

UNIVERSITY OF MISSOURI

OFFICE FOR CIVIL RIGHTS & TITLE IX

2020-2021 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:
Email civilrights-titleix@missouri.edu or Call 573-882-3880

OVERVIEW: INCIDENTS REPORTED TO OCRT9: AUGUST 14, 2020-JULY 31, 2021¹

Tables and graphs containing relevant data and comparisons

Reports	
2016-2017	693
2017-2018	750
2018-2019	728
2019-2020	722
2020-2021	769

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.

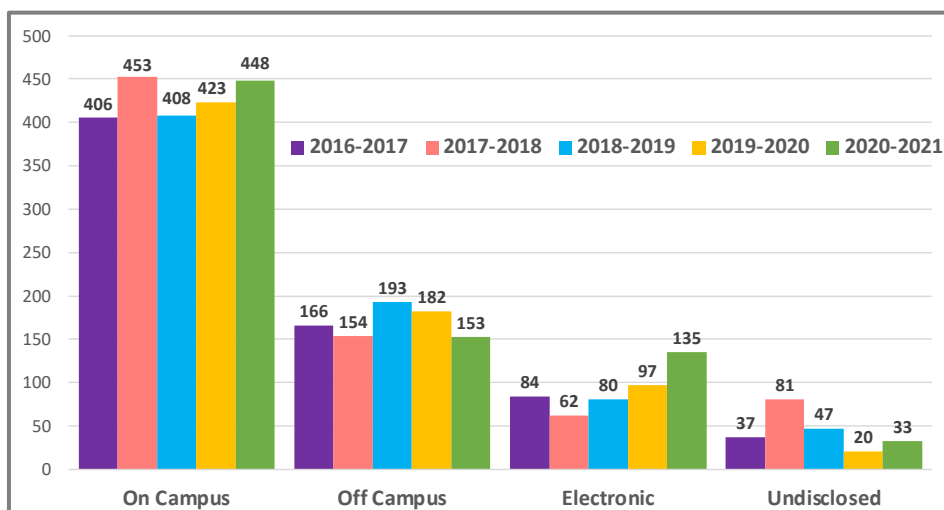
Info 2. HOW MANY Alleged Violations were included in those Reports?

Alleged Violations	
2016-2017	981
2017-2018	942
2018-2019	839
2019-2020	792
2020-2021	878

Info 3. WHERE did Reported Incidents Occur?

Location	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
On Campus	406 (58.6%)	453 (60.4%)	408 (56.0%)	423 (58.6%)	448 (58.3%)
Off Campus	166 (24.0%)	154 (20.5%)	193 (26.5%)	182 (25.2%)	153 (19.9%)
Electronic	84 (12.1%)	62 (8.3%)	80 (11.0%)	97 (13.4%)	135 (17.6%)
Undisclosed	37 (5.3%)	81 (10.8%)	47 (6.5%)	20 (2.8%)	33 (4.3%)
TOTAL	693	750	728	722	769

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, notating 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 submitted Reports to OCRT9?

Reporter	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Staff	292 (42.1%)	373 (49.7%)	361 (49.6%)	320 (44.3%)	434 (56.4%)
Faculty	137 (19.8%)	166 (22.1%)	133 (18.3%)	131 (18.1%)	115 (15.0%)
Students	152 (21.9%)	126 (16.8%)	129 (17.7%)	185 (25.6%)	137 (17.8%)
MUPD	69 (10.0%)	35 (4.7%)	62 (8.5%)	32 (4.4%)	31 (4.0%)
Anonymous	17 (2.5%)	20 (2.7%)	20 (2.7%)	17 (2.4%)	37 (4.8%)
Others	26 (3.8%)	30 (4.0%)	23 (3.2%)	37 (5.1%)	15 (2.0%)
TOTAL	715	693	750	728	769

Info 4: Table shows types of people making initial reports to OCRT9. In 2020-2021, about 77% of reports were from people who were not the complainant, but who either witnessed or learned of an incident that occurred; about 23% were from the complainants themselves.

Learn more:

Policies and Reporting

(click)

¹ Reporting period started on August 14, 2020, instead of August 1, because new MU policies took effect August 14, making it a natural cutoff.

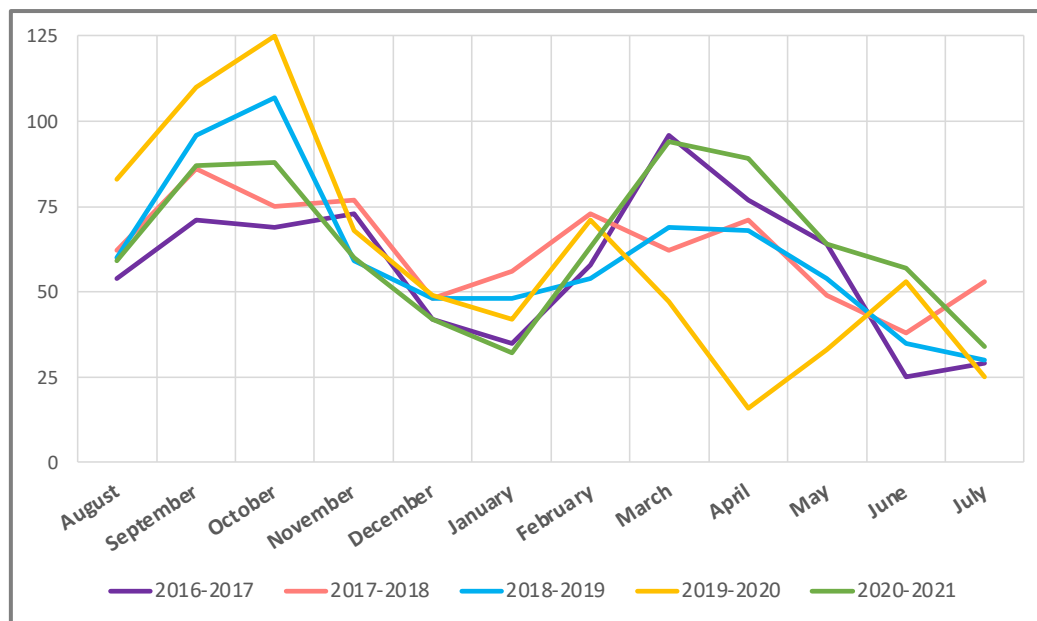
Info 5. WHEN were Reports submitted?

Month	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
August	54 (7.8%)	62 (8.3%)	60 (8.2%)	83 (11.5%)	59 (7.7%)
September	71 (10.2%)	86 (11.5%)	96 (13.2%)	110 (15.2%)	87 (11.3%)
October	69 (10.0%)	75 (10.0%)	107 (14.7%)	125 (17.3%)	88 (11.4%)
November	73 (10.5%)	77 (10.3%)	59 (8.1%)	68 (9.4%)	60 (7.8%)
December	42 (6.1%)	48 (6.4%)	48 (6.6%)	49 (6.8%)	42 (5.5%)
January	35 (5.1%)	56 (7.5%)	48 (6.6%)	42 (5.8%)	32 (4.2%)
February	58 (8.4%)	73 (9.7%)	54 (7.4%)	71 (9.8%)	63 (8.2%)
March	96 (13.9%)	62 (8.3%)	69 (9.5%)	47 (6.5%)	94 (12.2%)
April	77 (11.1%)	71 (9.5%)	68 (9.3%)	16 (2.2%)	89 (11.6%)
May	64 (9.2%)	49 (6.5%)	54 (7.4%)	33 (4.6%)	64 (8.3%)
June	25 (3.6%)	38 (5.1%)	35 (4.8%)	53 (7.3%)	57 (7.4%)
July	29 (4.2%)	53 (7.1%)	30 (4.1%)	25 (3.5%)	34 (4.4%)
TOTAL	693	750	728	722	769

Info 5: All reports submitted to OCRT9 from August 14, 2020, through July 31, 2021, 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 2020-2021 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 2020-2021, about 41% of reports were received either the day the alleged incident occurred, or the next day. About 60% were received within one week, 65% within two weeks, and 71% within one month. Of the 769 reports, 664 (86%) were received within six months and 701 (91%) within one year of the incident.



Info 6. WHO was Involved in Reports in 2020-2021?

839 Complainants, 769 Respondents:

Type	Complainants	Respondents
MU Students	540 (64.4%)	303 (39.4%)
MU Staff Members	193 (23.0%)	159 (20.7%)
MU Faculty Members	37 (4.4%)	99 (12.9%)
MU Entities/Departments	4 (0.5%)	31 (4.0%)
Third Parties (no MU affiliation)	65 (7.7%)	177 (23.0%)
TOTAL	839	769

Learn more:
**Rights
and Options**
(click)

Compare Previous
Annual Reports
(click)

Info 6: “Complainant” is the term for alleged victims of policy violations, whether or not they chose 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	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Sex/Gender-Based Allegations	398 (40.1%)	426 (45.2%)	355 (42.3%)	278 (35.1%)	295 (33.6%)
Sexual Harassment (Hostile Environment)	125 (12.7%)	157 (16.7%)	160 (19.1%)	147 (18.6%)	130 (14.8%)
Sex/Gender Discrimination	114 (11.6%)	96 (10.2%)	68 (8.1%)	48 (6.1%)	57 (6.5%)
Dating/Domestic/Intimate Partner Violence	70 (7.1%)	75 (8.0%)	73 (8.7%)	45 (5.7%)	52 (5.9%)
Stalking on the basis of Sex/Gender	50 (5.1%)	58 (6.2%)	34 (4.1%)	25 (3.2%)	36 (4.1%)
Gender Identity Discrimination	31 (3.2%)	28 (3.0%)	14 (1.7%)	12 (1.5%)	15 (1.7%)
Pregnancy Discrimination	4 (0.4%)	2 (0.2%)	2 (0.2%)	1 (0.1%)	0 (0.0%)
Gender Expression Discrimination	4 (0.4%)	10 (1.1%)	4 (0.5%)	0 (0.0%)	5 (0.6%)
Sexual Exploitation/Misconduct/Assault	150 (15.3%)	173 (18.4%)	161 (19.2%)	162 (20.5%)	121 (13.8%)
Nonconsensual Sexual Intercourse					15 (1.7%)
Sexual Assault: Rape					18 (2.1%)
Sexual Assault Attempted Rape	50 (5.1%)	38 (4.0%)	52 (6.2%)	51 (6.4%)	3 (0.3%)
Sexual Assault: Sodomy					2 (0.2%)
Sexual Assault with an Object					2 (0.2%)
Unclassified Sexual Misconduct	32 (3.3%)	57 (6.1%)	43 (5.1%)	40 (5.1%)	14 (1.6%)
Unclassified Sexual Assault					44 (5.0%)
Nonconsensual Sexual Contact					5 (0.6%)
Sexual Assault: Fondling	39 (4.0%)	22 (2.3%)	27 (3.2%)	30 (3.8%)	14 (1.6%)
Sexual Exploitation	29 (3.0%)	40 (4.2%)	29 (3.5%)	32 (4.0%)	4 (0.5%)
Exposing of Genitals	10 (1.0%)	16 (1.7%)	10 (1.2%)	9 (1.1%)	0 (0.0%)
Equity Allegations	332 (33.8%)	273 (30.0%)	218 (26.0%)	199 (25.1%)	275 (31.3%)
Race Discrimination	154 (15.7%)	124 (13.2%)	94 (11.2%)	100 (12.6%)	135 (15.4%)
National Origin Discrimination	61 (6.2%)	30 (3.2%)	37 (4.4%)	22 (2.8%)	25 (2.8%)
Sexual Orientation Discrimination	16 (1.6%)	39 (4.1%)	30 (3.6%)	23 (2.9%)	19 (2.2%)
Disability Discrimination	41 (4.2%)	31 (3.3%)	32 (3.8%)	21 (2.7%)	37 (4.2%)
Religious Discrimination	39 (4.0%)	26 (2.8%)	15 (1.9%)	15 (1.9%)	15 (1.7%)
Age Discrimination	16 (1.6%)	6 (0.6%)	1 (0.1%)	6 (0.8%)	7 (0.8%)
Veteran Status Discrimination	2 (0.2%)	9 (1.0%)	2 (0.2%)	4 (0.5%)	4 (0.5%)
Ancestry Discrimination	2 (0.2%)	1 (0.1%)	0 (0.0%)	0 (0.0%)	1 (0.1%)
Color Discrimination	0 (0.0%)	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unclassified Discrimination	1 (0.1%)	6 (0.6%)	7 (0.8%)	8 (1.0%)	32 (3.6%)

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

“Unclassified” Sexual Misconduct or Assault includes reports that contain insufficient details to further classify the alleged behavior, often because a third party who reported to OCRT9 did not provide that level of information initially and/or because the complainant chose not to disclose further details to us.

Blue text: Types of allegations included in both old and new policies (incidents occurring before and after 8/14/2020)

Orange text: Allegations/language included in old policies, only (incidents occurring before 8/14/2020)

Purple text: Allegations/language included in new policies, only (incidents occurring on or after 8/14/2020)

For 2020-2021, the tables in this Annual Report do not include data from several cases handled by OCRT9 on behalf of other UM System institutions that were deemed to be Conflicts of Interest for their 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	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Student Standard of Conduct	43 (4.4%)	13 (1.4%)	28 (3.3%)	20 (2.5%)	29 (3.3%)
Physical Abuse	4 (0.4%)	9 (1.0%)	8 (1.0%)	10 (1.3%)	8 (0.9%)
Threatening/Intimidating Behavior	18 (1.8%)	2 (0.2%)	18 (2.1%)	8 (1.0%)	13 (1.5%)
Failure to Comply with Sanctions/Directives	2 (0.2%)	0 (0.0%)	2 (0.2%)	2 (0.3%)	1 (0.1%)
Property Damage	0 (0.0%)	1 (0.1%)	1 (0.1%)	0 (0.0%)	1 (0.1%)
Alcohol/Drug Offenses	11 (1.1%)	0 (0.0%)	1 (0.1%)	0 (0.0%)	3 (0.3%)
Misuse of Computing Resources	0 (0.0%)	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Disruptive Conduct/Hazing	6 (0.6%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	3 (0.3%)
Violation of University Policies	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Forgery	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Obstruction or Disruption of MU Activities	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unauthorized Entry or Use of MU Facilities	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Illegal/Unauthorized Weapon Possession	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Other Reports	48 (5.0%)	57 (6.1%)	77 (9.2%)	133 (16.8%)	158 (18.0%)
Retaliation	9 (0.9%)	6 (0.6%)	8 (1.0%)	8 (1.0%)	1 (0.1%)
Consensual Romantic Relationship Policy	5 (0.5%)	5 (0.5%)	2 (0.2%)	5 (0.6%)	4 (0.5%)
False Reporting	0 (0.0%)	1 (0.1%)	3 (0.4%)	3 (0.4%)	0 (0.0%)
Miscellaneous/Others*	32 (3.3%)	45 (4.8%)	61 (7.3%)	117 (14.8%)	153 (17.4%)
Witness Intimidation	0 (0.0%)	0 (0.0%)	1 (0.1%)	0 (0.0%)	0 (0.0%)

TOTAL	981	942	839	792	878
--------------	------------	------------	------------	------------	------------

* “Miscellaneous/Others” includes Title IX/Equity 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 misconduct or personnel/roommate conflicts that were not alleged to be discriminatory in nature; requests for accommodations (related to pregnancy, disability, or other considerations); and any other reports received that do not fall into a category in this list. Many of these reports are referred to other campus departments, including Residential Life, Human Resources, academic departments or supervisors, the Provost’s Office, and the Office of Student Accountability & Support.

Info 9. Most Utilized Accommodations and Remedial Measures *Provided to both Complainants and Respondents* →

Spoke and/or met with OCRT9 Staff	549
Referral to Support/Advocacy Services	14
Voluntary No Contact Directives	11
Academic Accommodations	6
Housing Accommodations/Adjustments	4
Transportation/Parking Accommodations	3
TOTAL	587

GENERAL NOTE: To provide the most accurate analysis for 2020-2021 data, we have further classified individuals whose identities were unconfirmed or anonymous (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. Before 2019, we retained a separate category for “unknown” respondents, or included them as students, in our Annual Reports. Now, instead:

79 unnamed complainants were classified as 39 MU Students, 8 MU Staff, 5 MU Faculty, and 27 Third Parties

234 unnamed respondents were classified as 79 MU Students, 19 MU Staff, 7 MU Faculty, and 129 Third Parties

MU STUDENT RESPONDENTS IN 2020-2021: 362 ALLEGATIONS RESULTING FROM 303 INCIDENTS

Info 10. WHAT types of Allegations were reported?

Discrimination:

Type of Report	2020-2021
Sex/Gender-Based Allegations	132 (36.5%)
Sexual Harassment (Hostile Environment)	67 (18.5%)
Dating/Domestic/Intimate Partner Violence	28 (7.7%)
Stalking on the basis of Sex/Gender	20 (5.5%)
Sex/Gender Discrimination	12 (3.3%)
Gender Expression Discrimination	3 (0.8%)
Gender Identity Discrimination	2 (0.6%)
Sexual Exploitation/Misconduct/Assault	65 (18.0%)
Nonconsensual Sexual Intercourse	5 (1.4%)
Sexual Assault: Rape	15 (4.1%)
Sexual Assault Attempted Rape	2 (0.6%)
Sexual Assault with an Object	2 (0.6%)
Unclassified Sexual Misconduct	5 (1.4%)
Unclassified Sexual Assault	18 (5.0%)
Nonconsensual Sexual Contact	3 (0.8%)
Sexual Assault: Fondling	13 (3.6%)
Sexual Exploitation	2 (0.6%)
Equity Allegations	77 (21.2%)
Race Discrimination	45 (12.4%)
Sexual Orientation Discrimination	12 (3.3%)
Religious Discrimination	7 (1.9%)
Unclassified Discrimination	7 (1.9%)
Disability Discrimination	4 (1.1%)
National Origin Discrimination	1 (0.3%)
Age Discrimination	1 (0.3%)

Not Discrimination:

Student Standard of Conduct Allegations	25 (6.9%)
Physical Abuse	7 (1.9%)
Threatening/Intimidating/Endangering Behavior	10 (2.8%)
Failure to Comply with Sanctions/Directives	1 (0.3%)
Property Damage	1 (0.3%)
Disruptive Conduct	3 (0.8%)
Alcohol/Drug Offenses	3 (0.8%)
Other Reports	63 (17.4%)
Retaliation	1 (0.3%)
Miscellaneous/Others	62 (17.1%)

Definitions of these Allegations are available online

New policies, effective 8/14/2020: [CRR 600.010](#) and [CRR 600.020](#)

Previous policies, effective 3/1/2017: [CRR 600.010](#) and [CRR 600.020](#)

Info 11. WHERE did Incidents occur?

All Incidents (discrimination only)

On Campus	184 (135)
Off Campus	54 (47)
Electronic	55 (45)
Undisclosed	10 (10)
TOTAL	303 (237)

Info 12. WHEN were Reports made?

All Incidents (discrimination only)

August	31 (24)
September	53 (38)
October	44 (31)
November	25 (23)
December	14 (14)
January	11 (6)
February	23 (15)
March	33 (27)
April	33 (27)
May	22 (19)
June	10 (10)
July	5 (3)
TOTAL	303 (237)

Info 13. WHO submitted the Reports?

All Incidents (discrimination only)

Staff	162 (125)
Faculty	34 (24)
Students	74 (58)
MUPD	16 (15)
Anonymous	10 (8)
Others/Third Parties	7 (7)
TOTAL	303 (237)

Info 14. WHO were the Complainants?

Students	264
Staff	41
Faculty	7
Third Parties	26
TOTAL	338

Info 15. HOW were Cases resolved?

Formal Investigations and Resolution

	Reports (Allegations)
Summary Resolution	2 (3)
Written Conflict Resolution Agreement	7 (14)
Hearing Panel Resolution	5 (13)
Administrative Resolution	7 (25)

Alternative Types of Resolution

Conflict Resolution Methods	38 (42)
Documentation and Referral	71 (73)
Preliminary Investigation	4 (4)
Others	15 (16)

Info 15: Some reports involve only one alleged violation; other reports may contain multiple types of allegations (e.g., an incident in which a person uses language toward another that is discriminatory based on race *and* sex, or an incident involving physical abuse *and* sexual assault). Info 15 provides both the number of reports and the number of allegations contained in those reports.

“Other” resolutions may include voluntary separation, consultations without allegations, or instances where OCRT9 declined discretionary jurisdiction. “Referrals” include formal documentation and handoffs to other departments to resolve concerns; those departments are most often Residential Life, MUPD, Care Team, the Office of Fraternity & Sorority Life, and/or the Office of Student Accountability & Support.

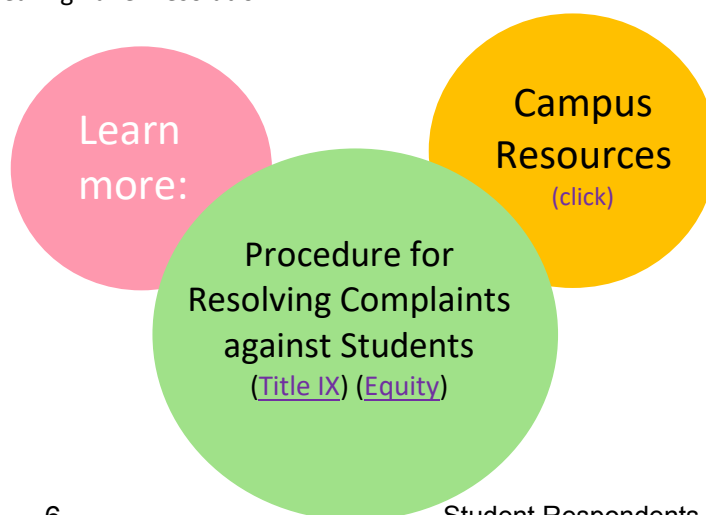
All other cases not included in this table (Info 15) are currently in “Inactive” status; they are not further classified by resolution type for a variety of reasons, perhaps because the complainant(s) involved did not respond to OCRT9 outreach or opted not to proceed with any further action against student respondents, OCRT9 lacked jurisdiction, etc. In all cases, complainants are informed of their rights, options, and various resources; in some “Inactive” matters, complainants have received accommodations or specific resource referrals.

In 2020-2021, there were 21 formal investigations involving student respondents. Of the 21, two were dismissed at Summary Resolution. Of the remaining 19 cases, seven were resolved by Administrative Resolution (single decision-maker), five were resolved by Hearing Panel Resolution, and seven were resolved by Written Conflict Resolution Agreements.

Info 16. Allegations Resolved Informally by Conflict Resolution

Race Discrimination	12
Sexual Harassment (Hostile Environment)	10
Stalking on the basis of Sex/Gender	5
Sexual Orientation Discrimination	3
Dating/Domestic Violence	3
Sex/Gender Discrimination	2
Sexual Assault: Rape	1
Unclassified Sexual Assault	1
Gender Identity Discrimination	1
Religious Discrimination	1
Disability Discrimination	1
Age Discrimination	1
Property Damage	1
TOTAL	42

Info 16: Methods of Conflict Resolution (see the top line of Info 15 and the Allegations listed in Info 16) depend on the nature of the alleged conduct; they include mediation, facilitated dialogue between parties in separate meetings with the Investigator, mutual voluntary No Contact Directives between parties, and/or other arrangements or accommodations established by Investigators pertaining to housing, work or class schedules, etc. These Conflict Resolution methods were utilized in lieu of a formal complaint or full investigation. In other cases (see Info 18), parties agreed to utilize Written Conflict Resolution Agreements after a complaint and investigation, rather than proceeding with either Administrative or Hearing Panel Resolution.



Info 17. Allegations Resolved by Formal Investigation (Student Respondents)

Summary Resolution (2 reports/cases)

Sexual Harassment (Hostile Environment)	1
Nonconsensual Sexual Contact	1
Threatening/Intimidating Behavior	1
TOTAL	3

Administrative Resolution (7 reports/cases)

Sexual Assault: Fondling	5
Sexual Harassment (Hostile Environment)	4
Threatening/Intimidating Behavior	3
Physical Abuse	3
Disruptive Conduct	3
Alcohol/Drug Offenses	3
Sexual Assault: Rape	1
Nonconsensual Sexual Intercourse	1
Nonconsensual Sexual Contact	1
Sexual Exploitation	1
TOTAL	25

Four of the seven respondents were found responsible for violating policy. Overall, seven respondents were found Not Responsible for 12 allegations and Responsible for eight allegations, and there were five allegations for which no finding was made. No appeals were filed.

Info 18. Sanctions for Student Respondents who were found Responsible:

University Expulsion	2
Required Training/Meeting	2
University Suspension	1
Contact Restrictions	1
Disciplinary Probation	1
Trespass Warning	1

Info 18: Often, respondents receive more than one sanction at a time, thus there are seven total sanctions listed for four student respondents.

Hearing Panel Resolution (5 reports/cases)

Dating/Domestic/Intimate Partner Violence	2
Nonconsensual Sexual Intercourse	2
Threatening/Intimidating Behavior	2
Sexual Harassment (Hostile Environment)	1
Stalking on the basis of Sex/Gender	1
Sexual Exploitation	1
Failure to Comply	1
Sexual Assault: Rape	1
Sexual Assault: Attempted Rape	1
Sexual Assault: Fondling	1
TOTAL	13

Two of the five respondents were found responsible for violating policy. Overall, five respondents were found Not Responsible for eight allegations and Responsible for five allegations.

There were three appeals, two by complainants and one by a respondent; findings were upheld in all three, but sanctions were altered by the Appellate Officer in one of them.

Written Conflict Resolution Agreements (6 reports/cases)

Sexual Harassment (Hostile Environment)	3
Sexual Assault: Rape	3
Sexual Assault: Fondling	3
Nonconsensual Sexual Contact	1
Sexual Assault with an Object	1
Dating Violence	1
TOTAL	12

Written Conflict Resolution Agreements contain terms negotiated between the parties and may include periods of separation from MU, training/education requirements, community service, or other fact-specific remedial measures that fit the given case, etc. OCRT9 monitors the terms of these agreements once they are finalized. Note: The agreements in this section differ from Conflict Resolution methods discussed on the previous page, in that these are formalized, enforceable, and utilized after a formal complaint is filed and investigated.

FACULTY RESPONDENTS IN 2020-2021: 122 ALLEGATIONS RESULTING FROM 99 INCIDENTS

Info 19. WHAT Types of Allegations were Reported?

Type of Reported Allegations	2020-2021
Sex/Gender-Based Allegations	38 (31.1%)
Sexual Harassment (Hostile Environment)	10 (8.2%)
Sex/Gender Discrimination	21 (17.2%)
Gender Identity Discrimination	7 (5.7%)
Sexual Exploitation/Misconduct/Assault	3 (2.5%)
Nonconsensual Sexual Intercourse	2 (1.6%)
Sexual Assault: Sodomy	1 (0.8%)
Equity Allegations	65 (53.3%)
Race Discrimination	22 (18.0%)
National Origin Discrimination	13 (10.7%)
Disability Discrimination	13 (10.7%)
Unclassified Discrimination	8 (6.6%)
Veteran Status Discrimination	3 (2.5%)
Religious Discrimination	4 (3.3%)
Age Discrimination	1 (0.8%)
Ancestry Discrimination	1 (0.8%)
Other Reports	16 (13.1%)
Consensual Romantic Relationship Policy	2 (1.6%)
Miscellaneous/Others	14 (11.5%)

Info 20. WHO submitted the Reports?

All Incidents (discrimination only)

Staff	30 (24)
Faculty	32 (27)
Students	24 (21)
Anonymous	10 (8)
Others/Third Parties	3 (3)
TOTAL	99 (83)

Info 21. WHO were the Complainants?

Students	67
Staff	11
Faculty	18
Third Parties	8
TOTAL	104

Info 22. WHERE did Incidents occur?

All Incidents (discrimination only)

On Campus	69 (59)
Off Campus	5 (3)
Electronic	25 (21)
TOTAL	99 (83)

Info 23. WHEN were Reports made?

All Incidents (discrimination only)

August	10 (9)
September	6 (5)
October	11 (9)
November	12 (10)
December	6 (4)
January	5 (5)
February	8 (5)
March	12 (9)
April	8 (7)
May	10 (10)
June	6 (6)
July	5 (4)
TOTAL	99 (83)

Learn more:

Procedure for
Resolving Complaints
against Faculty

[\(Title IX\)](#) [\(Equity\)](#)

Frequently Asked
Questions:

[Equity](#) and [Title IX](#)

Info 24. HOW were Cases resolved?

Resolution Type	Reports	Allegations
Conflict Resolution Methods	22	26
Documentation and Referral	20	21
Preliminary Investigation	9	9
Formal Investigations and Resolution: Summary Resolution/TIX Dismissal	11	23
Written Conflict Resolution Agreement	2	2
Others	5	6

Info 24: “Other” resolutions may include voluntary separation from MU, consultations, or instances where OCRT9 lacked jurisdiction. “Referrals” include formal documentation and handoffs to other offices to best resolve concerns; for faculty respondents, those resources are most often the Provost’s Office, HR, and/or Academic Department leadership.

In 2020-2021, there were 13 formal investigations involving faculty respondents. Of the 13 cases, 11 were closed at the Summary Resolution stage or subject to Dismissal under new Title IX policies. The other two matters were resolved by Written Conflict Resolution Agreements.

Info 25. Allegations Resolved Informally by Conflict Resolution

Race Discrimination	9
Sex/Gender Discrimination	6
Gender Identity Discrimination	4
National Origin Discrimination	3
Sexual Harassment (Hostile Environment)	1
Religious Discrimination	1
Disability Discrimination	1
Age Discrimination	1
TOTAL	26

Info 25: Methods of Conflict Resolution (see the top line of Info 24 and Allegations listed in Info 25) depend on the nature of the alleged conduct; they include mediation, facilitated dialogue between parties in separate meetings with the Investigator, mutual voluntary No Contact Directives between parties, discussions with supervisors or other administrators, and/or other arrangements or accommodations established by Investigators pertaining to work schedules, location, or assigned duties. These Conflict Resolution methods were utilized in lieu of a formal complaint or full investigation. In other cases (see Info 26), parties agreed to utilize Written Conflict Resolution Agreements after a complaint is filed and investigated, rather than proceeding with Administrative or Hearing Panel Resolution.

Info 26. Allegations Resolved by Formal Investigation (Faculty Respondents)

Summary Resolution/TIX Dismissal (9 reports/cases)

Sex/Gender Discrimination	7
Race Discrimination	4
National Origin Discrimination	4
Disability Discrimination	3
Veteran Status Discrimination	3
Sexual Harassment (Hostile Environment)	1
Ancestry Discrimination	1
TOTAL	23

Written Conflict Resolution Agreements (2 reports/cases)

Sexual Harassment (Hostile Environment)	1
National Origin Discrimination	1
TOTAL	2

Written Conflict Resolution Agreements contain terms negotiated between the parties and may include separation from employment at MU, training or professional development requirements, adjustments to pay or supervisory responsibilities, or other fact-specific remedial measures that fit the given case. OCRT9 monitors the terms of these agreements once they are finalized. Note: The agreements in Info 26 differ from Conflict Resolution methods discussed in Info 25, in that these are formalized, enforceable, and utilized after a formal complaint is filed and investigated.

STAFF RESPONDENTS IN 2020-2021: 175 ALLEGATIONS RESULTING FROM 159 INCIDENTS

Info 27. WHAT Types of Allegations were Reported?

Type of Reported Allegations	2020-2021
Sex/Gender-Based Allegations	52 (29.7%)
Sexual Harassment (Hostile Environment)	22 (12.6%)
Sex/Gender Discrimination	13 (7.4%)
Dating/Domestic/Intimate Partner Violence	7 (4.0%)
Gender Identity Discrimination	5 (2.9%)
Stalking on the basis of Sex/Gender	3 (1.7%)
Gender Expression Discrimination	2 (1.1%)
Sexual Exploitation/Misconduct/Assault	3 (1.7%)
Sexual Assault: Sodomy	1 (0.6%)
Unclassified Sexual Assault	1 (0.6%)
Sexual Exploitation	1 (0.6%)
Equity Allegations	79 (45.1%)
Race Discrimination	41 (23.4%)
Disability Discrimination	14 (8.0%)
National Origin Discrimination	8 (4.6%)
Sexual Orientation Discrimination	5 (2.9%)
Unclassified Discrimination	5 (2.9%)
Age Discrimination	4 (2.3%)
Religious Discrimination	1 (0.6%)
Veteran Status Discrimination	1 (0.6%)
Other Reports	41 (23.4%)
Consensual Romantic Relationship Policy	2 (1.1%)
Miscellaneous/Others	39 (22.3%)

Info 29. WHERE did Incidents occur?

All Incidents (discrimination only)

On Campus	122 (95)
Off Campus	17 (12)
Electronic	19 (11)
Undisclosed	1 (1)
TOTAL	159 (119)

Info 30. WHEN were Reports made?

All Incidents (discrimination only)

August	9 (8)
September	8 (7)
October	12 (7)
November	6 (4)
December	10 (10)
January	3 (2)
February	19 (13)
March	25 (16)
April	27 (17)
May	10 (8)
June	23 (21)
July	7 (6)
TOTAL	159 (117)

Info 28. WHO submitted the Reports?

All Incidents (discrimination only)

Staff	125 (88)
Faculty	10 (9)
Students	11 (11)
MUPD	1 (1)
Anonymous	10 (10)
Others/Third Parties	2 (0)
TOTAL	159 (119)

Info 31. WHO were the Complainants?

Students	52
Staff	111
Faculty	3
Entities	3
Third Parties	9
TOTAL	178

Info 32. HOW were Cases resolved?

Resolution Type	Reports	Allegations
Conflict Resolution Methods	27	27
Documentation and Referral	53	54
Preliminary Investigation	13	17
Formal Investigations and Resolution: Summary Resolution/TIX Dismissal	5	7
Others	11	12

Info 32: “Other” resolutions may include voluntary separation from MU, consultations, or instances where OCRT9 lacked jurisdiction. “Referrals” include formal documentation and handoffs to other offices to best resolve concerns; for staff respondents, those resources are most often HR, supervisors, and/or other Department leadership.

In 2020-2021, there were five formal investigations involving staff respondents. All five (including seven alleged violations) were closed at the Summary Resolution stage or subject to Dismissal under new Title IX policies.

Info 33. Allegations Resolved Informally by Conflict Resolution

Race Discrimination	8
Sexual Harassment (Hostile Environment)	6
Disability Discrimination	3
Age Discrimination	3
Sexual Orientation Discrimination	2
Gender Identity Discrimination	2
Dating/Domestic Violence	1
Stalking on the basis of Sex/Gender	1
Religious Discrimination	1

Info 33: Methods of Conflict Resolution (see the top line of Info 32 and Allegations listed in Info 33) depend on the nature of the alleged conduct; they include mediation, facilitated dialogue between parties in separate meetings with the Investigator, mutual voluntary No Contact Directives between parties, discussions with supervisors or other administrators, and/or other arrangements or accommodations established by Investigators pertaining to work schedules, location, or assigned duties. These Conflict Resolution methods were utilized in lieu of a formal complaint or full investigation.

Learn more:

Procedure for
Resolving Complaints
against Staff
([Title IX](#)) ([Equity](#))

Confidentiality
and Privacy

(click)

Info 34. Allegations Resolved by Formal Investigation (Staff Respondents):

Summary Resolution/TIX Dismissal (5 reports/cases)

Race Discrimination	3
National Origin Discrimination	2
Sexual Harassment (Hostile Environment)	1
Disability Discrimination	1
TOTAL	7

THIRD-PARTY RESPONDENTS IN 2020-2021: 183 ALLEGATIONS RESULTING FROM 177 INCIDENTS

Info 35. WHAT Types of Allegations were Reported?

Discrimination:

Type of Reported Allegations	2020-2021
Sex/Gender-Based Allegations	63 (34.4%)
Sexual Harassment (Hostile Environment)	31 (16.9%)
Dating/Domestic/Intimate Partner Violence	17 (9.3%)
Stalking on the basis of Sex/Gender	13 (7.1%)
Sex/Gender Discrimination	2 (1.1%)
Sexual Exploitation/Misconduct/Assault	50 (27.3%)
Nonconsensual Sexual Intercourse	8 (4.4%)
Sexual Assault: Rape	3 (1.6%)
Sexual Assault Attempted Rape	1 (0.5%)
Unclassified Sexual Misconduct	9 (4.9%)
Unclassified Sexual Assault	25 (13.7%)
Nonconsensual Sexual Contact	2 (1.1%)
Sexual Assault: Fondling	1 (0.5%)
Sexual Exploitation	1 (0.5%)
Equity Allegations	37 (20.2%)
Race Discrimination	17 (9.3%)
Unclassified Discrimination	10 (5.5%)
Disability Discrimination	4 (2.2%)
Religious Discrimination	3 (1.6%)
Sexual Orientation Discrimination	2 (1.1%)
National Origin Discrimination	1 (0.5%)

Not Discrimination:

Student Standard of Conduct Allegations	4 (2.2%)
Threatening/Intimidating Behavior	3 (1.6%)
Physical Abuse	1 (0.5%)
Other Reports	29 (15.8%)
Miscellaneous/Others	29 (15.8%)

Info 36. WHO submitted the Reports?

Staff	100 (78)
Faculty	35 (33)
Students	24 (17)
MUPD	14 (13)
Anonymous	3 (2)
Others/Third Parties	1 (1)
TOTAL	177 (144)

Info 37. WHEN were Reports made?

All Incidents (discrimination only)

August	8 (6)
September	20 (19)
October	19 (15)
November	15 (11)
December	12 (10)
January	7 (6)
February	13 (11)
March	18 (14)
April	16 (14)
May	19 (15)
June	17 (13)
July	13 (10)
TOTAL	177 (144)

Info 38. WHERE did Incidents occur?

All Incidents (discrimination only)

On Campus	47 (35)
Off Campus	76 (66)
Electronic	32 (21)
Undisclosed	22 (22)
TOTAL	177 (144)

Info 39. WHO were the Complainants?

Students	150
Staff	21
Faculty	3
Third Parties	19
TOTAL	193

MU ENTITY RESPONDENTS IN 2020-2021: 36 ALLEGATIONS RESULTING FROM 31 INCIDENTS

Info 40. WHAT Types of Allegations were Reported?

Type of Reported Allegations	2020-2021
Sex/Gender-Based Allegations	10 (27.8%)
Sex/Gender Discrimination	9 (25.0%)
Gender Identity Discrimination	1 (2.8%)
Equity Allegations	17 (47.2%)
Race Discrimination	10 (27.8%)
National Origin Discrimination	2 (5.6%)
Disability Discrimination	2 (5.6%)
Unclassified Discrimination	2 (5.6%)
Age Discrimination	1 (2.8%)
Other Reports	9 (25.0%)
Miscellaneous/Others	9 (25.0%)

Info 41. WHO submitted the Reports to OCRT9?

Staff	16 (13)
Faculty	4 (3)
Students	5 (2)
Anonymous	4 (3)
Others/Third Parties	2 (1)
TOTAL	31 (22)

Info 42. WHO were the Complainants?

Students	7
Staff	9
Faculty	6
Entities	1
Third Parties	3
TOTAL	26

Info 43. WHERE did Incidents occur?

All Incidents (discrimination only)

On Campus	27 (19)
Electronic	4 (3)
TOTAL	31 (22)

Info 44. WHEN were Reports made?

All Incidents (discrimination only)

August	1 (1)
September	0 (0)
October	2 (0)
November	2 (1)
December	0 (0)
January	6 (4)
February	0 (0)
March	6 (5)
April	5 (4)
May	3 (3)
June	2 (1)
July	4 (3)
TOTAL	31 (22)

Info 45. HOW were Cases resolved?

Resolution Type	Reports	Allegations
Conflict Resolution Methods	2	2
Documentation and Referral	8	9
Preliminary Investigation	5	5
Formal Investigation: Summary Resolution	1	2*
Others	4	4

*Allegations of Age Discrimination and Race Discrimination

Methods of Conflict Resolution depend on the nature of the alleged conduct; they include mediation, facilitated dialogue between parties in separate meetings with the Investigator, mutual voluntary No Contact Directives between parties, discussions with supervisors or other administrators, and/or other arrangements or accommodations established by Investigators pertaining to work schedules, location, or assigned duties. These Conflict Resolution methods were utilized in lieu of a formal complaint or full investigation.

OCRT9 EDUCATION AND PREVENTION EFFORTS

During the 2020-2021 reporting year, OCRT9 conducted about 66 presentations and trainings, conducted in person around campus and via video conference; these efforts reached at least 2273 people, including students, faculty, administrators, staff, and some visitors/community members. OCRT9 also pre-recorded training videos for specific groups and future use.

Common topics included an overview of OCRT9 services and campus resources; policy changes due to new federal Title IX regulations; bystander intervention; examples of prohibited conduct; guidance for mandated reporters; microaggressions; parties' rights and options in the newly revised Title IX and Equity Processes; 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, 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 2020-2021 fiscal year, the Office of Accessibility and ADA has arranged **over 400 reasonable accommodations** for **210 faculty and staff** with disabilities, a 53% increase from the previous year. The Division of Inclusion, Diversity & Equity (IDE) fully funded the cost of all these accommodations through our Accommodations Central Fund. This work is essential to ensuring productivity, recruitment, and retention of employees at MU.

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 46. Employees Assisted with Accommodations:

Type	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Faculty	19 (31.1%)	28 (25.7%)	50 (41.0%)	24 (17.5%)	42 (20.0%)
Staff	42 (68.9%)	81 (74.3%)	72 (59.0%)	113 (82.5%)	168 (80.0%)
TOTAL	61	109	122	137	210
Percentage Increase	--	78.7%	11.9%	12.2%	53.3%

Learn more:

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

Info 47. Accommodations by Disability Type:

Primary Disability Type	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Chronic Illness	17 (27.9%)	27 (24.8%)	36 (29.8%)	48 (35.0%)	82 (39.0%)
Physical Disability	23 (37.7%)	40 (36.7%)	55 (45.5%)	41 (29.9%)	44 (21.0%)
Psychological Disability	11 (18.0%)	25 (22.9%)	12 (9.9%)	17 (12.4%)	25 (11.9%)
Cognitive Disability	4 (6.6%)	10 (9.2%)	8 (6.6%)	13 (9.4%)	2 (1.0%)
Vision Disability	3 (4.9%)	4 (3.7%)	3 (2.5%)	5 (3.6%)	6 (2.9%)
Hearing Disability	3 (4.9%)	3 (2.8%)	4 (3.3%)	4 (2.9%)	3 (1.4%)
High-Risk Pregnancy Complications	0 (0.0%)	0 (0.0%)	3 (2.5%)	2 (1.4%)	8 (3.8%)
Other/Unconfirmed	0 (0.0%)	0 (0.0%)	0 (0.0%)	7 (5.1%)	40 (19.0%)
TOTAL	61	109	121	137	210

OFFICE OF ACCESSIBILITY AND ADA ACCOMPLISHMENTS FROM 2020-2021:

Digital Accessibility: In 2021, the ADA Coordinator worked collaboratively with other units on our campus, and at UMKC, UMSL, and Missouri S&T, to create a Digital Accessibility Task Force with the goal of creating a UM System-wide digital accessibility policy. This initiative will continue into 2021-2022.

Throughout the last fiscal year, the office was involved in intensive outreach and stakeholder discussions about digital accessibility across the UM System. Additional educational initiatives will be launched in 2022.

COVID-19 Response: In 2020-2021, the Office of Accessibility and ADA adapted to a marked increase in employee accommodation requests (53% increase over the previous year). Most new requests involved issues related to the pandemic.

This year, the ADA unit worked with leadership across campus to respond to the COVID-19 pandemic and create new policies and processes involving persons with disabilities, including accommodation processes, face covering requirements, event policies, and social distancing.

Accessibility Improvements: In 2020, because of incredible support from Campus Facilities and continuing advocacy of the ADA Office, several new exterior doors on campus were automated, resulting in a long-sought milestone: every building on MU's core campus now has at least one automatic door at a primary building entrance.

In 2020, MU Campus Facilities installed 150 new automatic doors across campus, including automating many restroom doors for the first time, greatly increasing restroom accessibility for those with disabilities.

Disability Inclusion: In 2020, the Office of Accessibility and ADA worked collaboratively with the Disability Center to plan Disability Culture Month, a month-long celebration of disability awareness, culture, and accessibility at Mizzou.

Training, Education, and Outreach: In 2020-2021, staff in the Office of Accessibility and ADA greatly increased its outreach, providing 68 trainings on various topics, including the ADA, employee accommodations, event accessibility, disability awareness, and other requested topics. This was a 113% increase from the previous year (32 trainings).

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

Contact Information:

MU Office for Civil Rights & Title IX
Email: civilrights-titleix@missouri.edu
Phone: 573-882-3880

All Media Inquiries:

MU News Bureau
munews bureau@missouri.edu
573-882-6211