

UNIVERSITY OF MISSOURI

# OFFICE OF INSTITUTIONAL EQUITY

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## 2021-2022 ANNUAL REPORT

If you are a person with a disability and believe you may need accommodations, please contact the MU Office of Institutional Equity to request assistance or general information; we are happy to help you.

Email: [equity@missouri.edu](mailto:equity@missouri.edu) | Phone: 573-882-3880

# OVERVIEW OF REPORTS TO THE OFFICE OF INSTITUTIONAL EQUITY (OIE)

AUGUST 1, 2021-JULY 31, 2022

## 1060 Reports

In 2021-2022, OIE received a total of 1060 reports, which is higher than the previous six years that averaged about 730 reports each. A “report” is any concern submitted to OIE, including incidents that may involve alleged policy violations or requests for review/consultation. The number of “reports” equals the number of respondents (persons accused or under review). One incident can involve multiple respondents, which then counts as multiple “reports” as each person’s actions are analyzed separately to determine if a violation occurred and/or what responsive actions may be needed.

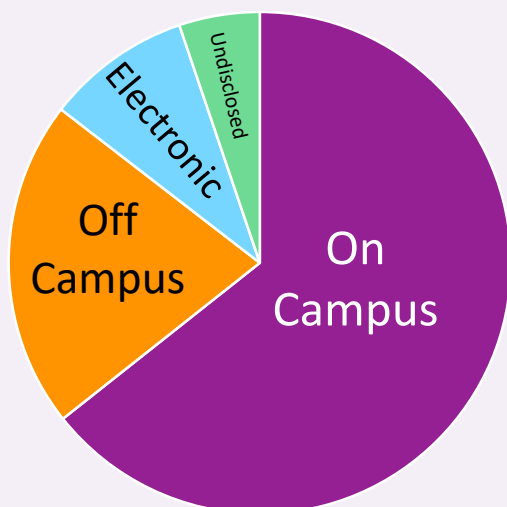
### WHERE did Reported Events Occur?

In 2021-2022, most cases involved on-campus conduct:

**On Campus:** 682 (64.3%)      **Electronic:** 99 (9.3%)  
**Off Campus:** 224 (21.1%)      **Undisclosed:** 55 (5.2%)

Historical comparison (averages) from the last 6 years:

**On Campus:** 433 (59.3%)      **Electronic:** 89 (12.2%)  
**Off Campus:** 164 (22.5%)      **Undisclosed:** 44 (6.0%)



Notes: Greek housing is considered “On Campus” for purposes of this Annual Report; only one location category per report is included in this data, notating the primary location of the incident(s); and “Undisclosed” means OIE was unable to further specify, which may happen when the location was not included in the initial report and/or the complainant chooses not to disclose that information to OIE.

**LEARN MORE** about our [Office](#) and [Staff](#), as well as [reporting](#) and [campus resources](#), on our website. Plus, compare data from 2021-2022 with Annual Reports from years past: [Here](#).

### WHO Submitted Reports to OIE?

In 2021-2022, about 80% of reports were submitted to OIE by someone who was not the complainant (impacted person), but rather, by someone who either witnessed or learned of an incident that occurred; about 20% of reports were from the complainants themselves. Most reporters were MU staff members:

Staff	610 (57.5%)
Faculty	183 (17.3%)
Students	165 (15.6%)
MUPD	39 (3.7%)
Anonymous	26 (2.5%)
Others	37 (3.5%)

Historical comparison (averages) from the last 6 years:

Staff	348 (47.7%)
Faculty	138 (18.9%)
Students	145 (19.9%)
MUPD	49 (6.7%)
Anonymous	24 (3.3%)
Others	26 (3.6%)

### Relevant Policies and Procedures

*(Applicable to all respondents unless otherwise noted)*

[CRR 200.010](#): Standard of Conduct (*Students*)  
[CRR 330.065](#): Consensual Romantic Relationship Policy  
[CRR 600.010](#): EEO and Nondiscrimination Policy  
[CRR 600.020](#): Sexual Harassment under Title IX Policy  
[CRR 600.030](#): Title IX Resolution Process  
[CRR 600.040](#): Equity Resolution Process (*Faculty, Students*)  
[CRR 600.050](#): Equity Resolution Process (*Staff*)

## WHEN were Reports Submitted?

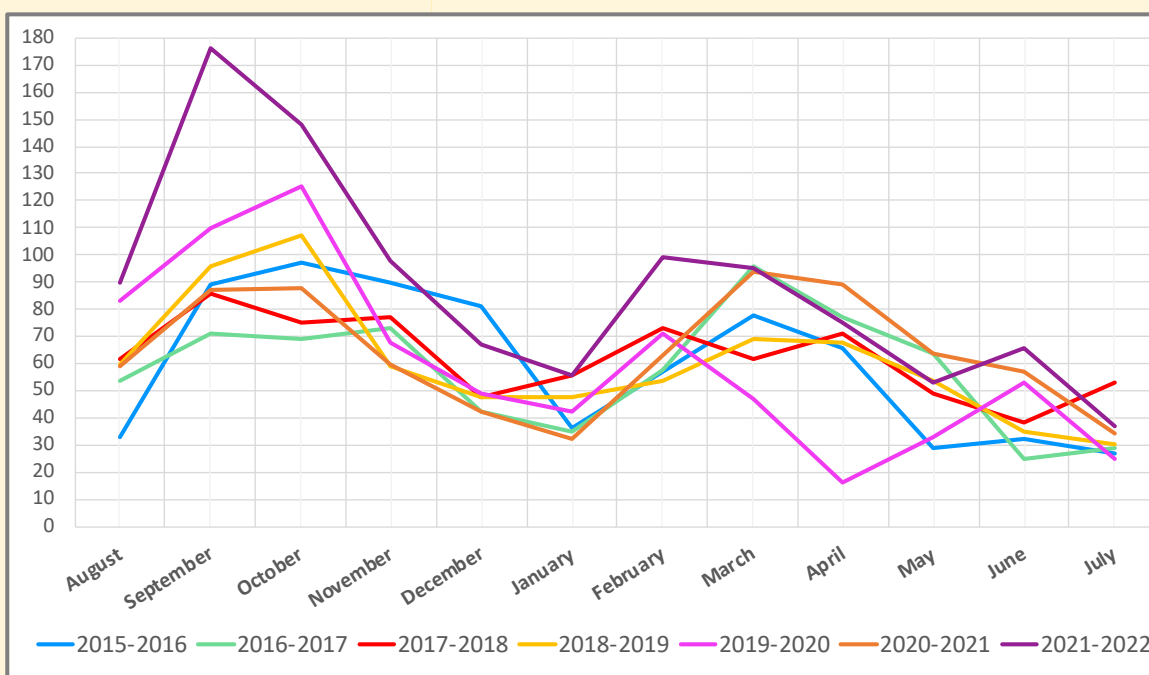
In 2021-2022, OIE received the most reports in September-October and February-March. About 40% of reports were received either the same day as the alleged incident, or the next day. About 57% were received within one week, 63% within two weeks, and 69% within one month. Of the 1060 reports, 946 (89%) were received within six months and 990 (93%) within one year of the alleged incident. Note that, when OIE has limited information, incident dates are estimated. Additionally, monthly numbers below are based on the date a report is submitted to OIE, *not* the date of an alleged incident.

### 2021-2022

August	90 (8.5%)
September	176 (16.6%)
October	148 (14.0%)
November	98 (9.2%)
December	67 (6.3%)
January	56 (5.3%)
February	99 (9.3%)
March	95 (9.0%)
April	75 (7.1%)
May	53 (5.0%)
June	66 (6.2%)
July	37 (3.5%)

### Historical (6-year) Averages

August	59 (8.0%)
September	90 (12.3%)
October	94 (12.8%)
November	71 (9.7%)
December	52 (7.1%)
January	42 (5.7%)
February	63 (8.6%)
March	74 (10.2%)
April	65 (8.8%)
May	49 (6.7%)
June	40 (5.5%)
July	33 (4.5%)



## WHO was Involved in Reports?

2021-2022	Complainants	Respondents
MU Students	751 (66.6%)	423 (39.9%)
MU Staff Members	257 (22.8%)	206 (19.4%)
MU Faculty Members	62 (5.5%)	156 (14.7%)
MU Entities/Departments	1 (0.1%)	29 (2.7%)
Others (no MU affiliation)	56 (5.0%)	246 (23.2%)
<b>TOTAL</b>	<b>1127</b>	<b>1060</b>

In this Annual Report, "Complainant" refers to someone who may have experienced discrimination or another policy violation, and/or who seeks consultation. "Respondents" engaged in behaviors that are under review and may have violated policy. Note: Both terms are used broadly, whether there is a formal investigation or no action.

## HOW MANY ALLEGATIONS were Included in 1060 Reports to OIE?

In 2021-2022, 1060 reports to OIE included **1206** allegations (or topics of consultation), meaning some reports included more than one type of allegation or subject matter (for example, a complainant alleges they were discriminated against based on their race AND gender).

1206 is higher than the previous six years that averaged about 910 each. Of the 1206 this year, 294 were consultations, accommodations, and other nondiscriminatory concerns that were often referred to other departments after an initial review by OIE. A detailed breakdown of the types of reports and allegations is presented in the following pages.

## WHAT Kind of Allegations were Reported?

Type of Reported Allegations	2021-2022	Historical Average
<b>Sex/Gender-Based Allegations</b>	<b>421 (34.9%)</b>	<b>377 (41.4%)</b>
Sexual Harassment (Hostile Environment, Quid Pro Quo)	171 (14.2%)	151 (16.6%)*
Sex/Gender Discrimination	87 (7.2%)	96 (10.5%)
Dating/Domestic Violence	83 (6.9%)	62 (6.8%)
Stalking on the Basis of Sex/Gender	41 (3.4%)	43 (4.7%)
Gender Identity Discrimination	31 (2.6%)	19 (2.1%)
Gender Expression Discrimination	4 (0.3%)	4 (0.4%)
Pregnancy Discrimination	4 (0.3%)	2 (0.2%)
<b>Sexual Misconduct/Assault Allegations</b>	<b>150 (12.4%)</b>	<b>123 (13.5%)</b>
Nonconsensual Sexual Intercourse/Rape	41 (3.4%)	52 (5.7%)
Attempted Rape	4 (0.3%)	
Sexual Assault with an Object	3 (0.2%)	
Sodomy	3 (0.2%)	
Nonconsensual Sexual Contact/Fondling	18 (1.5%)	28 (3.1%)
Unclassified Sexual Misconduct/Assault	81 (6.7%)	43 (4.7%)
<b>Equity Allegations</b>	<b>341 (28.3%)</b>	<b>267 (29.3%)</b>
Race Discrimination	129 (10.7%)	131 (14.4%)
Disability Discrimination	61 (5.1%)	33 (3.6%)
Sexual Orientation Discrimination	43 (3.6%)	26 (2.9%)
National Origin Discrimination	32 (2.7%)	33 (3.6%)
Religious Discrimination	16 (1.3%)	22 (2.4%)
Age Discrimination	14 (1.2%)	8 (0.9%)
Color Discrimination	3 (0.2%)	0.3 (<0.1%)
Ancestry Discrimination	1 (0.1%)	0.7 (0.1%)
Veteran Status Discrimination	0 (0.0%)	4 (0.4%)
Unclassified Discrimination/Harassment	42 (3.5%)	9 (1.0%)
<b>Other Reports (Not Discrimination)</b>	<b>294 (24.4%)</b>	<b>143 (15.7%)</b>
Exploitation ( <i>ex. predatory drug allegations, extortion</i> )	44 (3.6%)	31 (3.4%)
Student Standard of Conduct	25 (2.1%)	27 (3.0%)
Retaliation	5 (0.4%)	8 (0.9%)
Consensual Romantic Relationship Policy Violation	4 (0.3%)	4 (0.4%)
False Reporting	0 (0.0%)	2 (0.2%)
Witness Intimidation	0 (0.0%)	0.2 (<0.1%)
Consultations/Accommodations ( <i>ex. pregnancy, disability</i> )	35 (2.9%)	71 (7.8%)
Nondiscriminatory Concerns ( <i>ex. personnel or roommate conflicts</i> )	181 (15.0%)	

\*Includes Exposing of Genitals in 2015-2020

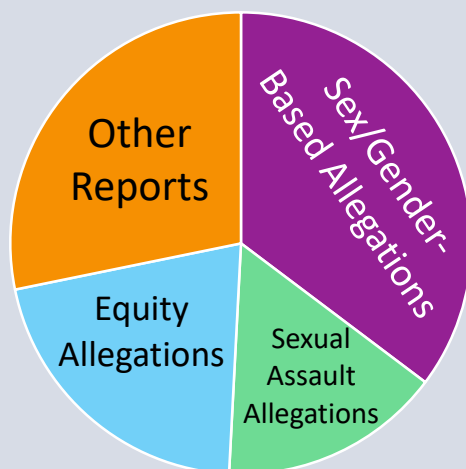
Notes: These numbers represent allegations, not ultimate findings. Historical average includes six previous years, from 2015-2016 through 2020-2021. "Unclassified" refers to cases with insufficient information to further classify the alleged behavior because the reporter and/or complainant did not provide details to OIE (for example, a person said they were discriminated against but did not identify the basis, which limits action OIE can take). For 2021-2022, data does not include cases that OIE handled for other UM System institutions that were deemed to be conflicts of interest for their offices; similarly, this year's data excludes disclosures of most incidents that occurred prior to a student complainant's admission to MU, as well as disclosures of prior discipline by applicants for admission.

## MU STUDENT RESPONDENTS IN 2021-2022: 423 REPORTS INVOLVING 482 ALLEGATIONS

### WHAT Type of Allegations?

2021-2022

<b>Sex/Gender-Based Allegations</b>	<b>170 (35.3%)</b>
Sexual Harassment (Hostile Environment)	76 (15.8%)
Dating/Domestic Violence	49 (10.2%)
Stalking on the Basis of Sex/Gender	24 (5.0%)
Sex/Gender Discrimination	14 (2.9%)
Gender Identity Discrimination	6 (1.2%)
Gender Expression Discrimination	1 (0.2%)
<b>Sexual Misconduct/Assault Allegations</b>	<b>75 (15.6%)</b>
Nonconsensual Sexual Intercourse/Rape	22 (4.6%)
Nonconsensual Sexual Contact/Fondling	14 (2.9%)
Attempted Rape	3 (0.6%)
Sexual Assault with an Object	3 (0.6%)
Sodomy	3 (0.6%)
Unclassified Sexual Misconduct/Assault	30 (6.2%)



<b>Equity Allegations</b>	<b>101 (21.0%)</b>
Race Discrimination	56 (11.6%)
Sexual Orientation Discrimination	22 (4.6%)
National Origin Discrimination	7 (1.5%)
Religious Discrimination	4 (0.8%)
Disability Discrimination	3 (0.6%)
Unclassified Discrimination/Harassment	9 (1.9%)
<b>Other Reports (Not Discrimination)</b>	<b>136 (28.2%)</b>
Student Standard of Conduct	22 (4.6%)
Consultations/Accommodations	15 (3.1%)
Exploitation	15 (3.1%)
Nondiscriminatory Concerns	84 (17.4%)

### WHERE did Incidents Occur?

All Reports (discrimination only)

On Campus	<b>293 (197)</b>
Off Campus	<b>82 (75)</b>
Electronic	<b>32 (19)</b>
Undisclosed	<b>16 (16)</b>
<b>TOTAL</b>	<b>423 (307)</b>

### WHEN were Reports Made?

All Reports (discrimination only)

August	<b>44 (32)</b>
September	<b>92 (69)</b>
October	<b>69 (48)</b>
November	<b>46 (31)</b>
December	<b>28 (18)</b>
January	<b>21 (14)</b>
February	<b>40 (30)</b>
March	<b>34 (27)</b>
April	<b>23 (15)</b>
May	<b>11 (8)</b>
June	<b>11 (11)</b>
July	<b>4 (4)</b>
<b>TOTAL</b>	<b>423 (307)</b>

### WHO Submitted the Reports?

All Reports (discrimination only)

Staff	<b>260 (175)</b>
Faculty	<b>51 (41)</b>
Students	<b>91 (75)</b>
MUPD	<b>9 (8)</b>
Anonymous	<b>4 (3)</b>
Others	<b>8 (5)</b>
<b>TOTAL</b>	<b>423 (307)</b>

### WHO were the Complainants?

Students	376
Staff	41
Faculty	8
Others	17
<b>TOTAL</b>	<b>442</b>

## HOW were Reports Resolved with Student Respondents?

There are two main paths a report against a student can take in OIE, depending on whether a Formal Complaint is filed. The tables below summarize how reports on each path were resolved in 2021-2022:

### Path 1: No Formal Complaint or full Investigation

Type of Resolution	Reports
Alternative Conflict Resolution Methods <sup>1</sup>	41
Documentation and Referrals <sup>2</sup>	110
Others ( <i>ex. voluntary separation, consultations</i> )	25

<sup>1</sup> Referral process involves formal handoffs to other departments to resolve concerns. Most student referrals are made to the Care Team, Residential Life, Fraternity & Sorority Life, and/or OSAS.

<sup>2</sup> Conflict Resolution methods used depend on the nature of the conduct and the parties' preferences; they may include facilitated dialogue between the parties in separate meetings with an Investigator, mutual voluntary No Contact Directives, and/or other arrangements or accommodations pertaining to housing, schedules for work or class, etc.

Notes: All other reports not included in these tables are regarded as "Inactive" and not further classified by resolution type for a variety of reasons, sometimes because the complainant(s) did not respond to OIE outreach or opted not to proceed with any further action, OIE lacked jurisdiction over the incident, 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.

### Path 2: Formal Complaint and Investigation

Type of Resolution	Reports
Dismissal/Summary Resolution	3
Informal/Conflict Resolution Agreement	11
Hearing Panel Resolution	3
Administrative Resolution	5
Resolution Pending (as of 2/1/2023)	1

## Allegations Resolved by Formal Complaints/Investigations

In 2021-2022, there were 23 Formal Complaints/Investigations involving student respondents. Of the 20 cases that were not dismissed, 5 were resolved by Administrative Resolution (single decision-maker), 3 by Hearing Panels, 11 by written Informal/Conflict Resolution Agreements, and 1 is still pending resolution (Sexual Assault with an Object allegation).

### Summary Resolution (3 cases, 3 allegations)

Sexual Assault: Rape	2
Sexual Harassment (Hostile Environment)	1

### Hearing Panels (3 cases, 6 allegations)

Sexual Harassment (Hostile Environment)	2
Sexual Assault: Fondling	1
Threatening/Intimidating Behaviors	1
Disruptive Conduct	1
Race Discrimination	1

### Informal/Conflict Resolution Agreements (11 cases, 22 allegations)

Sexual Harassment (Hostile Environment)	5
Sexual Assault: Fondling	3
Sexual Assault: Rape	3
Dating/Domestic Violence	2
Race Discrimination	2
Sexual Assault with an Object	2
Sexual Assault: Sodomy	2
Stalking on the Basis of Sex/Gender	2
Physical Abuse	1

Example terms: Separation from MU, training, community service, or other fact-specific remedial measures

### Administrative Resolution (5 cases, 11 allegations)

Dating/Domestic Violence	2
Physical Abuse	2
Disruptive Conduct	1
Race Discrimination	1
Sexual Assault: Fondling	1
Sex/Gender Discrimination	1
Sexual Harassment (Hostile Environment)	1
Stalking on the Basis of Sex/Gender	1
Threatening/Intimidating Behavior	1

## Outcomes

Administrative Resolution: 5 of 5 students found Responsible for 8/11 violations. 4 appeals filed (all decisions upheld).

Hearing Panels: 1 of 3 students Responsible for 1/1 violation. 2 of 3 Not Responsible for 5/5 violations. No appeals filed.

### Sanctions:

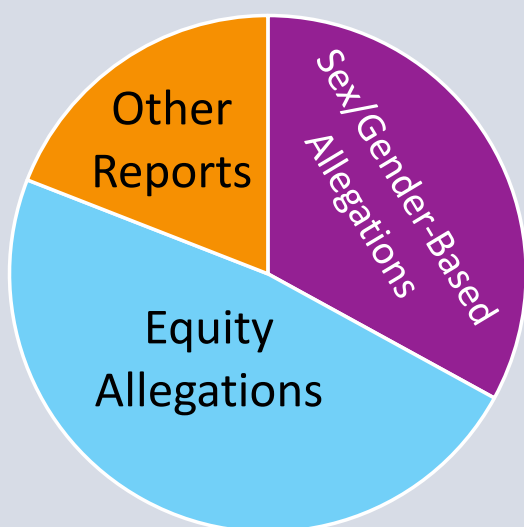
Campus Suspension/Trespass	6
University Expulsion	2
University Suspension	2
University Dismissal	1
Contact Restrictions	1
Others ( <i>ex. probation, education, restitution</i> )	6

## FACULTY RESPONDENTS IN 2021-2022: 156 REPORTS INVOLVING 194 ALLEGATIONS

### WHAT Type of Allegations?

2021-2022

<b>Sex/Gender-Based Allegations</b>	<b>64 (33.0%)</b>
Sex/Gender Discrimination	36 (18.6%)
Sexual Harassment (Hostile Environment, Quid Pro Quo)	16 (8.2%)
Gender Identity Discrimination	4 (2.1%)
Gender Expression Discrimination	3 (1.5%)
Stalking on the Basis of Sex/Gender	3 (1.5%)
Pregnancy Discrimination	2 (1.0%)



<b>Equity Allegations</b>	<b>93 (47.9%)</b>
Disability Discrimination	26 (13.4%)
Race Discrimination	26 (13.4%)
National Origin Discrimination	16 (8.2%)
Age Discrimination	6 (3.1%)
Sexual Orientation Discrimination	6 (3.1%)
Religious Discrimination	4 (2.1%)
Color Discrimination	1 (0.5%)
Unclassified Discrimination/Harassment	8 (4.1%)
<b>Other Reports (Not Discrimination)</b>	<b>37 (19.1%)</b>
Consultations/Accommodations	8 (4.1%)
Consensual Romantic Relationship Policy Violation	3 (1.5%)
Retaliation	2 (1.0%)
Nondiscriminatory Concerns	24 (12.4%)

### WHERE did Incidents Occur?

All Reports (discrimination only)

On Campus	<b>127 (100)</b>
Off Campus	<b>5 (2)</b>
Electronic	<b>23 (16)</b>
Undisclosed	<b>1 (1)</b>
<b>TOTAL</b>	<b>156 (119)</b>

### WHEN were Reports Made?

All Reports (discrimination only)

August	<b>8 (7)</b>
September	<b>18 (14)</b>
October	<b>19 (11)</b>
November	<b>11 (9)</b>
December	<b>12 (8)</b>
January	<b>12 (9)</b>
February	<b>19 (18)</b>
March	<b>13 (10)</b>
April	<b>13 (9)</b>
May	<b>14 (8)</b>
June	<b>11 (11)</b>
July	<b>6 (5)</b>
<b>TOTAL</b>	<b>156 (119)</b>

### WHO Submitted the Reports?

All Reports (discrimination only)

Staff	<b>57 (41)</b>
Faculty	<b>47 (40)</b>
Students	<b>32 (23)</b>
MUPD	<b>1 (1)</b>
Anonymous	<b>13 (11)</b>
Others	<b>6 (3)</b>
<b>TOTAL</b>	<b>156 (119)</b>

### WHO were the Complainants?

Students	94
Staff	42
Faculty	28
Others	8
<b>TOTAL</b>	<b>172</b>



## HOW were Reports Resolved with Faculty Respondents?

There are two main paths a report against faculty can take in OIE, depending on whether a Formal Complaint is filed. The tables below summarize how reports on each path were resolved in 2021-2022:

### Path 1: No Formal Complaint or full Investigation

Type of Resolution	Reports
Alternative Conflict Resolution Methods <sup>1</sup>	9
Documentation and Referrals <sup>2</sup>	59
Others (ex. Preliminary Investigations, consultations)	26

### Path 2: Formal Complaint and Investigation

Type of Resolution	Reports
Dismissal/Summary Resolution	17
Conflict Resolution Agreement	1
Hearing Panel Resolution	1
Resolution Pending (as of 2/1/2023)	2

<sup>1</sup> Referral process involves formal handoffs to other departments to resolve concerns. Most faculty referrals are made to the Provost's Office, Human Resources, supervisors, and/or leadership within the academic unit.

<sup>2</sup> Conflict Resolution methods used depend on the nature of the conduct and the parties' preferences; they may include facilitated dialogue between the parties in separate meetings with an Investigator, mutual voluntary No Contact Directives, discussions with supervisors or other administrators, and/or other arrangements or accommodations related to work schedules, location, or assigned duties.

Notes: All other reports not included in these tables are regarded as "Inactive" and not further classified by resolution type for a variety of reasons, sometimes because the complainant(s) did not respond to OIE outreach or opted not to proceed with any further action, OIE lacked jurisdiction over the incident, 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.

## Allegations Resolved by Formal Complaints/Investigations

In 2021-2022, there were 21 Formal Complaints/Investigations involving faculty respondents. Of those, 17 were dismissed prior to any findings. Of the remaining 4 cases, 1 was resolved by Hearing Panel Resolution, 1 by written Conflict Resolution Agreement, and 2 are still pending resolution (pending cases involve allegations of Discrimination based on Sex/Gender, National Origin, Gender Identity, and Gender Expression).

### Summary Resolution (17 cases, 29 allegations)

Sex/Gender Discrimination	8
Disability Discrimination	6
Race Discrimination	4
Sexual Harassment (Hostile Environment)	3
Sexual Orientation Discrimination	3
National Origin Discrimination	2
Age Discrimination	1
Sexual Harassment (Quid Pro Quo)	1
Stalking	1

### Hearing Panels (1 allegation)

Disability Discrimination	1
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### Conflict Resolution Agreement (1 allegation)

Disability Discrimination	1
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One faculty member was found responsible by a Hearing Panel for 1/1 charged violations. Another faculty member resolved their allegations with a written Conflict Resolution Agreement negotiated between the parties. Because of the small number of cases, OIE cannot publish the exact sanctions or terms, for the sake of privacy of those involved. However, some general examples would be training or professional development requirements, written reprimand, warning, performance improvement plan, non-renewal or termination, adjustments to pay, changes to duties or supervision, etc.

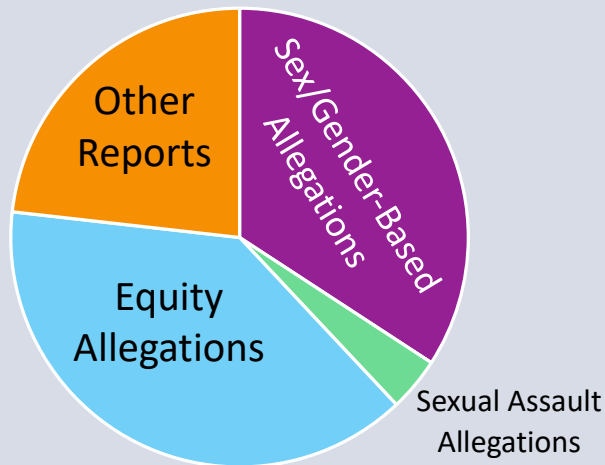


## STAFF RESPONDENTS IN 2021-2022: 206 REPORTS INVOLVING 237 ALLEGATIONS

### WHAT Type of Allegations?

2021-2022

<b>Sex/Gender-Based Allegations</b>	<b>81 (34.2%)</b>
Sexual Harassment (Hostile Environment)	37 (15.6%)
Sex/Gender Discrimination	29 (12.2%)
Gender Identity Discrimination	11 (4.6%)
Pregnancy Discrimination	2 (0.8%)
Dating/Domestic Violence	1 (0.4%)
Stalking on the Basis of Sex/Gender	1 (0.4%)
<b>Sexual Misconduct/Assault Allegations</b>	<b>9 (3.8%)</b>
Unclassified Sexual Misconduct/Assault	5 (2.1%)
Nonconsensual Sexual Contact/Fondling	4 (1.7%)



<b>Equity Allegations</b>	<b>92 (38.8%)</b>
Race Discrimination	27 (11.4%)
Disability Discrimination	22 (9.3%)
National Origin Discrimination	9 (3.8%)
Sexual Orientation Discrimination	8 (3.4%)
Age Discrimination	7 (3.0%)
Religious Discrimination	4 (1.7%)
Color Discrimination	2 (0.8%)
Ancestry Discrimination	1 (0.4%)
Unclassified Discrimination	12 (5.1%)
<b>Other Reports (Not Discrimination)</b>	<b>55 (23.2%)</b>
Consultations/Accommodations	4 (1.7%)
Retaliation	2 (0.8%)
Consensual Romantic Relationship Policy Violation	1 (0.4%)
Nondiscriminatory Concerns	48 (20.3%)

### WHERE did Incidents Occur?

All Reports (discrimination only)

On Campus	<b>169 (124)</b>
Off Campus	<b>21 (18)</b>
Electronic	<b>14 (8)</b>
Undisclosed	<b>2 (2)</b>
<b>TOTAL</b>	<b>206 (152)</b>

### WHEN were Reports Made?

All Reports (discrimination only)

August	<b>18 (15)</b>
September	<b>21 (14)</b>
October	<b>15 (13)</b>
November	<b>9 (5)</b>
December	<b>16 (12)</b>
January	<b>9 (8)</b>
February	<b>18 (13)</b>
March	<b>26 (18)</b>
April	<b>15 (14)</b>
May	<b>17 (6)</b>
June	<b>25 (18)</b>
July	<b>17 (16)</b>
<b>TOTAL</b>	<b>206 (152)</b>

### WHO Submitted the Reports?

All Reports (discrimination only)

Staff	<b>155 (115)</b>
Faculty	<b>19 (18)</b>
Students	<b>16 (10)</b>
MUPD	<b>3 (3)</b>
Anonymous	<b>8 (3)</b>
Others	<b>5 (3)</b>
<b>TOTAL</b>	<b>206 (152)</b>

### WHO were the Complainants?

Students	50
Staff	142
Faculty	17
Entities	1
Others	9
<b>TOTAL</b>	<b>219</b>

## HOW were Reports Resolved with Staff Respondents?

There are two main paths a report against staff can take in OIE, depending on whether a Formal Complaint is filed. The tables below summarize how reports on each path were resolved in 2021-2022:

### Path 1: No Formal Complaint or full Investigation

Type of Resolution	Reports
Alternative Conflict Resolution Methods <sup>1</sup>	14
Documentation and Referrals <sup>2</sup>	85
Others (ex. Preliminary Investigations, consultations)	19

### Path 2: Formal Complaint and Investigation

Type of Resolution	Reports
Dismissal/Summary Resolution	12
Informal Resolution Agreement	1
Administrative Resolution	1
Resolution Pending (as of 2/1/2023)	2

<sup>1</sup> Referral process involves formal handoffs to other departments to resolve concerns. Most staff referrals are made to supervisors, Human Resources, and/or other leadership in the employee's unit.

<sup>2</sup> Conflict Resolution methods used depend on the nature of the conduct and the parties' preferences; they may include facilitated dialogue between the parties in separate meetings with an Investigator, mutual voluntary No Contact Directives, discussions with supervisors or other administrators, and/or other arrangements or accommodations related to work schedules, location, or assigned duties.

Notes: All other reports not included in these tables are regarded as "Inactive" and not further classified by resolution type for a variety of reasons, sometimes because the complainant(s) did not respond to OIE outreach or opted not to proceed with any further action, OIE lacked jurisdiction over the incident, 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.

## Allegations Resolved by Formal Complaints/Investigations

In 2021-2022, there were 16 Formal Complaints/Investigations involving staff respondents. Of those, 12 were dismissed prior to any findings. Of the remaining 4 cases, 1 was resolved by Administrative Resolution, 1 by written Informal Resolution Agreement, and 2 are still pending resolution (pending cases involve allegations of Discrimination based on Sex/Gender, Disability, and Pregnancy).

### Summary Resolution (12 cases, 21 allegations)

Age Discrimination	4
Race Discrimination	4
Sex/Gender Discrimination	4
National Origin Discrimination	2
Religious Discrimination	2
Sexual Harassment (Hostile Environment)	2
Color Discrimination	1
Disability Discrimination	1
Sexual Assault: Fondling	1

### Administrative Resolution (1 allegation)

Sexual Harassment (Hostile Environment)	1
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### Informal Resolution Agreement

(1 case, 2 allegations)

Disability Discrimination	1
Sexual Assault: Fondling	1

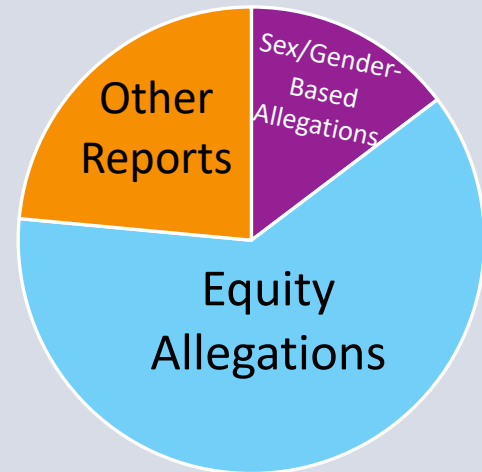
One staff member was found responsible, through Administrative Resolution, for 1/1 charged violations. Another staff member resolved their allegations with a written Informal Resolution Agreement negotiated between the parties. Because of the small number of cases, OIE cannot publish the exact sanctions or terms, for the sake of privacy of those involved. However, some general examples would be training/professional development requirements, written reprimand, performance improvement plan, warning, termination, adjustments to pay, changes to duties or supervision, etc.

## MU ENTITY RESPONDENTS IN 2021-2022: 29 REPORTS INVOLVING 34 ALLEGATIONS

### WHAT Type of Allegations?

2021-2022

<b>Sex/Gender-Based Allegations</b>	<b>5 (14.7%)</b>
Gender Identity Discrimination	3 (8.8%)
Sex/Gender Discrimination	2 (5.9%)
<b>Equity Allegations</b>	<b>21 (61.8%)</b>
Disability Discrimination	10 (29.4%)
Race Discrimination	8 (23.5%)
Age Discrimination	1 (2.9%)
Sexual Orientation Discrimination	1 (2.9%)
Unclassified Discrimination/Harassment	1 (2.9%)
<b>Other Reports (Not Discrimination)</b>	<b>8 (23.5%)</b>
Consultations/Accommodations	3 (8.8%)
Retaliation	1 (2.9%)
Nondiscriminatory Concerns	4 (11.8%)



### WHERE did Incidents Occur?

All Reports (discrimination only)

On Campus	<b>23 (17)</b>
Electronic	<b>5 (3)</b>
Undisclosed	<b>1 (1)</b>
<b>TOTAL</b>	<b>29 (21)</b>

### WHO were the Complainants?

Students	14
Staff	8
Faculty	1
Others	5
<b>TOTAL</b>	<b>28</b>

### WHEN were Reports Made?

All Reports (discrimination only)

August	<b>1 (1)</b>
September	<b>4 (4)</b>
October	<b>2 (1)</b>
November	<b>5 (3)</b>
December	<b>2 (1)</b>
January	<b>0 (0)</b>
February	<b>1 (1)</b>
March	<b>1 (0)</b>
April	<b>5 (4)</b>
May	<b>2 (1)</b>
June	<b>4 (4)</b>
July	<b>2 (1)</b>
<b>TOTAL</b>	<b>29 (21)</b>

### WHO Submitted the Reports?

All Reports (discrimination only)

Staff	<b>14 (10)</b>
Faculty	<b>1 (1)</b>
Students	<b>4 (2)</b>
Anonymous	<b>0 (0)</b>
Others	<b>10 (8)</b>
<b>TOTAL</b>	<b>29 (21)</b>

### HOW were Reports Resolved?

Tables below summarize how reports against MU entities/departments were resolved in 2021-2022:

#### Path 1: No Formal Complaint or full Investigation

Type of Resolution	Reports
Alternative Conflict Resolution Methods <sup>1</sup>	2
Documentation and Referrals <sup>2</sup>	7
Others (ex. Preliminary Investigations, consultations)	5

#### Path 2: Formal Complaint and Investigation

Type of Resolution	Reports
Dismissal/Summary Resolution	2

Both cases involved alleged Disability Discrimination and were dismissed prior to any findings.

<sup>1</sup> Most referrals here would go to supervisors, Human Resources, the Provost's Office, and/or other campus leadership.

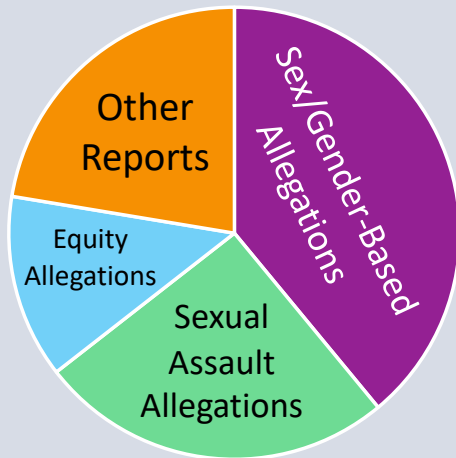
<sup>2</sup> Conflict Resolution methods may include facilitated dialogue between parties in separate meetings with an Investigator, discussions with supervisors or other administrators, and/or other arrangements or accommodations related to work schedules, location, or assigned duties. Note: All other reports are regarded as "Inactive" and not further classified.

## OTHER/UNAFFILIATED RESPONDENTS IN 2021-2022: 246 REPORTS WITH 259 ALLEGATIONS

### WHAT Type of Allegations?

2021-2022

<b>Sex/Gender-Based Allegations</b>	<b>101 (39.0%)</b>
Sexual Harassment (Hostile Environment)	42 (16.2%)
Dating/Domestic Violence	33 (12.7%)
Stalking on the Basis of Sex/Gender	13 (5.0%)
Gender Identity Discrimination	7 (2.7%)
Sex/Gender Discrimination	6 (2.3%)
<b>Sexual Misconduct/Assault Allegations</b>	<b>66 (25.5%)</b>
Nonconsensual Sexual Intercourse/Rape	19 (7.3%)
Attempted Rape	1 (0.4%)
Unclassified Sexual Misconduct/Assault	46 (17.8%)



<b>Equity Allegations</b>	<b>34 (13.1%)</b>
Race Discrimination	12 (4.6%)
Sexual Orientation Discrimination	6 (2.3%)
Religious Discrimination	4 (1.5%)
Unclassified Discrimination/Harassment	12 (4.6%)
<b>Other Reports (Not Discrimination)</b>	<b>58 (22.4%)</b>
Exploitation	29 (11.2%)
Consultations/Accommodations	5 (1.9%)
Student Standard of Conduct	3 (1.2%)
Nondiscriminatory Concerns	21 (8.1%)

### HOW were Reports Resolved?

Type of Resolution	Reports
Alternative Conflict Resolution Methods	6
Documentation and Referrals	35
Others (ex. Accommodations, consultations)	29

### WHERE did Incidents Occur?

All Reports (discrimination only)

On Campus	<b>70 (57)</b>
Off Campus	<b>116 (79)</b>
Electronic	<b>25 (20)</b>
Undisclosed	<b>35 (33)</b>
<b>TOTAL</b>	<b>246 (189)</b>

### WHEN were Reports Made?

All Reports (discrimination only)

August	<b>19 (14)</b>
September	<b>41 (30)</b>
October	<b>43 (28)</b>
November	<b>27 (20)</b>
December	<b>9 (8)</b>
January	<b>14 (11)</b>
February	<b>21 (18)</b>
March	<b>21 (15)</b>
April	<b>19 (16)</b>
May	<b>9 (7)</b>
June	<b>15 (15)</b>
July	<b>8 (7)</b>
<b>TOTAL</b>	<b>246 (189)</b>

### WHO Submitted the Reports?

All Reports (discrimination only)

Staff	<b>124 (89)</b>
Faculty	<b>65 (51)</b>
Students	<b>22 (20)</b>
MUPD	<b>26 (23)</b>
Anonymous	<b>1 (1)</b>
Others	<b>8 (5)</b>
<b>TOTAL</b>	<b>246 (189)</b>

### WHO were the Complainants?

Students	217
Staff	24
Faculty	8
Others	17
<b>TOTAL</b>	<b>266</b>

## OIE EDUCATION AND PREVENTION EFFORTS

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During the 2021-2022 reporting year, OIE conducted about **79 presentations**, including 11 sessions during Summer Welcome, which was a highlight for us and led to a significant increase in the number of individuals who were reached by our education efforts. For the whole reporting year, our audiences totaled about **5423 people**, including students, parents, faculty, administrators, staff, and visitors/community members. Presentations were conducted in person around campus and via-video conference. We continued to provide some pre-recorded training videos for specific groups and future use, and we participated in several panel discussions.

Common topics included: an overview of OIE services and campus resources; bystander intervention; examples of prohibited conduct; guidance for mandated reporters; microaggressions; consent and incapacitation; parties' rights and options in the Title IX and Equity Processes; inclusive workplaces and classrooms; free expression; and educational scenarios and debriefing discussions that engaged audience participants.

## OFFICE OF ACCESSIBILITY AND ADA

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### Introduction

The work of the Office of Accessibility and ADA, which is a branch within the MU Office of Institutional Equity, 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 2021-2022, the Office of Accessibility and ADA managed accommodations processes for **230 faculty and staff** with disabilities, a 9.5% increase from the previous year. The Office fully funded the cost of all these accommodations through the Accommodations Central Fund. This work is essential to ensuring productivity, recruitment, and retention of employees 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.

## Employees Assisted with Reasonable Accommodations:

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Faculty	28 (25.7%)	50 (41.0%)	24 (17.5%)	42 (20.0%)	63 (27.4%)
Staff	81 (74.3%)	72 (59.0%)	113 (82.5%)	168 (80.0%)	167 (72.6%)
<b>TOTAL</b>	<b>109</b>	<b>122</b>	<b>137</b>	<b>210</b>	<b>230</b>

## Primary Disability Type of those Receiving Accommodations:

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Chronic Illness	27 (24.8%)	36 (29.8%)	48 (35.0%)	82 (39.0%)	88 (38.2%)
Physical Disability	40 (36.7%)	55 (45.5%)	41 (29.9%)	44 (21.0%)	71 (30.8%)
Psychological Disability	25 (22.9%)	12 (9.9%)	17 (12.4%)	25 (11.9%)	29 (12.6%)
Cognitive Disability	10 (9.2%)	8 (6.6%)	13 (9.4%)	2 (1.0%)	13 (5.6%)
Hearing Disability	3 (2.8%)	4 (3.3%)	4 (2.9%)	3 (1.4%)	4 (1.7%)
Vision Disability	4 (3.7%)	3 (2.5%)	5 (3.6%)	6 (2.9%)	3 (1.3%)
High-Risk Pregnancy Complications	0 (0.0%)	3 (2.5%)	2 (1.4%)	8 (3.8%)	7 (3.0%)
Other/Unconfirmed	0 (0.0%)	0 (0.0%)	7 (5.1%)	40 (19.0%)	15 (6.5%)

## Highlighted Accomplishments:

- **Training, Education, and Outreach:**

In 2021-2022, Office of Accessibility and ADA staff provided **48 trainings** on various topics, including the ADA, employee accommodations, event accessibility, disability awareness, and other requested topics.

- **Technical Assistance:**

The Deputy ADA Coordinator participated in **97 meetings** to provide technical assistance for campus facilities projects in 2021-2022.

- **Accessibility Improvements:**

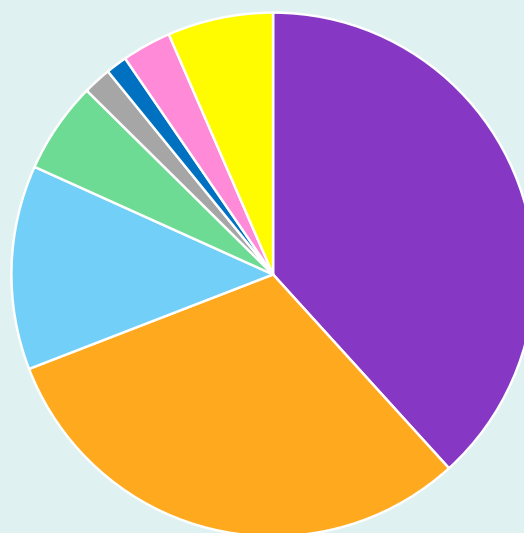
In 2021-2022, the ADA Coordinator led a task force to create a new University of Missouri System Digital Accessibility Policy, which was approved by the Board of Curators in April 2022.

The Office also conducted an evaluation of restrooms on campus, creating a plan to update and ensure the accuracy of all wayfinding signage for accessible restrooms and make long-term plans to improve existing restrooms.

- **Disability Inclusion on Campus:**

The Office of Accessibility and ADA collaborated with the MU Disability Center to plan Disability Culture Month, an annual celebration of disability awareness and culture including over a dozen unique events focused on disability.

**2021-2022**



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