

UNIVERSITY OF MISSOURI

# OFFICE FOR CIVIL RIGHTS & TITLE IX

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## 2019-2020 ANNUAL REPORT

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# 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>1</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>2</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>3</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

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<sup>1</sup> Additional definitions are available on the OCRT9 website and contained within the CRRs.

<sup>2</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>3</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.*

offer to discuss the reported incident 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:** 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 (formal):** A fact and information gathering process during which an Investigator interviews parties and witnesses and collects evidence in various forms. A formal 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/formal 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 formal 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 formal 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, 2019-AUGUST 13, 2020<sup>4</sup>

Tables and graphs containing relevant data and comparisons

Reports	
2015-2016	<b>715</b>
2016-2017	<b>693</b>
2017-2018	<b>750</b>
2018-2019	<b>728</b>
2019-2020	<b>722</b>

## Info 1. HOW MANY Reports were submitted 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.

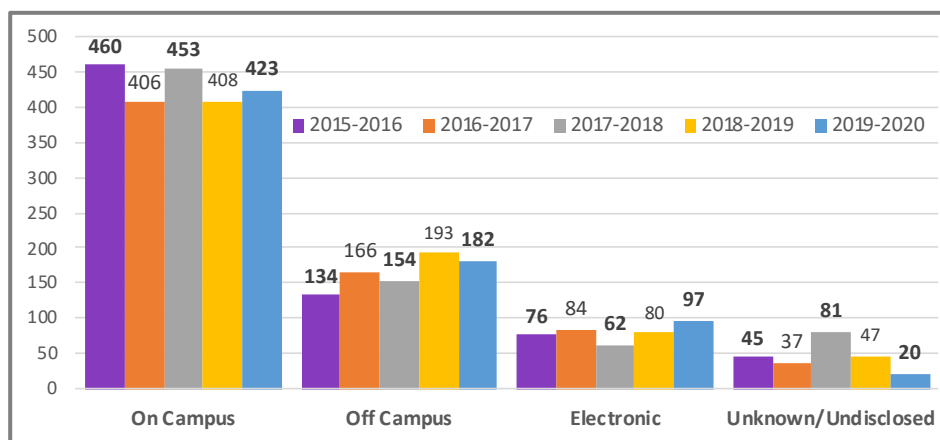
## Info 2. HOW MANY Alleged Violations were included in those Reports?

Alleged Violations	
2015-2016	<b>924</b>
2016-2017	<b>981</b>
2017-2018	<b>942</b>
2018-2019	<b>839</b>
2019-2020	<b>792</b>

## Info 3. WHERE did Reported Incidents Occur?

Location	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
On Campus	460 (64.3%)	406 (58.6%)	453 (60.4%)	408 (56.0%)	423 (58.6%)
Off Campus	134 (18.7%)	166 (24.0%)	154 (20.5%)	193 (26.5%)	182 (25.2%)
Electronic	76 (10.6%)	84 (12.1%)	62 (8.3%)	80 (11.0%)	97 (13.4%)
Undisclosed	45 (6.3%)	37 (5.3%)	81 (10.8%)	47 (6.5%)	20 (2.8%)
<b>TOTAL</b>	<b>715</b>	<b>693</b>	<b>750</b>	<b>728</b>	<b>722</b>

**Info 3:** In this Annual Report, incidents occurring at/near Greek housing are marked “On Campus,” even though MU does not own those properties. Only one category per report is included in this data, noting the primary location of each incident. “Undisclosed” means 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 4. WHO made Reports to OCRT9?

Reporter	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Staff	309 (43.2%)	292 (42.1%)	373 (49.7%)	361 (49.6%)	320 (44.3%)
Faculty	146 (20.4%)	137 (19.8%)	166 (22.1%)	133 (18.3%)	131 (18.1%)
Students	140 (19.6%)	152 (21.9%)	126 (16.8%)	129 (17.7%)	185 (25.6%)
MUPD	66 (9.2%)	69 (10.0%)	35 (4.7%)	62 (8.5%)	32 (4.4%)
Anonymous	30 (4.2%)	17 (2.5%)	20 (2.7%)	20 (2.7%)	17 (2.4%)
Others	24 (3.6%)	26 (3.8%)	30 (4.0%)	23 (3.2%)	37 (5.1%)
<b>TOTAL</b>	<b>715</b>	<b>693</b>	<b>750</b>	<b>728</b>	<b>722</b>

**Info 4:** Table shows types of people making initial reports to OCRT9. In 2019-2020, about 76% of reports were from people who were not the complainant, but who either witnessed or learned of an incident that occurred; about 24% were from the complainants themselves.

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Policies and Reporting

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<sup>4</sup> This Annual Report runs through August 13, 2020, instead of July 31, because new policies took effect on August 14, making it a natural cutoff.

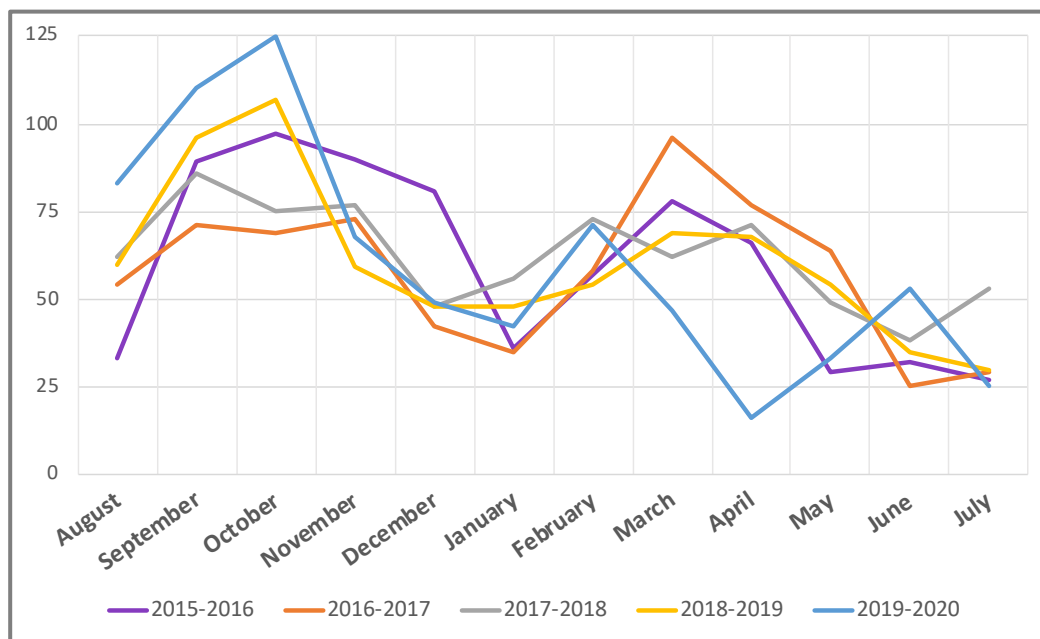
## Info 5. WHEN were Reports made?

Month	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
August	33 (4.6%)	54 (7.8%)	62 (8.3%)	60 (8.2%)	83 (11.5%)
September	89 (12.4%)	71 (10.2%)	86 (11.5%)	96 (13.2%)	110 (15.2%)
October	97 (13.6%)	69 (10.0%)	75 (10.0%)	107 (14.7%)	125 (17.3%)
November	90 (12.6%)	73 (10.5%)	77 (10.3%)	59 (8.1%)	68 (9.4%)
December	81 (11.3%)	42 (6.1%)	48 (6.4%)	48 (6.6%)	49 (6.8%)
January	36 (5.0%)	35 (5.1%)	56 (7.5%)	48 (6.6%)	42 (5.8%)
February	57 (8.0%)	58 (8.4%)	73 (9.7%)	54 (7.4%)	71 (9.8%)
March	78 (10.9%)	96 (13.9%)	62 (8.3%)	69 (9.5%)	47 (6.5%)
April	66 (9.2%)	77 (11.1%)	71 (9.5%)	68 (9.3%)	16 (2.2%)
May	29 (4.1%)	64 (9.2%)	49 (6.5%)	54 (7.4%)	33 (4.6%)
June	32 (4.5%)	25 (3.6%)	38 (5.1%)	35 (4.8%)	53 (7.3%)
July	27 (3.8%)	29 (4.2%)	53 (7.1%)	30 (4.1%)	25 (3.5%)
<b>TOTAL</b>	<b>715</b>	<b>693</b>	<b>750</b>	<b>728</b>	<b>722</b>

**Info 5:** All reports submitted to OCRT9 from August 1, 2019, through August 13, 2020, 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 2019-2020 academic year, and not every incident occurred while the parties were associated with MU.

Some incident dates were estimated in cases where limited information was provided by the parties.

In 2019-2020, about 35% of reports were received either the day the alleged incident occurred, or the next day. About 59% were received within one week, 64% within two weeks, and 70% within one month. Of the 722 reports, 620 (86%) were received within six months and 651 (90%) within one year of the incident.



## Info 6. WHO was Involved in Reports in 2019-2020?

**765 Complainants, 722 Respondents:**

Type	Complainants	Respondents
MU Students	533 (69.7%)	333 (46.1%)
MU Staff Members	128 (16.7%)	107 (14.8%)
MU Faculty Members	34 (4.4%)	104 (14.4%)
MU Entities/Departments	3 (0.4%)	19 (2.6%)
Third Parties (no MU affiliation)	67 (8.8%)	159 (22.0%)
<b>TOTAL</b>	<b>765</b>	<b>722</b>

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**Info 6:** “Complainant” is the term for alleged victims of policy violations, whether or not they choose to file formal complaints. “Respondent” describes all people, groups, or entities accused of violating policy, regardless of whether they go through a full/formal investigation or are found responsible.

## Info 7. WHAT types of Discrimination Allegations were Reported? (All Respondents)

Type of Reported Allegations	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
<b>Sex/Gender-Based Allegations</b>	<b>361 (39.1%)</b>	<b>398 (40.1%)</b>	<b>426 (45.2%)</b>	<b>355 (42.3%)</b>	<b>278 (35.1%)</b>
Sexual Harassment	127 (13.7%)	125 (12.7%)	157 (16.7%)	160 (19.1%)	147 (18.6%)
Sex/Gender Discrimination	106 (11.5%)	114 (11.6%)	96 (10.2%)	68 (8.1%)	48 (6.1%)
Dating/Intimate Partner Violence	57 (6.2%)	70 (7.1%)	75 (8.0%)	73 (8.7%)	45 (5.7%)
Stalking on the Basis of Sex/Gender	54 (5.8%)	50 (5.1%)	58 (6.2%)	34 (4.1%)	25 (3.2%)
Gender Identity Discrimination	13 (1.4%)	31 (3.2%)	28 (3.0%)	14 (1.7%)	12 (1.5%)
Pregnancy Discrimination	3 (0.3%)	4 (0.4%)	2 (0.2%)	2 (0.2%)	1 (0.1%)
Gender Expression Discrimination	1 (0.1%)	4 (0.4%)	10 (1.1%)	4 (0.5%)	0 (0.0%)
<b>Sexual Misconduct</b>	<b>154 (16.7%)</b>	<b>131 (13.4%)</b>	<b>133 (14.1%)</b>	<b>132 (15.7%)</b>	<b>130 (16.4%)</b>
Nonconsensual Sexual Intercourse	81 (8.8%)	50 (5.1%)	38 (4.0%)	52 (6.2%)	51 (6.4%)
Unclassified Sexual Misconduct*	30 (3.2%)	32 (3.3%)	57 (6.1%)	43 (5.1%)	40 (5.1%)
Nonconsensual Sexual Contact	31 (3.4%)	39 (4.0%)	22 (2.3%)	27 (3.2%)	30 (3.8%)
Exposing of Genitals	12 (1.3%)	10 (1.0%)	16 (1.7%)	10 (1.2%)	9 (1.1%)
<b>Sexual Exploitation</b>	<b>51 (5.5%)</b>	<b>29 (3.0%)</b>	<b>40 (4.2%)</b>	<b>29 (3.5%)</b>	<b>32 (4.0%)</b>
Use of Predatory Drugs/Alcohol	35 (3.8%)	16 (1.6%)	20 (2.1%)	14 (1.7%)	11 (1.4%)
Nonconsensual Distribution of Images	0 (0.0%)	2 (0.2%)	8 (0.8%)	6 (0.7%)	8 (1.0%)
Invasion of Sexual Privacy	5 (0.5%)	3 (0.3%)	1 (0.1%)	2 (0.2%)	3 (0.4%)
Recording Sexual Activity without Consent	3 (0.3%)	2 (0.2%)	4 (0.4%)	2 (0.2%)	0 (0.0%)
Voyeurism	2 (0.2%)	3 (0.3%)	3 (0.3%)	1 (0.1%)	0 (0.0%)
Inducing another to expose their genitals	0 (0.0%)	0 (0.0%)	2 (0.2%)	1 (0.1%)	0 (0.0%)
Going Beyond Boundaries of Consent	2 (0.2%)	3 (0.3%)	1 (0.1%)	1 (0.1%)	0 (0.0%)
Knowingly Transmitting STI/STD	2 (0.2%)	0 (0.0%)	1 (0.1%)	0 (0.0%)	0 (0.0%)
Other/Unclassified Sexual Exploitation	2 (0.2%)	0 (0.0%)	0 (0.0%)	2 (0.2%)	10 (1.3%)
<b>Equity Allegations</b>	<b>300 (32.5%)</b>	<b>332 (33.8%)</b>	<b>273 (30.0%)</b>	<b>218 (26.0%)</b>	<b>199 (25.1%)</b>
Race Discrimination	176 (19.0%)	154 (15.7%)	124 (13.2%)	94 (11.2%)	100 (12.6%)
National Origin Discrimination	23 (2.5%)	61 (6.2%)	30 (3.2%)	37 (4.4%)	22 (2.8%)
Sexual Orientation Discrimination	28 (3.0%)	16 (1.6%)	39 (4.1%)	30 (3.6%)	23 (2.9%)
Disability Discrimination	38 (4.1%)	41 (4.2%)	31 (3.3%)	32 (3.8%)	21 (2.7%)
Religious Discrimination	23 (2.5%)	39 (4.0%)	26 (2.8%)	15 (16.9%)	15 (1.9%)
Age Discrimination	11 (1.2%)	16 (1.6%)	6 (0.6%)	1 (0.1%)	6 (0.8%)
Veteran Status Discrimination	0 (0.0%)	2 (0.2%)	9 (1.0%)	2 (0.2%)	4 (0.5%)
Ancestry Discrimination	0 (0.0%)	2 (0.2%)	1 (0.1%)	0 (0.0%)	0 (0.0%)
Color Discrimination	1 (0.1%)	0 (0.0%)	1 (0.1%)	0 (0.0%)	0 (0.0%)
Unclassified Discrimination	0 (0.0%)	1 (0.1%)	6 (0.6%)	7 (0.8%)	8 (1.0%)

**Info 7:** These numbers represent accusations/allegations, not ultimate findings of responsibility.

For 2019-2020, the charts/tables in this Annual Report do not include data from several cases handled by OCRT9 on behalf of other UM System institutions (UMKC, UMSL, and Missouri S&T) that were deemed to be Conflicts of Interest for their analogous offices; likewise, inquiries OCRT9 conducted into prior misconduct disclosed by applicants for admission to MU were not included.

## Info 8. WHAT other types of Reports (not discrimination) were submitted to OCRT9?

Type of Report	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
<b>Student Standard of Conduct</b>	<b>26 (2.8%)</b>	<b>43 (4.4%)</b>	<b>13 (1.4%)</b>	<b>28 (3.3%)</b>	<b>20 (2.5%)</b>
Physical Abuse	6 (0.6%)	4 (0.4%)	9 (1.0%)	8 (1.0%)	10 (1.3%)
Threatening/Intimidating/Endangering Behavior	7 (0.8%)	18 (1.8%)	2 (0.2%)	18 (2.1%)	8 (1.0%)
Failure to Comply with Sanctions/Directives	1 (0.1%)	2 (0.2%)	0 (0.0%)	2 (0.2%)	2 (0.3%)
Property Damage	0 (0.0%)	0 (0.0%)	1 (0.1%)	1 (0.1%)	0 (0.0%)
Alcohol/Drugs Offenses	8 (0.9%)	11 (1.1%)	0 (0.0%)	1 (0.1%)	0 (0.0%)
Misuse of Computing Resources	1 (0.1%)	0 (0.0%)	1 (0.1%)	0 (0.0%)	0 (0.0%)
Disruptive Conduct	1 (0.1%)	5 (0.5%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Violation of University Policies	2 (0.2%)	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Forgery	0 (0.0%)	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Hazing	0 (0.0%)	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Obstruction or Disruption of MU Activities	0 (0.0%)	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unauthorized Entry or Use of MU Facilities	0 (0.0%)	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Illegal/Unauthorized Weapon Possession	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
<b>Other Reports</b>	<b>32 (3.5%)</b>	<b>48 (5.0%)</b>	<b>57 (6.1%)</b>	<b>77 (9.2%)</b>	<b>133 (16.8%)</b>
Retaliation	4 (0.4%)	9 (0.9%)	6 (0.6%)	8 (1.0%)	8 (1.0%)
Consensual Romantic Relationship Policy	4 (0.4%)	5 (0.5%)	5 (0.5%)	2 (0.2%)	5 (0.6%)
False Reporting	5 (0.5%)	0 (0.0%)	1 (0.1%)	3 (0.4%)	3 (0.4%)
Miscellaneous/Others**	18 (1.9%)	32 (3.3%)	45 (4.8%)	61 (7.3%)	117 (14.8%)
Witness Intimidation	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (0.1%)	0 (0.0%)

<b>TOTAL (Discrimination + Otherwise)</b>	<b>924</b>	<b>981</b>	<b>942</b>	<b>839</b>	<b>792</b>
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\*“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 that 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.

\*\*“Miscellaneous/Others” includes cases resolved for other UM System Institutions due to conflicts of interest; evaluation of transfer applicants who disclosed disciplinary history at prior schools; reports of misbehavior or personnel conflicts that were determined to be non-discriminatory in nature; requests for accommodations (for pregnancy, disability, or other considerations); and any other reports received that do not fall into a category in this list (for 2019-2020, a notable portion of these 'Miscellaneous' reports were related to the Covid-19 pandemic and unique issues surrounding it, such as concerns about accessibility of technology and alleged violations of mask or social distancing restrictions on campus, etc.).

## Info 9. Most Utilized Accommodations and Remedial Measures

*Provided to both Complainants and Respondents →*

Spoke and/or Met with OCRT9 Staff	533
Academic Accommodations/Support Services	18
Mutual No Contact Directives	15
Referral to Mental Health Services	9
Referral to Care Team/Advocacy Services	9
Transportation/Parking Accommodations	3
Housing Accommodations/Adjustments	3
<b>TOTAL</b>	<b>590</b>



**GENERAL NOTE:** To provide the most accurate analysis for 2019-2020 data, we have further classified individuals whose identities were unconfirmed (i.e. their names were unknown or not provided to OCRT9), based on information available to us. Typically, even without an individual's name, there is sufficient information in an incident report to determine that they are most likely a student, staff or faculty member, third party, etc. Previously, we retained a separate category for “unknown” respondents, or included them as students, in our Annual Reports. This year, instead:

**52 unnamed complainants** were classified as 36 MU Students, 4 MU Staff, 1 MU Faculty, and 11 Third Parties  
**202 unnamed respondents** were classified as 72 MU Students, 9 MU Staff, 5 MU Faculty, and 116 Third Parties

## STUDENT RESPONDENTS IN 2019-2020: 385 ALLEGATIONS RESULTING FROM 333 INCIDENTS

### Info 10. WHAT types of Discrimination Allegations were reported?

Type of Allegation	2019-2020
<b>Sex/Gender-Based Allegations</b>	<b>132 (34.3%)</b>
Sexual Harassment	80 (20.8%)
Dating/Intimate Partner Violence	28 (7.3%)
Stalking on the Basis of Sex/Gender	15 (3.9%)
Gender Identity Discrimination	5 (1.3%)
Sex/Gender Discrimination	4 (1.0%)
<b>Sexual Misconduct</b>	<b>76 (19.7%)</b>
Nonconsensual Sexual Intercourse	33 (8.6%)
Nonconsensual Sexual Contact	24 (6.2%)
Unclassified Sexual Misconduct	14 (3.6%)
Exposing of Genitals	5 (1.3%)
<b>Sexual Exploitation</b>	<b>17 (4.4%)</b>
Use of Predatory Drugs/Alcohol	7 (1.8%)
Nonconsensual Distribution of Images	2 (0.5%)
Invasion of Sexual Privacy	3 (0.8%)
Other/Unclassified Sexual Exploitation	5 (1.3%)
<b>Equity Allegations</b>	<b>88 (22.9%)</b>
Race Discrimination	52 (13.5%)
Sexual Orientation Discrimination	15 (3.9%)
Religious Discrimination	10 (2.6%)
Disability Discrimination	5 (1.3%)
National Origin Discrimination	4 (1.0%)
Age Discrimination	1 (0.3%)
Veteran Status Discrimination	1 (0.3%)

### Info 11. WHAT other types of Reports (not discrimination) were submitted?

<b>Alleged Standard of Conduct Violations</b>	<b>17 (4.4%)</b>
Physical Abuse	7 (1.8%)
Threatening/Intimidating/Endangering Behavior	8 (2.1%)
Failure to Comply with Sanctions/Directives	2 (0.5%)
<b>Other Reports</b>	<b>55 (14.3%)</b>
Retaliation	3 (0.8%)
False Reporting	3 (0.8%)
Miscellaneous/Others	49 (12.7%)

### Info 12. WHERE did Incidents occur?

All Incidents (discrimination only)

On Campus	<b>210 (181)</b>
Off Campus	<b>74 (60)</b>
Electronic	<b>43 (30)</b>
Undisclosed	<b>6 (6)</b>
<b>TOTAL</b>	<b>333 (277)</b>

### Info 13. WHEN were Reports made?

All Incidents (discrimination only)

August	<b>37 (34)</b>
September	<b>60 (44)</b>
October	<b>71 (59)</b>
November	<b>33 (29)</b>
December	<b>18 (14)</b>
January	<b>16 (16)</b>
February	<b>39 (35)</b>
March	<b>19 (12)</b>
April	<b>6 (5)</b>
May	<b>11 (10)</b>
June	<b>15 (11)</b>
July	<b>8 (8)</b>
<b>TOTAL</b>	<b>333 (277)</b>

### Info 14. WHO were the Complainants in these Incidents?

Students	296
Staff	17
Faculty	4
Entities	1
Third Parties	31
<b>TOTAL</b>	<b>349</b>

## Info 15. WHO submitted Reports to OCRT9?

All Incidents (discrimination only)

Staff	<b>136</b> (115)
Faculty	<b>39</b> (35)
Students	<b>116</b> (90)
MUPD	<b>17</b> (15)
Anonymous	<b>7</b> (7)
Others/Third Parties	<b>18</b> (15)
<b>TOTAL</b>	<b>333</b> (277)

## Info 17. Allegations Resolved by Informal/Conflict Resolution:

Sexual Harassment	20
Race Discrimination	10
Nonconsensual Sexual Contact	5
Stalking	4
Miscellaneous/Not Discrimination	4
Nonconsensual Sexual Intercourse	3
Sexual Orientation Discrimination	3
Dating/Intimate Partner Violence	2
Sex/Gender Discrimination	2
Gender Identity Discrimination	2
Sexual Exploitation	2
Religious Discrimination	2
Disability Discrimination	2
Threatening/Intimidating Behavior	1
Physical Abuse	1
False Reporting	1
<b>TOTAL</b>	<b>64</b>

pertaining to housing, work or class schedules, etc. This table (Info 17) includes methods of conflict resolution that were utilized in lieu of a formal complaint or full investigation. In other cases (Info 19), parties agreed to utilize written conflict resolution agreements after a complaint and investigation, rather than proceeding with either Administrative or Hearing Panel Resolution.

## Info 18. Types of Resolution after Investigations:

Resolution Type	Reports	Allegations
Summary Resolution	3	3
Formal Conflict Resolution Agreement	5	9
Hearing Panel Resolution	6	18
Administrative Resolution	2	9
<b>TOTAL</b>	<b>16</b>	<b>39</b>

## Info 16. HOW were Cases resolved?

Resolution Type	Reports	Allegations
Informal/Conflict Resolution Methods	54	64
Referral to Other Departments	42	51
Preliminary Investigation	6	7
Investigation→Summary Resolution	3	3
Investigation→Conflict Resolution Agreement	5	9
Investigation→Hearing Panel Resolution	6	18
Investigation→Administrative Resolution	2	9
Others	10	12

**Info 16:** “Other” resolutions may include voluntary separation from the University, consultations without allegations, or instances where OCRT9 declined discretionary jurisdiction, etc. “Other Departments” include Residential Life, the Office of Fraternity & Sorority Life, and the Office of Student Accountability & Support. All other cases not included in this table are currently in “inactive” status; they are not further classified by resolution type for a variety of reasons, perhaps because the complainant(s) involved did not respond to OCRT9 or opted not to proceed with any further action against student respondents, OCRT9 lacked jurisdiction, etc. 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 17:** 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, agreement by a respondent to engage in education or training related to the underlying incident, and/or other arrangements facilitated by Investigators

In 2019-2020, there were 16 formal investigations involving student respondents. Of the 16, three were dismissed at Summary Resolution. Of the remaining 13 cases, two were resolved by Administrative Resolution (single decision-maker), six were resolved by Hearing Panel Resolution, and five were resolved by Formal Conflict Resolution Agreements

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

### Summary Resolution

Nonconsensual Sexual Intercourse	1
Nonconsensual Sexual Contact	1
False Reporting	1
<b>TOTAL</b>	<b>3</b>

### 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
<b>TOTAL</b>	<b>18</b>

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
<b>TOTAL</b>	<b>9</b>

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

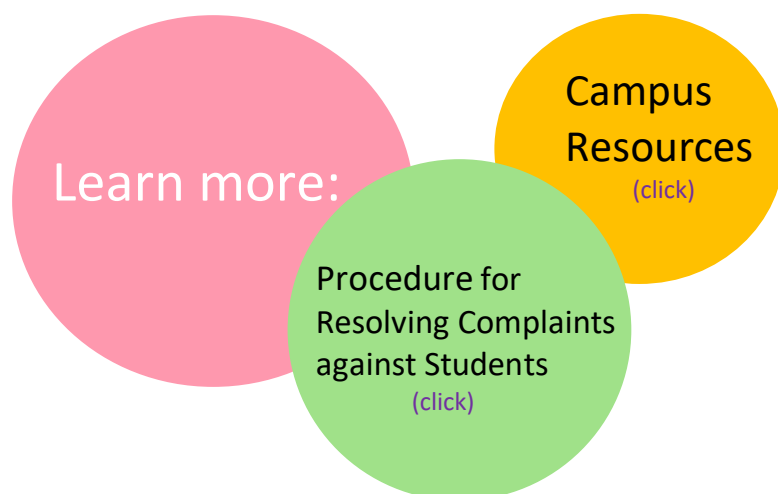
Sexual Harassment	2
Nonconsensual Sexual Contact	2
Nonconsensual Sexual Intercourse	1
Exposing Genitals	1
Invasion of Sexual Privacy	1
Use of Predatory Drugs/Alcohol	1
Failure to Comply	1
<b>TOTAL</b>	<b>9</b>

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
<b>Sex/Gender-Based Allegations</b>	<b>41 (36.3%)</b>
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%)
<b>Sexual Exploitation</b>	<b>1 (0.9%)</b>
Nonconsensual Distribution of Images	1 (0.9%)
<b>Equity Allegations</b>	<b>47 (41.6%)</b>
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%)
<b>Other Reports (Not Discrimination)</b>	<b>24 (21.2%)</b>
Consensual Romantic Relationship Policy	4 (3.5%)
Miscellaneous	20 (17.7%)
<b>TOTAL</b>	<b>113</b>

### Info 22. WHO submitted Reports to OCRT9?

All Incidents (discrimination only)

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

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	<b>76 (62)</b>
Off Campus	<b>9 (6)</b>
Electronic	<b>18 (12)</b>
Undisclosed	<b>1 (0)</b>
<b>TOTAL</b>	<b>104 (80)</b>

### 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)
<b>TOTAL</b>	<b>104 (80)</b>

### Info 25. WHO were the Complainants in these Incidents?

Students	59
Staff	21
Faculty	22
Entities	0
Third Parties	3
<b>TOTAL</b>	<b>105</b>

### ←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
<b>TOTAL</b>	<b>23</b>

**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
<b>TOTAL</b>	<b>15</b>	<b>18</b>

**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
<b>TOTAL</b>	<b>12</b>

### Formal Conflict Resolution Agreements

Sexual Harassment	4
Sex/Gender Discrimination	1
Race Discrimination	1
<b>TOTAL</b>	<b>6</b>

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.

Learn more:

Procedure for  
Resolving Complaints  
against Faculty  
(click)

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

### Info 30. WHAT Types of Allegations were Reported?

Type of Allegation	2019-2020
<b>Sex/Gender-Based Allegations</b>	<b>50 (45.5%)</b>
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%)
<b>Sexual Misconduct</b>	<b>1 (0.9%)</b>
Nonconsensual Sexual Intercourse	1 (0.9%)
<b>Sexual Exploitation</b>	<b>1 (0.9%)</b>
Other/Unclassified Sexual Exploitation	1 (0.9%)
<b>Equity Allegations</b>	<b>23 (20.9%)</b>
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%)
<b>Other Reports (Not Discrimination)</b>	<b>35 (31.8%)</b>
Retaliation	5 (4.5%)
Consensual Romantic Relationship Policy	1 (0.9%)
Miscellaneous	29 (26.4%)
<b>TOTAL</b>	<b>110</b>

### Info 31. WHO submitted Reports to OCRT9?

All Incidents (discrimination only)

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

### Info 32. WHERE did Incidents occur?

All Incidents (discrimination only)

On Campus	<b>92 (62)</b>
Off Campus	<b>4 (2)</b>
Electronic	<b>11 (9)</b>
<b>TOTAL</b>	<b>107 (73)</b>

### Info 33. WHEN were Reports made?

All Incidents (discrimination only)

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

### Info 34. WHO were the Complainants in these Incidents?

Students	36
Staff	73
Faculty	3
Entities	1
Third Parties	7
<b>TOTAL</b>	<b>120</b>

### 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 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
<b>TOTAL</b>	<b>5</b>	<b>5</b>

Learn more:

Confidentiality and Privacy  
(click)

Procedure for Resolving Complaints against Staff  
(click)

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

#### Summary Resolution

Disability Discrimination	2
Sex/Gender Discrimination	2
<b>TOTAL</b>	<b>4</b>

#### 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
<b>Sex/Gender-Based Allegations</b>	<b>54 (33.1%)</b>
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%)
<b>Sexual Misconduct</b>	<b>53 (32.5%)</b>
Unclassified Sexual Misconduct	26 (16.0%)
Nonconsensual Sexual Intercourse	17 (10.4%)
Nonconsensual Sexual Contact	6 (3.7%)
Exposing of Genitals	4 (2.5%)
<b>Sexual Exploitation</b>	<b>9 (5.5%)</b>
Nonconsensual Distribution of Images	5 (3.1%)
Use of Predatory Drugs/Alcohol	4 (2.5%)
Other/Unclassified Sexual Exploitation	4 (2.5%)
<b>Equity Allegations</b>	<b>25 (15.3%)</b>
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%)
<b>Alleged Standard of Conduct Violations</b>	<b>3 (1.8%)</b>
Physical Abuse	3 (1.8%)
<b>Other Reports (Not Discrimination)</b>	<b>15 (9.2%)</b>
Miscellaneous	15 (9.2%)
<b>TOTAL</b>	<b>163</b>

### Info 40. WHO submitted Reports to OCRT9?

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

### 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)
<b>TOTAL</b>	<b>159 (142)</b>

### Info 42. WHERE did Incidents occur?

All Incidents (discrimination only)

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

### Info 43. WHO were the Complainants in these Incidents?

Students	135
Staff	17
Faculty	4
Entities	1
Third Parties	21
<b>TOTAL</b>	<b>178</b>



## 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
<b>Sex/Gender-Based Allegations</b>	
Sex/Gender Discrimination	1 (4.8%)
<b>Equity Allegations</b>	
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%)
<b>Other Reports (Not Discrimination)</b>	
Miscellaneous	4 (19.0%)
<b>TOTAL</b>	<b>21</b>

### Info 45. WHERE did Incidents occur?

All Incidents (discrimination only)

On Campus	13 (9)
Off Campus	3 (3)
Electronic	3(3)
<b>TOTAL</b>	<b>19 (15)</b>

### 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)
<b>TOTAL</b>	<b>19 (15)</b>

### 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)
<b>TOTAL</b>	<b>19 (15)</b>

Students	11
Staff	2
Faculty	1
Entities	0
Third Parties	5
<b>TOTAL</b>	<b>19</b>

## 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%)
<b>TOTAL</b>	<b>61</b>	<b>109</b>	<b>122</b>	<b>137</b>

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%)
<b>TOTAL</b>	<b>61</b>	<b>109</b>	<b>121</b>	<b>137</b>

## 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.

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