

Info 19. Allegations Resolved by Various Resolution Types (Student Respondents):

Summary Resolution

Nonconsensual Sexual Intercourse	1
Nonconsensual Sexual Contact	1
False Reporting	1
TOTAL	3

Hearing Panel Resolution

Nonconsensual Sexual Intercourse	5
Nonconsensual Sexual Contact	4
Stalking on the basis of Sex/Gender	2
Threatening/Intimidating Behavior	2
Sexual Harassment	1
Exposing Genitals	1
Invasion of Sexual Privacy	1
Dating/Intimate Partner Violence	1
Failure to Comply with Directive	1
TOTAL	18

Respondents were found responsible for 7/18 violations. Three outcomes were appealed; all were upheld.

Formal Conflict Resolution Agreements

Nonconsensual Sexual Intercourse	3
Nonconsensual Sexual Contact	2
Sexual Harassment	2
Exposing Genitals	1
Use of Predatory Drugs/Alcohol	1
TOTAL	9

Conflict Resolution Agreements include mutually agreed upon terms between the parties and may include periods of separation from the University, training/education requirements, community service hours, written assignments, or other fact-specific remedial measures that fit the case. OCRT9 monitors the terms of those agreements once they are finalized. Conflict Resolution Agreements in this section differ from informal/conflict resolution methods discussed earlier in this Report, in that these are formalized/enforceable agreements that occur after a complaint and investigation.

Administrative Resolution

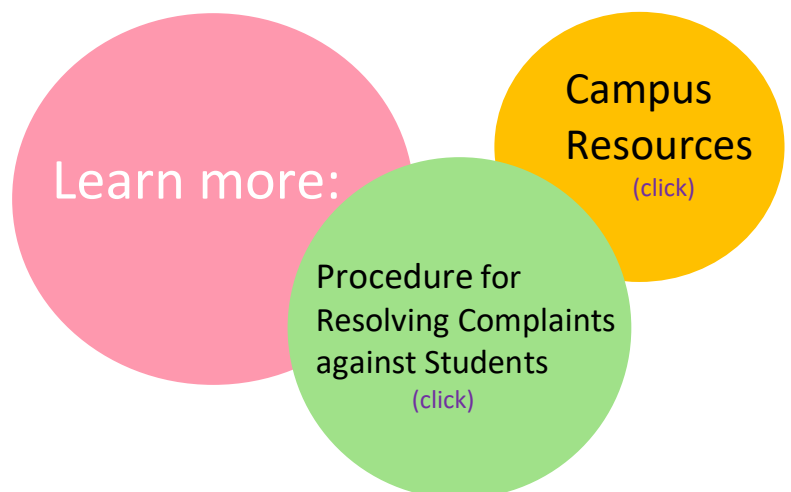
Sexual Harassment	2
Nonconsensual Sexual Contact	2
Nonconsensual Sexual Intercourse	1
Exposing Genitals	1
Invasion of Sexual Privacy	1
Use of Predatory Drugs/Alcohol	1
Failure to Comply	1
TOTAL	9

Respondents were found responsible for 3/9 violations. No appeals were filed.

Info 20. Sanctions for Student Respondents who were found Responsible:

Contact Restrictions	5
Required Education/Training	4
Campus Suspension	3
Residential Life Suspension/Expulsion	2
Disciplinary Probation	2
Others	3

Info 20: Often, Respondents receive more than one sanction at a time, thus there are 19 total sanctions listed. "Other" sanctions may include restrictions pertaining to extracurricular activities or meetings with the Title IX Coordinator.



FACULTY RESPONDENTS IN 2019-2020: 113 ALLEGATIONS RESULTING FROM 104 INCIDENTS

Info 21. WHAT Types of Allegations were Reported?

Type of Allegation	2019-2020
Sex/Gender-Based Allegations	41 (36.3%)
Sex/Gender Discrimination	22 (19.5%)
Sexual Harassment	16 (14.2%)
Stalking on the Basis of Sex/Gender	2 (1.8%)
Pregnancy Discrimination	1 (0.9%)
Sexual Exploitation	1 (0.9%)
Nonconsensual Distribution of Images	1 (0.9%)
Equity Allegations	47 (41.6%)
Race Discrimination	17 (15.0%)
Disability Discrimination	10 (8.8%)
National Origin Discrimination	7 (6.2%)
Religious Discrimination	4 (3.5%)
Unclassified Discrimination	4 (3.5%)
Sexual Orientation Discrimination	3 (2.7%)
Age Discrimination	1 (0.9%)
Veteran Status Discrimination	1 (0.9%)
Other Reports (Not Discrimination)	24 (21.2%)
Consensual Romantic Relationship Policy	4 (3.5%)
Miscellaneous	20 (17.7%)
TOTAL	113

Info 22. WHO submitted Reports to OCRT9?

All Incidents (discrimination only)

Staff	39 (31)
Faculty	36 (28)
Students	19 (16)
Anonymous	6 (2)
Others/Third Parties	4 (3)
TOTAL	104 (80)

Resolution Type	Reports	Allegations
Informal/Conflict Resolution Methods	21	23
Referral to Other Departments	19	22
Preliminary Investigation	6	7
Investigation→Summary Resolution	10	12
Investigation→Conflict Resolution Agreement	5	6
Others	4	4

Info 23. WHERE did Incidents occur?

All Incidents (discrimination only)

On Campus	76 (62)
Off Campus	9 (6)
Electronic	18 (12)
Undisclosed	1 (0)
TOTAL	104 (80)

Info 24. WHEN were Reports made?

All Incidents (discrimination only)

August	10 (10)
September	7 (6)
October	11 (8)
November	12 (6)
December	16 (15)
January	4 (2)
February	7 (5)
March	8 (6)
April	4 (4)
May	8 (6)
June	13 (9)
July	4 (3)
TOTAL	104 (80)

Info 25. WHO were the Complainants in these Incidents?

Students	59
Staff	21
Faculty	22
Entities	0
Third Parties	3
TOTAL	105

← Info 26. HOW were Cases resolved?
(more details below)

Info 26: “Other” resolutions may include voluntary separation from the University, consultations without allegations, or instances where OCRT9 declined discretionary jurisdiction, etc. “Other Departments” include Human Resource Services, the Provost’s Office, and leadership/supervisors within individual academic units.

Info 27. Allegations Resolved by Informal/Conflict Resolution

Sexual Harassment	6
Sex/Gender Discrimination	5
Race Discrimination	4
Stalking on the basis of Sex/Gender	2
Miscellaneous/Not Discrimination	2
National Origin Discrimination	2
Religious Discrimination	1
Disability Discrimination	1
TOTAL	23

Info 27: Methods of conflict resolution depend on the nature of the alleged conduct; they 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 and/or other administrators, agreement by a respondent to engage in education or training related to the underlying incident, and other arrangements facilitated by Investigators pertaining to work schedules or location, etc. This table (Info 27) includes methods of conflict resolution that were utilized in lieu of a formal complaint or full investigation. In other cases (Info 29), parties agreed to utilize written conflict resolution agreements after a complaint and investigation, rather than proceeding to Administrative or Hearing Panel Resolution.

Info 28. Types of Resolution after Investigations:

Resolution Types	Reports	Allegations
Summary Resolution	10	12
Formal Conflict Resolution Agreement	5	6
TOTAL	15	18

Info 28: In 2019-2020, there were 15 formal investigations involving faculty respondents. Of the 15, ten were dismissed at Summary Resolution. The remaining five cases were resolved by Conflict Resolution Agreements.

Info 29. Allegations Resolved by Various Resolution Types (Faculty Respondents):

Summary Resolution

Sex/Gender Discrimination	4
Disability Discrimination	4
National Origin Discrimination	1
Religious Discrimination	1
Race Discrimination	1
Age Discrimination	1
TOTAL	12

Formal Conflict Resolution Agreements

Sexual Harassment	4
Sex/Gender Discrimination	1
Race Discrimination	1
TOTAL	6

Conflict Resolution Agreements include mutually agreed upon terms between the parties (and approved by administration). They may include separation from employment at MU, training or professional development requirements, adjustments to pay or supervisory/job responsibilities, or other fact-specific remedial measures that fit the particular case.

OCRT9 monitors the terms of those agreements once they are finalized. Conflict Resolution Agreements in this section differ from informal/conflict resolution methods discussed earlier in this Annual Report, in that these are formalized/enforceable agreements that occur after a complaint and investigation.

Procedure for Resolving Complaints against Faculty
(click)

Learn more:

STAFF RESPONDENTS IN 2019-2020: 110 ALLEGATIONS RESULTING FROM 107 INCIDENTS

Info 30. WHAT Types of Allegations were Reported?

Type of Allegation	2019-2020
Sex/Gender-Based Allegations	50 (45.5%)
Sexual Harassment	23 (20.9%)
Sex/Gender Discrimination	20 (18.2%)
Gender Identity Discrimination	5 (4.5%)
Dating/Intimate Partner Violence	1 (0.9%)
Stalking on the Basis of Sex/Gender	1 (0.9%)
Sexual Misconduct	1 (0.9%)
Nonconsensual Sexual Intercourse	1 (0.9%)
Sexual Exploitation	1 (0.9%)
Other/Unclassified Sexual Exploitation	1 (0.9%)
Equity Allegations	23 (20.9%)
Race Discrimination	9 (8.2%)
National Origin Discrimination	7 (6.4%)
Unclassified Discrimination	3 (2.7%)
Disability Discrimination	2 (1.8%)
Age Discrimination	1 (0.9%)
Veteran Status Discrimination	1 (0.9%)
Other Reports (Not Discrimination)	35 (31.8%)
Retaliation	5 (4.5%)
Consensual Romantic Relationship Policy	1 (0.9%)
Miscellaneous	29 (26.4%)
TOTAL	110

Info 31. WHO submitted Reports to OCRT9?

All Incidents (discrimination only)

Staff	77 (48)
Faculty	4 (4)
Students	17 (15)
MUPD	1 (1)
Anonymous	4 (3)
Others/Third Parties	4 (2)
TOTAL	107 (73)

Info 35. HOW were Cases resolved? → (more details below)

Resolution Type	Reports	Allegations
Informal/Conflict Resolution Methods	17	17
Referral to Other Department	30	32
Preliminary Investigation	6	6
Investigation → Summary Resolution	4	4
Investigation → Conflict Resolution Agreement	1	1
Investigation → Administrative Resolution	1	1
Others	2	2

Info 32. WHERE did Incidents occur?

All Incidents (discrimination only)

On Campus	92 (62)
Off Campus	4 (2)
Electronic	11 (9)
TOTAL	107 (73)

Info 33. WHEN were Reports made?

All Incidents (discrimination only)

August	10 (9)
September	12 (11)
October	15 (10)
November	13 (8)
December	5 (2)
January	4 (3)
February	9 (4)
March	12 (10)
April	2 (1)
May	4 (2)
June	12 (7)
July	9 (6)
TOTAL	107 (73)

Info 34. WHO were the Complainants in these Incidents?

Students	36
Staff	73
Faculty	3
Entities	1
Third Parties	7
TOTAL	120

Info 35: “Other” resolutions may include voluntary separation from the University, consultations without allegations, or instances where OCRT9 declined discretionary jurisdiction, etc. “Other Departments” include Human Resource Services, the Provost’s Office, and leadership/supervisors within individual academic units.

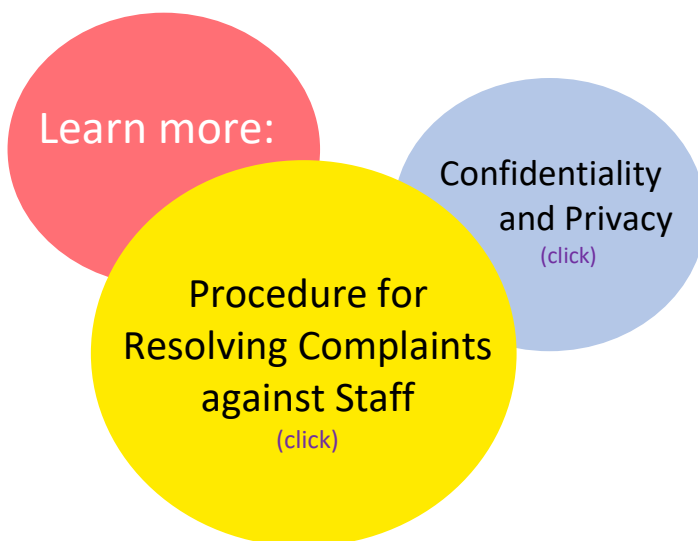
Info 36. Allegations Resolved by Informal/Conflict Resolution

Sexual Harassment	7
Race Discrimination	3
Gender Identity Discrimination	2
Consensual Romantic Relationship Policy Violation	1
Sex/Gender Discrimination	1
Retaliation	1
Miscellaneous/Not Discrimination	1
National Origin Discrimination	1

Info 27: Methods of conflict resolution depend on the nature of the alleged conduct; they 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 or other administrators, agreement by a respondent to engage in education or training related to the underlying incident, and other arrangements facilitated by Investigators pertaining to work schedules or location, etc. This table (Info 36) includes methods of conflict resolution that were utilized in lieu of a formal complaint or full investigation.

Info 37. Types of Resolution after Investigations:

Resolution Types	Reports	Allegations
Summary Resolution	4	4
Administrative Resolution	1	1
TOTAL	5	5



Info 38. Allegations Resolved by Various Resolution Types (Staff Respondents):

Summary Resolution

Disability Discrimination	2
Sex/Gender Discrimination	2
TOTAL	4

Administrative Resolution

Sexual Harassment	1
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Respondent was found responsible and terminated. No appeals was filed.

Formal Conflict Resolution Agreement

Race Discrimination	1
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Conflict Resolution Agreements include mutually agreed upon terms between the parties (and approved by the Equity Officer). They may include separation from employment at MU, training or professional development requirements, adjustments to pay or supervisory/job responsibilities, or other fact-specific remedial measures that fit the particular case. OCRT9 monitors the terms of these agreements once they are finalized.

THIRD-PARTY RESPONDENTS IN 2019-2020: 163 ALLEGATIONS RESULTING FROM 159 INCIDENTS

Info 39. WHAT Types of Allegations were Reported?

Type of Allegation	2019-2020
Sex/Gender-Based Allegations	54 (33.1%)
Sexual Harassment	28 (17.2%)
Dating/Intimate Partner Violence	16 (9.8%)
Stalking on the Basis of Sex/Gender	7 (4.3%)
Gender Identity Discrimination	2 (1.2%)
Sex/Gender Discrimination	1 (0.6%)
Sexual Misconduct	53 (32.5%)
Unclassified Sexual Misconduct	26 (16.0%)
Nonconsensual Sexual Intercourse	17 (10.4%)
Nonconsensual Sexual Contact	6 (3.7%)
Exposing of Genitals	4 (2.5%)
Sexual Exploitation	9 (5.5%)
Nonconsensual Distribution of Images	5 (3.1%)
Use of Predatory Drugs/Alcohol	4 (2.5%)
Other/Unclassified Sexual Exploitation	4 (2.5%)
Equity Allegations	25 (15.3%)
Race Discrimination	12 (7.4%)
National Origin Discrimination	4 (2.5%)
Sexual Orientation Discrimination	4 (2.5%)
Disability Discrimination	3 (1.8%)
Religious Discrimination	1 (0.6%)
Unclassified Discrimination	1 (0.6%)
Alleged Standard of Conduct Violations	3 (1.8%)
Physical Abuse	3 (1.8%)
Other Reports (Not Discrimination)	15 (9.2%)
Miscellaneous	15 (9.2%)
TOTAL	163

Info 40. WHO submitted Reports to OCRT9?

Staff	63 (55)
Faculty	49 (46)
Students	26 (23)
MUPD	14 (14)
Others/Third Parties	7 (4)
TOTAL	159 (142)

Info 41. WHEN were Reports made?

All Incidents (discrimination only)

August	23 (21)
September	28 (26)
October	24 (20)
November	9 (6)
December	10 (10)
January	18 (17)
February	15 (15)
March	8 (7)
April	3 (3)
May	9 (8)
June	8 (5)
July	4 (4)
TOTAL	159 (142)

Info 42. WHERE did Incidents occur?

All Incidents (discrimination only)

On Campus	34 (32)
Off Campus	91 (78)
Electronic	22 (20)
Undisclosed	12 (12)
TOTAL	159 (142)

Info 43. WHO were the Complainants in these Incidents?

Students	135
Staff	17
Faculty	4
Entities	1
Third Parties	21
TOTAL	178

MU ENTITY RESPONDENTS IN 2019-2020: 21 ALLEGATIONS RESULTING FROM 19 INCIDENTS

Info 44. WHAT Types of Allegations were Reported?

Type of Allegation	2019-2020
Sex/Gender-Based Allegations	
Sex/Gender Discrimination	1 (4.8%)
Equity Allegations	
Race Discrimination	10 (47.6%)
Age Discrimination	3 (14.3%)
Sexual Orientation Discrimination	1 (4.8%)
Disability Discrimination	1 (4.8%)
Veteran Status Discrimination	1 (4.8%)
Other Reports (Not Discrimination)	
Miscellaneous	4 (19.0%)
TOTAL	21

Info 45. WHERE did Incidents occur?

All Incidents (discrimination only)

On Campus	13 (9)
Off Campus	3 (3)
Electronic	3 (3)
TOTAL	19 (15)

Info 46. HOW were Cases resolved?

Resolution Type	Reports	Allegations
Referral to Other Departments	1	1
Preliminary Investigation	1	1

Info 49. WHO were the Complainants in these Incidents? →

Info 47. WHO submitted Reports to OCRT9?

Staff	5 (5)
Faculty	3 (3)
Students	7 (4)
Others/Third Parties	4 (3)
TOTAL	19 (15)

Info 48. WHEN were Reports made?

All Incidents (discrimination only)

August	3 (2)
September	3 (2)
October	4 (4)
November	1 (1)
December	0 (0)
January	0 (0)
February	1 (1)
March	0 (0)
April	1 (0)
May	1 (1)
June	5 (4)
July	0 (0)
TOTAL	19 (15)

Students	11
Staff	2
Faculty	1
Entities	0
Third Parties	5
TOTAL	19

OCRT9 EDUCATION AND PREVENTION EFFORTS

During the 2019-2020 reporting year, OCRT9 conducted about 84 presentations and trainings, conducted in person around campus and via video conference; these efforts reached at least 3456 people, including students, faculty, administrators, staff, and some visitors/community members. OCRT9 also created training videos for particular groups that can be reused at future events to reach a growing audience.

Common topics included an overview of OCRT9 services and campus resources; bystander intervention; examples of conduct prohibited by MU's non-discrimination policies; guidance for mandated reporters; microaggressions; parties' rights and options in the Equity Resolution Process; inclusive workplaces and classrooms; and educational scenarios and debriefing discussions that engage audience participants.

OFFICE OF ACCESSIBILITY AND ADA

INTRODUCTION

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.

REASONABLE ACCOMMODATIONS

In the 2019-2020 fiscal year, the Office of Accessibility and ADA has arranged **264 reasonable accommodations** for **137 faculty and staff** with disabilities. The Division of Inclusion, Diversity & Equity fully funded the cost of all of these accommodations through our Accommodations Central Fund. This work is essential to ensuring productivity, recruitment, and retention of faculty and staff at MU, particularly as our workforce ages.

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 50. Employees Assisted with Accommodations:

Type	2016-2017	2017-2018	2018-2019	2019-2020
Faculty	19 (31.1%)	28 (25.7%)	50 (41.0%)	24 (17.5%)
Staff	42 (68.9%)	81 (74.3%)	72 (59.0%)	113 (82.5%)
TOTAL	61	109	122	137

Learn more:

Accommodations
Process [\(click\)](#)

Info 51. Accommodations by Disability Type:

Primary Disability Type	2016-2017	2017-2018	2018-2019	2019-2020
Chronic Illness	17 (27.9%)	27 (24.8%)	36 (29.8%)	48 (35.0%)
Physical Disability	23 (37.7%)	40 (36.7%)	55 (45.5%)	41 (29.9%)
Psychological Disability	11 (18.0%)	25 (22.9%)	12 (9.9%)	17 (12.4%)
Cognitive Disability	4 (6.6%)	10 (9.2%)	8 (6.6%)	13 (9.4%)
Vision Disability	3 (4.9%)	4 (3.7%)	3 (2.5%)	5 (3.6%)
Hearing Disability	3 (4.9%)	3 (2.8%)	4 (3.3%)	4 (2.9%)
High-Risk Pregnancy Complications	0 (0.0%)	0 (0.0%)	3 (2.5%)	2 (1.4%)
Other	0 (0.0%)	0 (0.0%)	0 (0.0%)	7 (5.1%)
TOTAL	61	109	121	137

OFFICE OF ACCESSIBILITY AND ADA ACCOMPLISHMENTS FROM 2019-2020:

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 2019-2020, staff in the Office of Accessibility and ADA gave 32 trainings on various topics, including the ADA, employee accommodations, event accessibility, disability awareness, and other requested topics.

In 2020, to celebrate Mizzou’s [unique disability history](#) and the 30th anniversary of the ADA, the Office of Accessibility and ADA and the Disability Center partnered to create Disability Culture Month. This event will continue annually, celebrating accessibility, disability identity, and Mizzou’s vibrant disability community.

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 2019-2020, we collaborated with IT, the Disability Center, and Procurement to implement universal contract language requiring that vendors provide us with software, websites, and other digital items that are accessible to those with disabilities. These efforts will continue to be led by ADA, the Disability Center, and the ACT Center in the next year.

Accessibility Improvements:

- In 2019, the Office of Accessibility and ADA created a website detailing facilities accessibility priorities and [tracking year by year progress on accessibility improvement](#).
- In 2019, the Office of Accessibility and ADA worked with the Mizzou Disability Coalition to add an automatic door to the Academic Support Center with assistance from the Student Capital Fee Committee.
- In 2019, the Office of Accessibility and ADA completed a project to replace inaccessible paper towel dispensers in restrooms with accessible dispensers in 50 high-traffic areas on campus.

COVID-19 Response:

- ADA worked with HR and legal counsel to create a process for COVID-19 accommodations, both related to disability and based on other factors, such as age.
- ADA worked with entities across campus to ensure that social distancing measures, such as spacing of seating in classrooms, did not negatively impact accessibility.

Thank you for reviewing this Annual Report and supporting our campus.

Contact Information:

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