1
<b>TOTAL</b>	<b>2</b>

**Info 19 Explanation:** In 2018-2019, OCRT9 conducted two formal investigations against MU offices/departments. Both cases, involving one type of discrimination allegation each, were dismissed at the summary resolution stage of the Equity Resolution Process.

## IN-DEPTH ANALYSIS: FINDINGS AND SANCTIONS (2018-2019)

### INFO 20. ALLEGED VIOLATIONS RESOLVED BY ADMINISTRATIVE OR HEARING PANEL RESOLUTION

Type of Allegation	Hearing Panel Resolution	Administrative Resolution	TOTAL
Nonconsensual Sexual Intercourse	2	1	3
Threatening/Intimidating Behavior	2	1	3
Sexual Harassment	0	2	2
Dating/Intimate Partner Violence	1	1	2
Stalking on Basis of Sex/Gender	1	1	2
Failure to Comply	1	1	2
Nonconsensual Sexual Contact	0	1	1
Nonconsensual Distribution of Intimate Images	1	0	1
Use of Predatory Drugs or Alcohol	1	0	1
Liquor Law Violation (Possession)	0	1	1
Physical Abuse	1	0	1
Property Damage	1	0	1
<b>TOTAL</b>	<b>11</b>	<b>9</b>	<b>20</b>

- **Administrative Resolution** was utilized in 5 matters that included 9 alleged policy violations, in 2018-2019. Four of the five respondents were found responsible for 1 violation each, the last respondent was found not responsible for 4 alleged violations, and the decisionmaker declined to make a finding on one remaining allegation. Four of the 5 cases were appealed (1 by a complainant and 3 by respondents); the outcomes and sanctions were upheld in each appeal. This information is presented in the tables (Info 21-23), below.
- **Hearing Panel Resolution** was utilized in 4 matters involving 11 alleged policy violations, in 2018-2019. Respondents were found responsible for at least one violation in all four matters. Of the 4 cases, 1 was appealed; the finding was upheld but sanctions were modified. This information is presented in the tables (Info 21-23), below.

### INFO 21. OUTCOMES PER ALLEGED VIOLATION

Finding	Hearing Panel	Administrative Resolution	Total
Responsible	9	4	13
Not Responsible	2	4	6
No Finding	0	1	1

### INFO 23. OUTCOMES OF APPEALED DECISIONS

Initial Decisions Upheld	4
Sanction Modification	1

### INFO 22. SANCTIONS IMPOSED ON RESPONDENTS FOUND RESPONSIBLE

Contact Restrictions	4
University Suspension	3
Campus Suspension/Trespass Warning	3
Training/Education	3
Termination of Employment	2
University Expulsion	1
Other	4

**Info 22 Explanation:** In 2018-2019, respondents in 8 cases who were found responsible for 13 violations, received the 20 sanctions listed here.

Examples of “Other” sanctions may include disciplinary probation or loss of Residential Life/housing or other privileges.

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## ACCOMMODATIONS AND OTHER REMEDIAL MEASURES

### INFO 24. MOST UTILIZED REMEDIAL MEASURES/ACCOMMODATIONS FOR RESPONDENTS

Educational Meeting/Training/Event/Assignment	135
Trespass Warning	8
Adjustment of Extracurricular Activities	6
Other Referrals/Remedial Action	5
Referral to Mental Health Services	4
Workplace Adjustments	3
Written Warning	2
Housing Accommodations/Adjustments	2
Mediation, Facilitated Dialogue, Restorative Justice	1
<b>TOTAL</b>	<b>166</b>

**Info 24 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 Info 22. Rather, these measures or referrals occurred in cases that did not involve full investigations and findings; many were part of conflict resolution processes without a formal complaint, instead.

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

### INFO 25. MOST UTILIZED REMEDIAL MEASURES/ACCOMMODATIONS FOR COMPLAINANTS

Spoke and/or met with OCRT9	428
Contact Limitations	34
Academic Accommodations/Support Services	24
Referral to Advocacy Services (including RSVP)	16
Referral to Mental Health Resources	15
Other Accommodations/Referrals/Adjustments	7
Housing Accommodations/Adjustments	5
Workplace Accommodations	4
Referral to Disability Center/ADA Office	3
<b>TOTAL</b>	<b>536</b>

**Info 25 Explanation:** These are some of the most frequently occurring remedial measures/actions and accommodations for complainants working with OCRT9.

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 Limitations" in this table.

**NOTES:** All parties and witnesses involved in reports to OCRT9 have access to various campus and/or community resources, including counseling services and academic assistance; they are all able to request assistance with housing or workplace accommodations as well. The numbers in these tables refer to matters in which, based on the needs or situation of the parties or interests they have expressed, OCRT9 made more specific, or extra/intentional, efforts to connect respondents and complainants to those resources, beyond the basic notifications of their availability.

**Law Enforcement agencies** were involved in 143 of the 728 reports received during the 2018-2019 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 143.

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## OCRT9 EDUCATION AND PREVENTION EFFORTS

During the 2018-2019 reporting year, OCRT9 conducted more than 60 presentations and trainings around campus that reached at least 2,208 people, including students, faculty, administrators, staff, and some visitors/community members. Common topics included overviews of OCRT9 services and campus resources; bystander intervention; examples of conduct prohibited by MU's anti-discrimination policies; microaggressions; guidance for mandated reporters; parties' rights and options in the Equity Resolution Process; inclusive workplaces and classrooms; and educational scenarios and debriefing discussions that engage audience participants.

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# OFFICE OF ACCESSIBILITY AND ADA

## INTRODUCTION

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.

**Important campus parties include:** Disability Center, Campus Facilities, Adaptive Computing Technology Center, IT, and Parking and Transportation

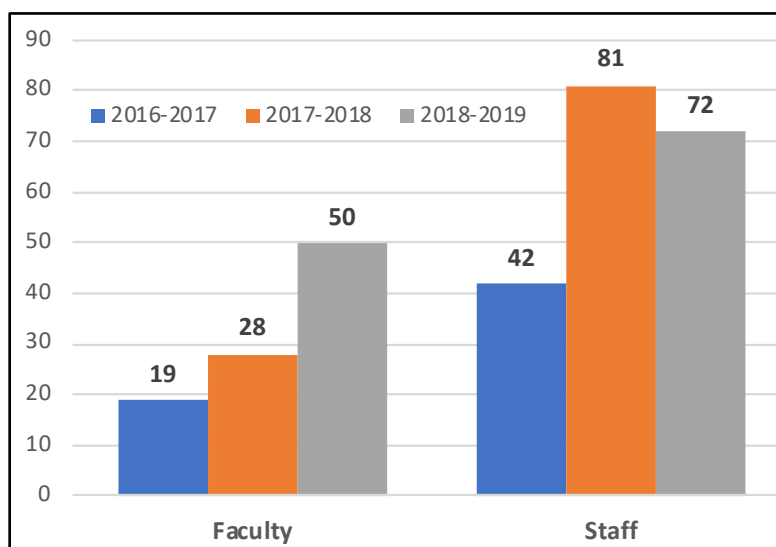
## REASONABLE ACCOMMODATIONS

In 2018-2019, the Office of Accessibility and ADA has arranged **257 reasonable accommodations for 122 faculty and staff with disabilities**. These accommodations have ensured the productivity and retention of our most valuable resource: our people.

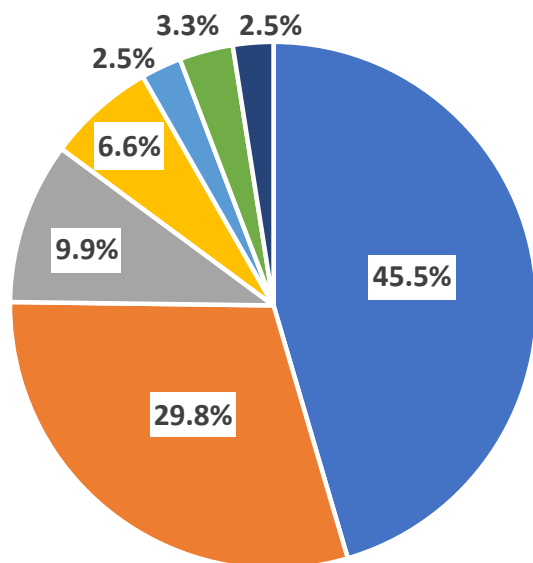
A few **examples** of common accommodations include: adding microphones to classrooms for faculty with hearing disabilities, assistive technology for staff with vision disabilities, wheelchair accessible desks, “speech to text” software for employees who are unable to type, and ergonomic keyboards and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

### INFO 26. INDIVIDUALS RECEIVING ASSISTANCE WITH REASONABLE ACCOMMODATIONS

Employee Type	2016-2017	2017-2018	2018-2019
Faculty	19 (31.1%)	28 (25.7%)	50 (41.0%)
Staff	42 (68.9%)	81 (74.3%)	72 (59.0%)
<b>TOTAL</b>	<b>61</b>	<b>109</b>	<b>122</b>



### INFO 27. PRIMARY DISABILITIES OF THOSE RECEIVING ASSISTANCE IN 2018-2019 (BELOW)



Primary Disability Type	2016-2017	2017-2018	2018-2019
Physical Disability	23 (37.7%)	40 (36.7%)	55 (45.5%)
Chronic Illness	17 (27.9%)	27 (24.8%)	36 (29.8%)
Psychological Disability	11 (18.0%)	25 (22.9%)	12 (9.9%)
Cognitive Disability	4 (6.6%)	10 (9.2%)	8 (6.6%)
Hearing Disability	3 (4.9%)	3 (2.8%)	4 (3.3%)
Vision Disability	3 (4.9%)	4 (3.7%)	3 (2.5%)
High-Risk Pregnancy Complications	0 (0.0%)	0 (0.0%)	3 (2.5%)
<b>TOTAL</b>	<b>61</b>	<b>109</b>	<b>121</b>

## SELECTED INITIATIVES AND ACCOMPLISHMENTS IN 2018-2019

### Strategic Projects:

- In 2019, the Chancellor’s 5-Year Strategic Plan included 5 items spearheaded by the Office of Accessibility and ADA: 1) employee accommodations, 2) digital accessibility, 3) accessibility of facilities, 4) accessibility of events, and 5) increasing the use of captioning.

**Training, Education, and Outreach:**

- In 2018-2019, staff in the Office of Accessibility and ADA gave 27 trainings on various topics, including the ADA, employee accommodations, event accessibility, disability awareness, and other requested topics.
- In 2018, the Office of Accessibility and ADA collaborated with the Disability Center on an education and awareness campaign around Disability, which will continue in 2019 and 2020.
- In 2019, the office created a disability history at Mizzou poster, which will be shared widely and used in outreach.

**Digital Accessibility:**

- The Office of Accessibility and ADA works collaboratively to ensure the adoption of our Digital Accessibility Policy and that the “digital campus” is fully accessible to students, faculty, and staff with disabilities. In the 2018-2019 year, we have:
  - Worked with IT to conduct an in-depth “Risk Assessment” on digital accessibility at Mizzou
  - Worked with IT to develop trainings and resources on Digital Accessibility
  - Led the Digital Accessibility Advisory Board in continuing to set goals for digital accessibility
- These efforts will continue to be led by ADA, the Disability Center, and the ACT Center in the upcoming year.

**Accessibility Improvements:**

- As of 2019, the Campus Master Plan will now include accessibility as a primary component, ensuring that accessibility is planned for proactively and systematically in the long term. The 5 priorities pinpointed in the master plan are: 1) elevators, 2) classroom and event venue accessibility, 3) accessible restrooms, 4) accessible path of travel to buildings, and 5) accessible wayfinding signage.
- In 2018, IDE funded a new, fully accessible ramp in the lobby of the Missouri Theatre, a primary event venue on campus.
- In 2018, parking signs throughout campus were updated to remove the word “handicapped.”

**Employee Accommodations:**

- In early 2019, the office created a “demonstration room” of accommodations so that faculty and staff seeking accommodations can come to the office to try out devices before purchasing.

**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—created a plan to improve the number and location of accessible parking spaces on campus. We received funding for this plan in 2018 and implemented it in 2019.

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Thank you for reviewing this Report and supporting our campus.

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