

UNIVERSITY OF MISSOURI

# OFFICE OF INSTITUTIONAL EQUITY

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## 2022-2023 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)

REPORTING YEAR: AUGUST 1, 2022-JULY 31, 2023

## 919 Reports

In 2022-2023, OIE received 919 reports. It is important to note that “report” is any contact made with OIE, including requests for review, accommodations, or consultation without any alleged policy violations. Reports may also relate to incidents where someone alleges misconduct.

Throughout this Annual Report, **Historical Average** is calculated from seven previous years (2015-2022) of OIE data.

### Reports

2015-2016	715
2016-2017	693
2017-2018	750
2018-2019	728
2019-2020	722
2020-2021	769
2021-2022	1060
2022-2023	919

### Topics/Allegations

2015-2016	924
2016-2017	981
2017-2018	942
2018-2019	839
2019-2020	792
2020-2021	878
2021-2022	1206
2022-2023	1078

In 2022-2023, 919 reports to OIE involved 1078 topics, meaning that some reports included more than one subject matter for consultation or type of allegation. For example, someone may have questions or concerns about issues related to disability AND national origin. A detailed breakdown of the types of reports is presented in the following pages, including 276 requests for consultations, accommodations, and referrals of nondiscriminatory concerns to other departments after initial review by OIE to determine jurisdiction.

## WHO submitted reports to OIE?

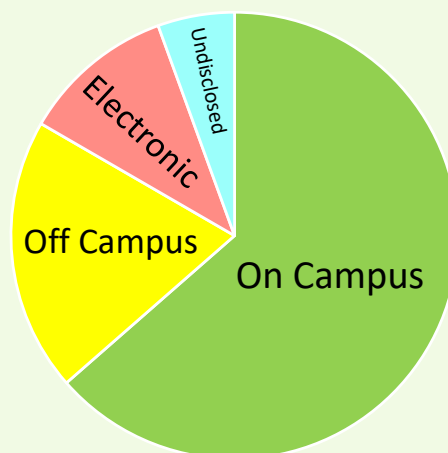
In 2022-2023, 24% of reports to OIE came directly from potential complainants (persons impacted in a situation), 75% from another person who was not directly involved as a complainant (including mandated reporters), and only 1% by anonymous reporters.

Reporters	2022-2023	Historical Avg
MU Students	151 (16.4%)	148 (19%)
MU Staff	524 (57.0%)	386 (49.6%)
MU Faculty	169 (18.4%)	144 (18.6%)
MUPD	29 (3.2%)	48 (6.1%)
Anonymous	10 (1.1%)	24 (3.1%)
Others	36 (3.9%)	27 (3.5%)

**LEARN MORE** about our [Office](#) and [Staff](#), as well as [reporting](#) and [campus resources](#), on the OIE website. Plus, compare data from 2022-2023 with Annual Reports from years past: [Here](#).

## WHERE did reported events occur?

Location	2022-2023	Historical Avg
On Campus	584 (63.5%)	469 (60.4%)
Off Campus	182 (19.8%)	173 (22.3%)
Electronic	102 (11.1%)	90 (11.6%)
Undisclosed	51 (5.5%)	45 (5.8%)



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

## 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*)

## WHO was involved in reports?

In this Annual Report, “complainant” refers to someone who is the subject of consultation or who alleges a policy violation. “Respondent” refers to someone whose reported behaviors are under review or may have violated policy. Note: Both terms are used broadly, whether there is a full investigation or no formal action.

Complainants	2022-2023	Historical Avg
MU Students	615 (62.6%)	568 (69.2%)
MU Staff	238 (24.2%)	160 (19.5%)
MU Faculty	67 (6.8%)	41 (5.0%)
MU Entities/Depts	5 (0.5%)	3 (0.4%)
Others (no MU affiliation)	57 (5.8%)	49 (6.0%)

Respondents	2022-2023	Historical Avg
MU Students	375 (40.8%)	327 (42.1%)
MU Staff	193 (21.0%)	142 (18.3%)
MU Faculty	157 (17.1%)	104 (13.4%)
MU Entities/Depts	43 (4.7%)	27 (3.5%)
Others (no MU affiliation)	151 (16.4%)	177 (22.8%)

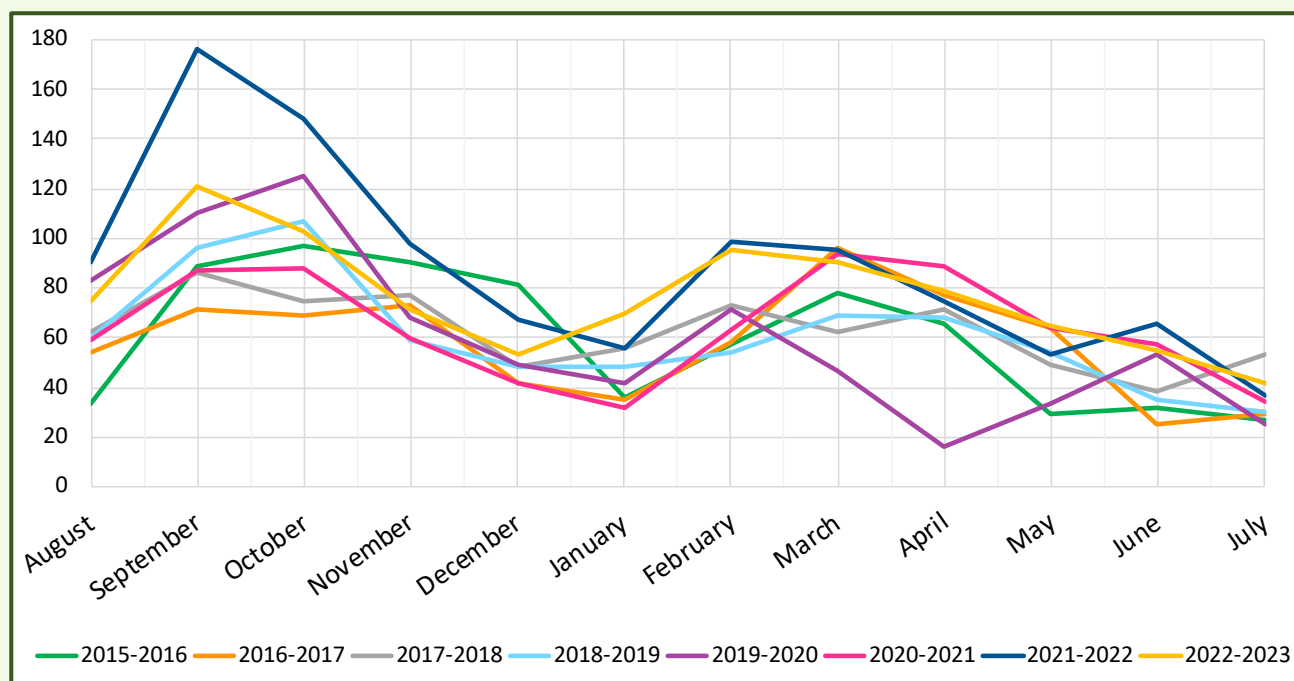
## WHEN were reports submitted?

In 2022-2023, OIE received the most reports in September-October and February-March, which is consistent with historical trends:

Month	2022-2023	Historical Avg
August	75 (8.2%)	63 (8.1%)
September	121 (13.2%)	102 (13.1%)
October	103 (11.2%)	101 (13.0%)
November	71 (7.7%)	75 (9.7%)
December	53 (5.8%)	54 (6.9%)
January	70 (7.6%)	44 (5.7%)
February	95 (10.3%)	68 (8.8%)
March	90 (9.8%)	77 (9.9%)
April	79 (8.6%)	66 (8.5%)
May	65 (7.1%)	49 (6.3%)
June	55 (6.0%)	44 (5.7%)
July	42 (4.6%)	34 (4.4%)

Note that, when OIE has limited information, dates are estimated. Additionally, monthly numbers above are based on the date a report is submitted to OIE, *not* the date of the underlying event.

## Reports by Month



**Timeliness of Reports:** About 35% of reports were received either the same day that a cause for consultation arose or an incident occurred, or the next day. About 48% were received within one week, 54% within two weeks, and 62% within one month. Of the 919 reports, 783 (85%) were received within six months and 845 (92%) within one year.

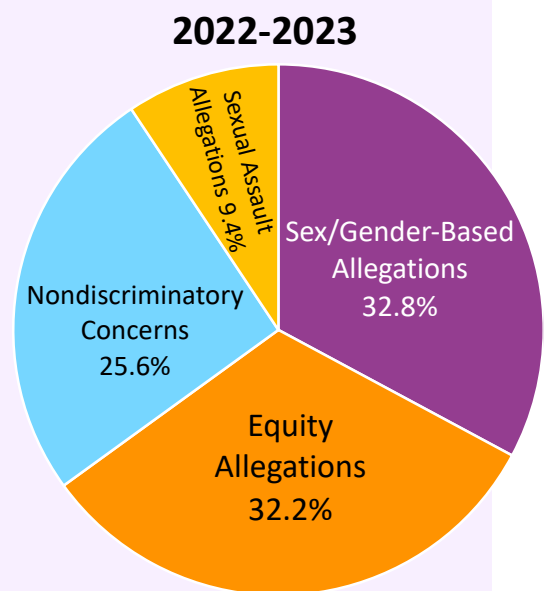
## WHAT was reported to OIE?

Four Categories of Topics/Allegations:

	2022-2023	Historical Avg
<b>Sex/Gender-Based Allegations</b>	<b>354 (32.8%)</b>	<b>370 (39.5%)</b>
Sexual Harassment (Hostile Environment, Quid Pro Quo)	148 (13.7%)	153 (16.3%)
Sex/Gender Discrimination	79 (7.3%)	82 (8.8%)
Dating/Domestic Violence	49 (4.5%)	65 (6.9%)
Stalking on the Basis of Sex/Gender	34 (3.2%)	43 (4.6%)
Gender Identity Discrimination	27 (2.5%)	21 (2.2%)
Gender Expression Discrimination	7 (0.6%)	4 (0.4%)
Pregnancy Discrimination	10 (0.9%)	2 (0.2%)

	2022-2023	Historical Avg
<b>Sexual Assault Allegations</b>	<b>101 (9.4%)</b>	<b>128 (13.7%)</b>
Rape/Nonconsensual Sexual Intercourse	30 (2.8%)	52 (5.5%)
Attempted Rape	2 (0.2%)	
Sodomy	5 (0.5%)	
Sexual Assault with an Object	7 (0.6%)	
Fondling/Nonconsensual Sexual Contact	16 (1.5%)	27 (2.9%)
Unclassified Sexual Assault	41 (3.8%)	49 (5.2%)

	2022-2023	Historical Avg
<b>Equity Allegations</b>	<b>347 (32.2%)</b>	<b>275 (29.3%)</b>
Race Discrimination	134 (12.4%)	130 (13.9%)
Disability Discrimination	60 (5.6%)	37 (3.9%)
National Origin Discrimination	46 (4.3%)	33 (3.5%)
Sexual Orientation Discrimination	33 (3.1%)	28 (3.0%)
Religious Discrimination	25 (2.3%)	21 (2.2%)
Age Discrimination	10 (0.9%)	9 (1.0%)
Ancestry Discrimination	4 (0.4%)	0.7 (0.1%)
Color Discrimination	4 (0.4%)	0.7 (0.1%)
Veteran Status Discrimination	0 (0.0%)	2 (0.2%)
Unclassified Discrimination/Harassment	31 (2.9%)	14 (1.5%)



	2022-2023	Historical Avg
<b>Nondiscriminatory/Other Concerns</b>	<b>276 (25.6%)</b>	<b>164 (17.5%)</b>
Exploitation (Ex: Extortion, predatory drugs/alcohol)	15 (1.4%)	33 (3.5%)
Student Standard of Conduct	13 (1.2%)	27 (2.9%)
Retaliation	12 (1.1%)	6 (0.6%)
Consensual Romantic Relationship Policy Violation	7 (0.6%)	4 (0.4%)
False Reporting	4 (0.4%)	2 (0.2%)
Witness Intimidation	2 (0.2%)	0.1 (0.0%)
Consultations/Accommodations (Ex: Pregnancy, disability)	63 (5.8%)	92 (9.8%)
Miscellaneous (Ex: Personnel/roommate conflicts, incidents before MU)	160 (14.8%)	

Notes: These numbers represent topics/allegations, not findings.

“Unclassified” refers to cases where OIE has insufficient information to further classify the alleged behavior.

### In 2022-2023:

#### Who consulted about or made allegations against MU Students?

MU Students	335
MU Staff	24
MU Faculty	16
MU Entities/Depts	1
Others	15
<b>TOTAL</b>	<b>391</b>

#### Who consulted about or made allegations against MU Staff?

MU Students	40
MU Staff	146
MU Faculty	16
Others	7
<b>TOTAL</b>	<b>209</b>

#### Who consulted about or made allegations against MU Faculty?

MU Students	97
MU Staff	35
MU Faculty	29
MU Entities/Depts	1
Others	9
<b>TOTAL</b>	<b>171</b>

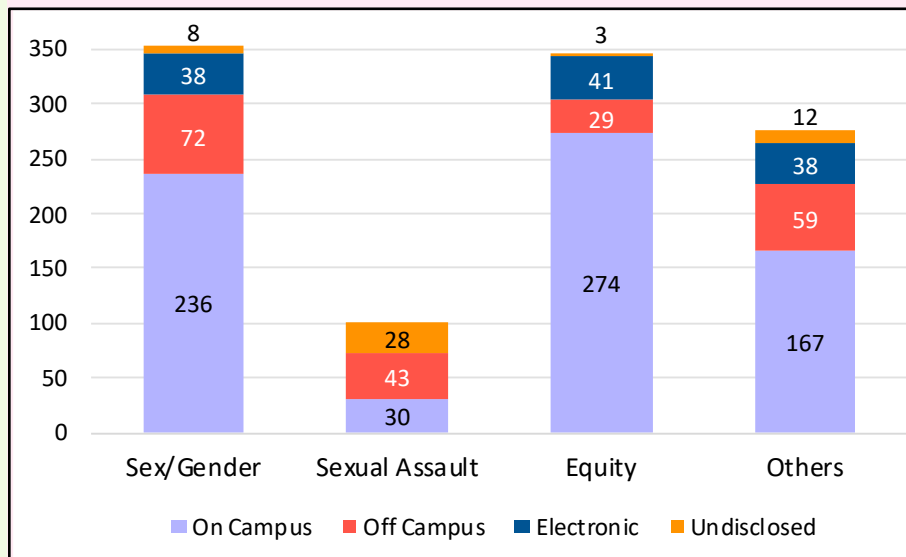
#### Who consulted about or made allegations against MU Depts/Entities?

MU Students	25
MU Staff	14
MU Faculty	4
<b>TOTAL</b>	<b>43</b>

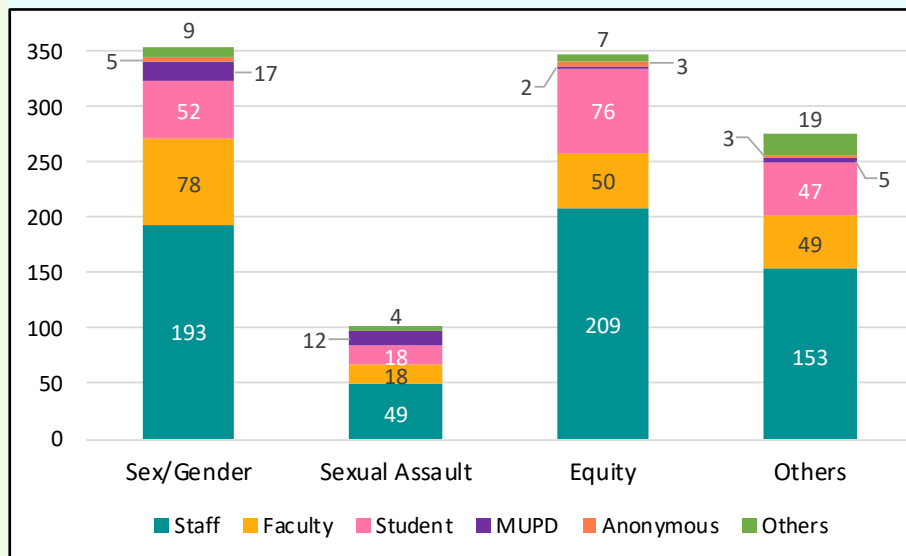
#### Who consulted about or made allegations against other unaffiliated persons?

MU Students	118
MU Staff	19
MU Faculty	2
MU Entities/Depts	3
Others	26
<b>TOTAL</b>	<b>168</b>

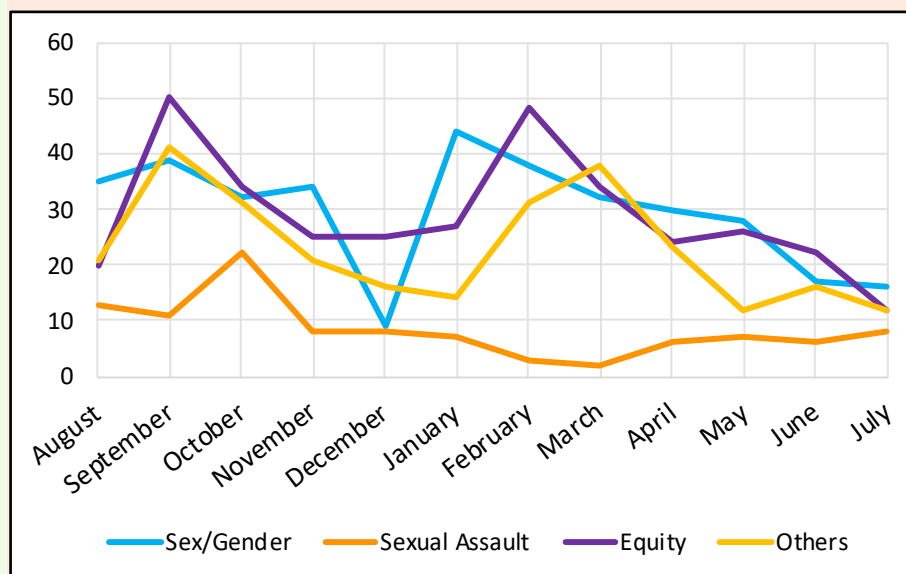
### Location by Allegation Category 2022-2023



### Reporter by Allegation Category 2022-2023



### Monthly Reports by Allegation Category 2022-2023



## CLOSER LOOK: SEX/GENDER-BASED ALLEGATIONS IN 2022-2023

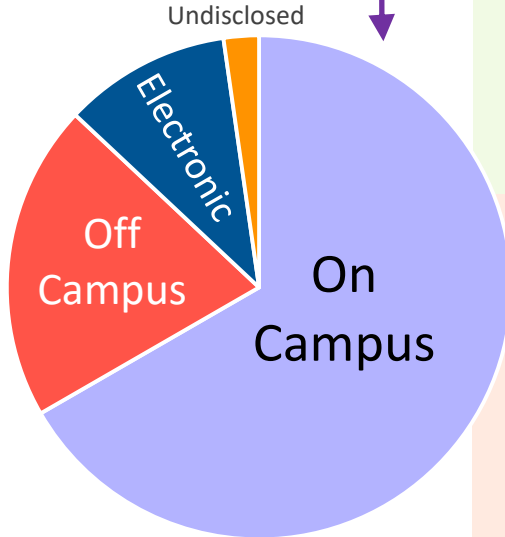
OIE received 332 reports containing one or more sex/gender-based allegations, for a total of 354 such allegations.

### Sex/Gender-Based Allegations, listed by Respondent Type

Allegation	Students	Staff	Faculty	Depts	Others	TOTAL
Sexual Harassment	66	28	23	1	30	148 (41.8%)
Sex/Gender Discrimination	15	29	31	4	0	79 (22.3%)
Dating Violence	28	4	1	0	16	49 (13.8%)
Stalking	24	4	1	0	5	34 (9.6%)
Gender Identity Discrimination	12	7	7	1	0	27 (7.6%)
Pregnancy Discrimination	0	10	0	0	0	10 (2.8%)
Gender Expression Discrimination	2	2	2	1	0	7 (2.0%)
<b>TOTAL</b>	<b>147 (41.5%)</b>	<b>84 (23.7%)</b>	<b>65 (18.4%)</b>	<b>7 (2.0%)</b>	<b>51 (14.4%)</b>	<b>354</b>

### WHERE did events occur?

Location	Students	Staff	Faculty	Depts	Others	TOTAL
On Campus	95	64	54	7	16	236 (66.7%)
Off Campus	34	8	5	0	25	72 (20.3%)
Electronic	12	12	6	0	8	38 (10.7%)
Undisclosed	6	0	0	0	2	8 (2.3%)



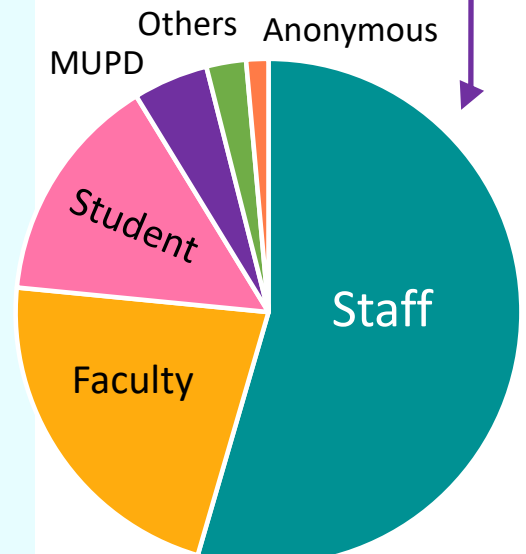
### WHO contacted OIE?

Reporter	Students	Staff	Faculty	Depts	Others	TOTAL
Staff	76	67	24	4	22	193 (54.5%)
Faculty	32	7	22	1	16	78 (22.0%)
Student	30	4	14	1	3	52 (14.7%)
MUPD	5	2	0	1	9	17 (4.8%)
Anonymous	1	2	2	0	0	5 (1.4%)
Others	3	2	3	0	1	9 (2.5%)

Notes: Classifications of reporters are listed on the left; classifications of respondents in those reports are on top. Reminder: Most reporters are NOT the complainants; they are reporting on behalf of someone else.

### WHEN were sex/gender-based concerns reported?

Month	Students	Staff	Faculty	Depts	Others	TOTAL
August	18	10	1	0	6	35 (9.9%)
September	16	8	7	3	5	39 (11.0%)
October	16	10	2	0	4	32 (9.0%)
November	11	15	7	0	1	34 (9.6%)
December	0	4	2	0	3	9 (2.5%)
January	18	9	9	0	8	44 (12.4%)
February	19	6	9	1	3	38 (10.7%)
March	16	3	9	1	3	32 (9.0%)
April	11	5	7	1	6	30 (8.5%)
May	15	3	6	1	3	28 (7.9%)
June	4	4	6	0	3	17 (4.8%)
July	3	7	0	0	6	16 (4.5%)



## CLOSER LOOK: SEXUAL ASSAULT ALLEGATIONS IN 2022-2023

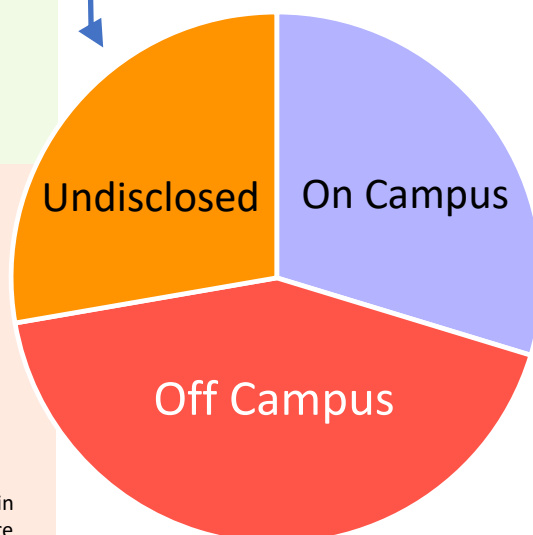
OIE received 89 reports containing one or more sexual assault allegations, for a total of 101 such allegations.

### Sexual Assault Allegations, Listed by Respondent Type

Allegation	Students	Staff	Faculty	Others	TOTAL
Rape	24	0	0	6	30 (29.7%)
Fondling	10	1	1	4	16 (15.8%)
Sexual Assault with an Object	5	0	1	1	7 (6.9%)
Sodomy	5	0	0	0	5 (5.0%)
Attempted Rape	1	0	1	0	2 (2.0%)
Unclassified Sexual Assault	30	1	0	10	41 (40.6%)
<b>TOTAL</b>	75 (74.3%)	2 (2.0%)	3 (3.0%)	21 (20.8%)	101

### WHERE did events occur?

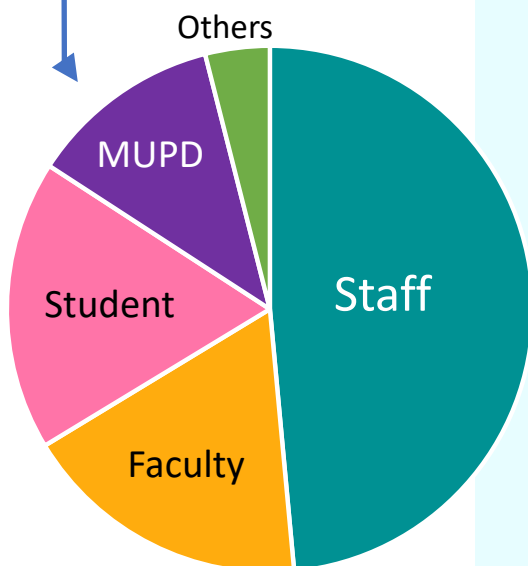
Location	Students	Staff	Faculty	Others	TOTAL
On Campus	26	0	0	4	30 (29.7%)
Off Campus	26	2	3	12	43 (42.3%)
Undisclosed	23	0	0	5	28 (27.7%)



### WHO contacted OIE?

Reporter	Students	Staff	Faculty	Others	TOTAL
Staff	31	2	3	13	49 (48.5%)
Faculty	15	0	0	3	18 (17.8%)
Student	17	0	0	1	18 (17.8%)
MUPD	10	0	0	2	12 (11.9%)
Others	2	0	0	2	4 (4.0%)

Notes: Classifications of reporters are listed on the left; classifications of respondents in those reports are on top. Reminder: Most reporters are NOT the complainants; they are reporting on behalf of someone else.



### WHEN were sexual assault concerns reported?

Month	Students	Staff	Faculty	Others	TOTAL
August	7	0	0	6	13 (12.9%)
September	7	0	0	4	11 (10.9%)
October	20	0	0	2	22 (21.8%)
November	7	0	0	1	8 (7.9%)
December	5	0	0	3	8 (7.9%)
January	6	0	0	1	7 (6.9%)
February	3	0	0	0	3 (3.0%)
March	1	0	0	1	2 (2.0%)
April	4	0	0	2	6 (5.9%)
May	7	0	0	0	7 (6.9%)
June	2	1	3	0	6 (5.9%)
July	6	1	0	1	8 (7.9%)



## CLOSER LOOK: EQUITY ALLEGATIONS IN 2022-2023

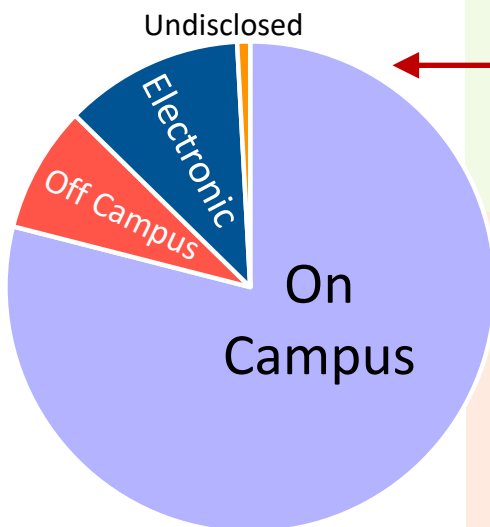
OIE received 305 reports containing one or more equity allegations, for a total of 347 such allegations.

### Equity Allegations, Listed by Respondent Type

Allegation	Students	Staff	Faculty	Depts	Others	TOTAL
Race Discrimination	42	44	26	8	14	134 (38.6%)
Disability Discrimination	9	20	23	7	1	60 (17.3%)
National Origin Discrimination	14	8	18	2	4	46 (13.3%)
Sexual Orientation Discrimination	21	6	4	1	1	33 (9.5%)
Religious Discrimination	14	4	4	1	2	25 (7.2%)
Age Discrimination	2	3	4	1	0	10 (2.9%)
Ancestry Discrimination	4	0	0	0	0	4 (1.2%)
Color Discrimination	1	0	1	2	0	4 (1.2%)
Unclassified Discrimination/Harassment	7	10	10	0	4	31 (8.9%)
<b>TOTAL</b>	<b>114</b> (32.9%)	<b>95</b> (27.4%)	<b>90</b> (25.9%)	<b>22</b> (6.3%)	<b>26</b> (7.5%)	<b>347</b>

### WHERE did events occur?

Location	Students	Staff	Faculty	Depts	Others	TOTAL
On Campus	78	89	77	20	10	274 (79.0%)
Off Campus	15	1	1	1	11	29 (8.6%)
Electronic	19	5	12	1	4	41 (11.8%)
Undisclosed	2	0	0	0	1	3 (0.9%)



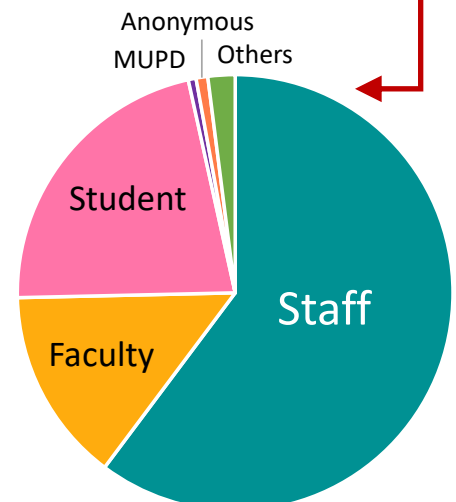
### WHO contacted OIE?

Reporter	Students	Staff	Faculty	Depts	Others	TOTAL
Staff	66	74	43	15	11	209 (60.2%)
Faculty	11	11	19	1	8	50 (14.4%)
Student	29	8	28	6	5	76 (21.9%)
MUPD	1	0	0	0	1	2 (0.6%)
Anonymous	1	1	0	0	1	3 (0.9%)
Others	6	1	0	0	0	7 (2.0%)

### WHEN were equity concerns reported?

Month	Students	Staff	Faculty	Depts	Others	TOTAL
August	6	7	2	2	3	20 (5.8%)
September	26	13	6	2	3	50 (14.4%)
October	15	6	8	1	4	34 (9.8%)
November	7	8	5	4	1	25 (7.2%)
December	9	7	6	1	2	25 (7.2%)
January	15	4	6	1	1	27 (7.8%)
February	17	11	15	2	3	48 (13.8%)
March	5	7	16	5	1	34 (9.8%)
April	3	12	6	1	2	24 (6.9%)
May	8	4	10	2	2	26 (7.5%)
June	3	8	8	0	3	22 (6.3%)
July	0	8	2	1	1	12 (3.5%)

Notes: Classifications of reporters are listed on the left; classifications of respondents in those reports are on top. Reminder: Most reporters are NOT the complainants; they are reporting on behalf of someone else.





## CLOSER LOOK: NONDISCRIMINATORY CONCERNS IN 2022-2023

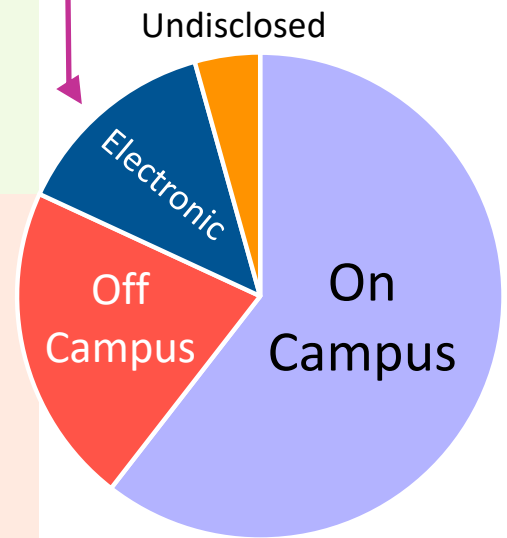
OIE received 273 reports containing one or more nondiscriminatory concerns, for a total of 276 such allegations.

### Nondiscriminatory Concerns reported to OIE, Listed by Respondent Type

Allegation	Students	Staff	Faculty	Depts	Others	TOTAL
Consultations/Accommodations	16	13	7	12	15	63 (22.8%)
Exploitation	12	0	0	0	3	15 (5.4%)
Student Standard of Conduct	11	0	0	0	2	13 (4.7%)
Retaliation	0	6	5	1	0	12 (4.3%)
Consensual Romantic Relationship Policy	0	4	3	0	0	7 (2.5%)
False Reporting	2	0	2	0	0	4 (1.4%)
Witness Intimidation	0	1	0	0	1	2 (0.7%)
Miscellaneous Concerns	59	29	26	9	37	160 (58.0%)
<b>TOTAL</b>	<b>100</b> (36.2%)	<b>53</b> (19.2%)	<b>43</b> (15.6%)	<b>22</b> (8.0%)	<b>58</b> (21.0%)	<b>276</b>

### WHERE did events occur?

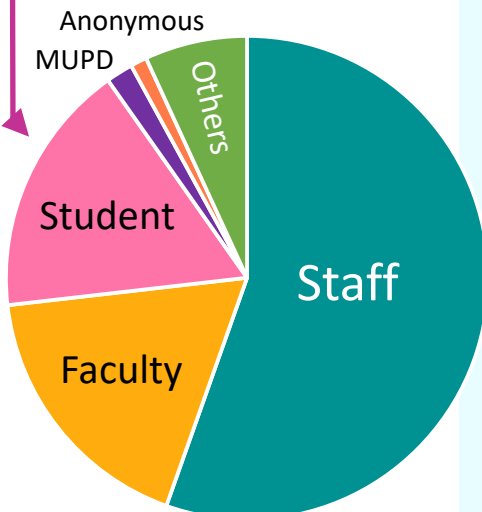
Location	Students	Staff	Faculty	Depts	Others	TOTAL
On Campus	64	48	31	17	7	167 (60.5%)
Off Campus	15	3	3	1	37	59 (21.4%)
Electronic	16	2	8	3	9	38 (13.8%)
Undisclosed	5	0	1	1	5	12 (4.3%)



### WHO contacted OIE?

Reporter	Students	Staff	Faculty	Depts	Others	TOTAL
Staff	61	41	16	7	28	153 (55.4%)
Faculty	6	8	12	5	18	49 (17.8%)
Student	24	2	11	9	1	47 (17.0%)
MUPD	3	0	0	0	2	5 (1.8%)
Anonymous	1	1	1	0	0	3 (1.1%)
Others	5	1	3	1	9	19 (6.9%)

Notes: Classifications of reporters are listed on the left; classifications of respondents in those reports are on top. Reminder: Most reporters are NOT the complainants; they are reporting on behalf of someone else.



### WHEN were nondiscriminatory concerns reported?

Month	Students	Staff	Faculty	Depts	Others	TOTAL
August	11	3	1	3	3	21 (7.6%)
September	18	7	4	2	10	41 (14.9%)
October	13	5	3	2	8	31 (11.2%)
November	13	1	0	2	5	21 (7.6%)
December	8	1	2	1	4	16 (5.8%)
January	5	3	2	1	3	14 (5.1%)
February	9	9	8	0	5	31 (11.2%)
March	9	10	9	4	6	38 (13.8%)
April	6	6	5	2	4	23 (8.3%)
May	1	2	2	3	4	12 (4.3%)
June	5	3	3	2	3	16 (5.8%)
July	2	3	4	0	3	12 (4.3%)

## CASE RESOLUTIONS IN 2022-2023

**HOW were Reports Resolved?** There are two main paths that reports can take in OIE, depending on whether a Formal Complaint is filed. The tables below summarize how reports on each path were resolved in 2022-2023:

### Path 1: No Formal Complaint or Full Investigation (406 reports, 460 allegations)

Resolution Type	Respondent Type	# Reports	# Allegations
<b>Alternative Conflict Resolution Methods<sup>1</sup></b>	MU Students	12	17
	MU Staff	3	3
	MU Faculty	6	8
	Others (Unaffiliated)	1	1
	<b>Total</b>	<b>22</b>	<b>29</b>
<b>Documentation and Referrals</b> Referrals are formal handoffs to other departments to resolve concerns. Examples: Residential Life, Care Team, Human Resources, Fraternity & Sorority Life, Office of Student Accountability & Support, Academic Units, supervisors, or other staff departments	MU Students	71	72
	MU Staff	111	123
	MU Faculty	81	103
	MU Departments	16	19
	Others (Unaffiliated)	26	30
	<b>Total</b>	<b>305</b>	<b>347</b>
<b>Others</b> Examples: Voluntary Separation, Consultations, Preliminary Investigations, Accommodations	MU Students	17	21
	MU Staff	19	20
	MU Faculty	13	13
	MU Departments	16	16
	Others (Unaffiliated)	14	14
	<b>Total</b>	<b>79</b>	<b>84</b>

### Path 2: Formal Complaint and Investigation (53 complaints, 117 allegations)

Resolution Type	Respondent Type	# Reports	# Allegations
<b>Summary Resolution/TIX Dismissal</b>	MU Students	2	8
	MU Staff	19	37
	MU Faculty	15	29
	MU Departments	3	3
	<b>Total</b>	<b>39</b>	<b>77</b>
<b>Conflict/Informal Resolution Agreement<sup>2</sup></b> Example terms: Separation from MU, training, community service, and other fact-specific remedial measures	MU Students	8	28
	MU Staff	1	3
	MU Faculty	1	1
	<b>Total</b>	<b>10</b>	<b>32</b>
<b>Hearing Panel Resolution</b>	MU Students	2	6
<b>Administrative Resolution</b>	MU Staff	2	2

**Notes:** All other reports not included in these tables are considered “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 resources.

<sup>1</sup> Conflict Resolution methods 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 pertaining to housing, work or class schedules, changes to work location or assigned duties, etc.

## Allegations Resolved by Formal Complaints/Investigations

In 2022-2023, there were **53 Formal Complaints** investigated by OIE, 12 involving MU student respondents, 22 MU staff respondents, 16 MU faculty respondents, and 3 MU entity/department respondents. Of the 53 cases, 39 were dismissed under Title IX or subject to Summary Resolution in the Equity Process, 10 were resolved by Conflict/Informal Resolution Agreements, 2 were resolved by Hearing Panel Resolution, and 2 were resolved by Administrative Resolution.

### Summary Resolution/Title IX Dismissal

39 complaints, 77 allegations

Race Discrimination	17
Disability Discrimination	15
Sex/Gender Discrimination	13
National Origin Discrimination	6
Pregnancy Discrimination	5
Gender Expression Discrimination	2
False Reporting	1
Religious Discrimination	1
Sexual Harassment (Hostile Environment)	1
Sexual Orientation Discrimination	1

### Hearing Panel Resolution

2 complaints, 6 allegations

Sexual Assault: Fondling	2
Sexual Harassment (Hostile Environment)	2
Sexual Assault: Attempted Rape	1
Sexual Assault with an Object	1

One student respondent was found Not Responsible for 2 alleged violations; decisions were upheld on appeal. Another student was found Not Responsible for 1 alleged violation and Responsible for 3 violations; decisions were not overturned on appeal (specific sanctions are not published, in the interest of privacy).

### Conflict/Informal Resolution Agreements

10 complaints, 32 allegations

Sexual Harassment (Hostile Environment)	8
Liquor Law Violation	4
Sexual Assault: Rape	4
Sexual Assault with an Object	4
Physical Abuse	2
Sexual Assault: Fondling	2
Sexual Assault: Sodomy	2
Dating Violence	1
Disability Discrimination	1
Sex/Gender Discrimination	1
Sexual Orientation Discrimination	1
Stalking	1
Threatening/Intimidating Behavior	1

### Administrative Resolution

2 complaints, 2 allegations

Race Discrimination	2
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Two staff respondents were found Not Responsible for 2 alleged violations; these decisions were not appealed. There were no sanctions because there were no violations.

## OIE EDUCATION AND PREVENTION EFFORTS

During the 2022-2023 reporting year, OIE conducted about **73 presentations**. Our audiences totaled about **2936 people** for the year, including students, faculty, administrators, staff, and visitors/community members. Presentations were conducted in person around campus and via video conference. OIE continued to provide some pre-recorded training videos for specific groups and future use, and we partnered with other campus stakeholders in a number of presentations.

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.

## 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.

Learn more: [ada.missouri.edu](https://ada.missouri.edu)

## 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:** The ability of a person with a disability to access the University's physical facilities.
- **Digital Accessibility:** The ability of a person with a disability to access the University's "digital campus" via online platforms and digital communications.
- **Program Access:** The ability of a person with a disability to participate in programs offered by the University, including events.
- **Employment Access:** The ability of a person with a disability to have equal opportunity in hiring, retention, promotion, training, and all of the benefits of employment at the University.

## Reasonable Accommodations

In 2022-2023, the Office of Accessibility and ADA managed accommodations processes for **176 faculty and staff** with disabilities. 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.

## Training, Education, and Outreach

- In 2022-2023, Office of Accessibility and ADA staff provided **53 trainings** on various topics, including the ADA, employee accommodations, event accessibility, disability awareness, and other requested topics.

## Disability Inclusion on Campus

- In 2022-2023, 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.

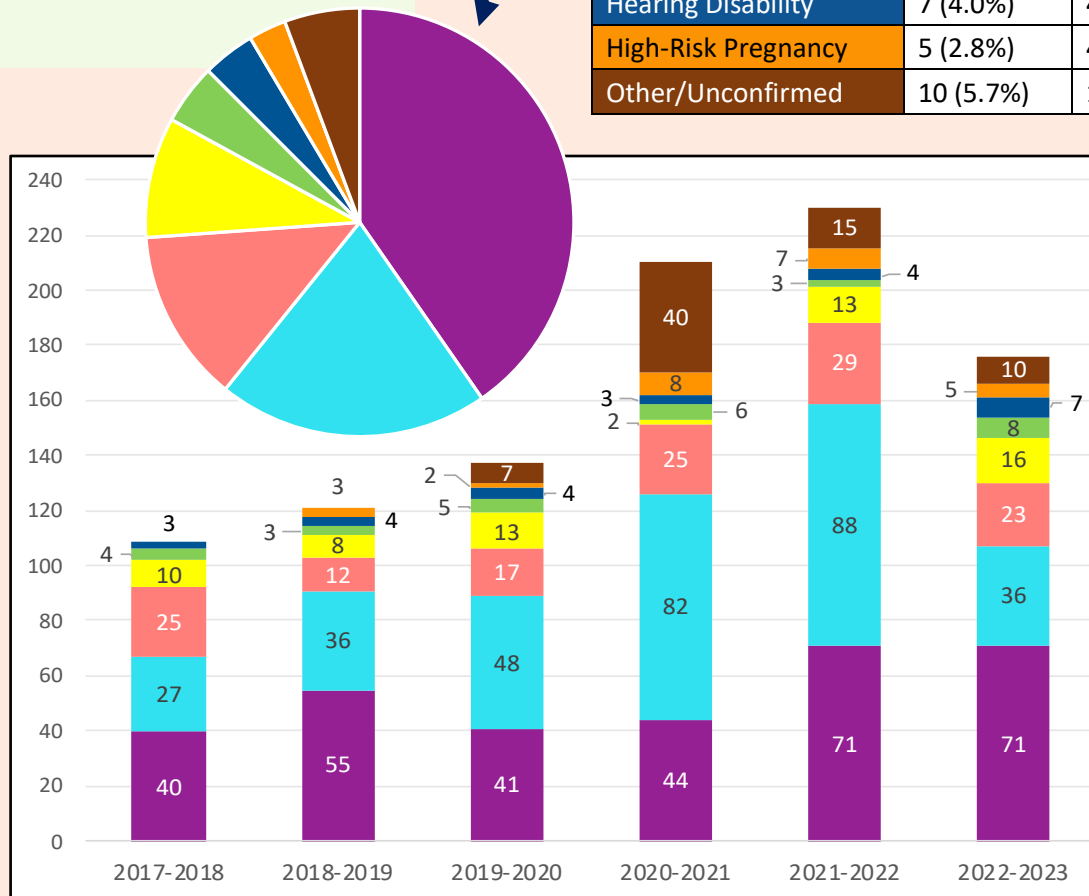
## Employees Receiving Reasonable Accommodations:

	2022-2023	Historical Avg
Faculty	39 (22.2%)	41 (25.5%)
Staff	137 (77.8%)	120 (74.5%)
<b>TOTAL</b>	<b>176</b>	<b>161</b>

Note: Staff includes student employees

## Primary Disabilities of those Receiving Accommodations:

	2022-2023	Historical Avg
Physical Disability	71 (40.3%)	50 (31.1%)
Chronic Illness	36 (20.5%)	56 (34.8%)
Psychological Disability	23 (13.1%)	22 (13.7%)
Cognitive Disability	16 (9.1%)	9 (5.6%)
Vision Disability	8 (4.5%)	4 (2.5%)
Hearing Disability	7 (4.0%)	4 (2.5%)
High-Risk Pregnancy	5 (2.8%)	4 (2.5%)
Other/Unconfirmed	10 (5.7%)	12 (7.5%)



## Highlighted Accomplishments:

- The Office of Accessibility and ADA worked with the UM System Architect's office to create [Code Determination 11](#), which clarifies enhanced ADA requirements for all facilities projects and requires a disproportionality analysis on all four campuses. This helps ensure ADA is a major factor in every renovation or new construction project across the UM System.
- The Office managed the rollout of the new [Digital Accessibility CRR](#), including creation of and leading the UM System Digital Accessibility Committee, which conducted an analysis of digital accessibility across the System and will be making short-term and long-term strategic recommendations.
- The Office worked with MU Extension to develop new guidance and resources on accommodations and accommodations processes for 4H youth program participants across Missouri.

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