

UNIVERSITY OF MISSOURI

OFFICE OF INSTITUTIONAL EQUITY

2023-2024 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 | Phone: 573-882-3880

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

REPORTING YEAR: AUGUST 1, 2023-JULY 31, 2024

963 Reports

In 2023-2024, OIE received 963 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 or discrimination.

Throughout this Annual Report, **Historical Average** is calculated from eight previous years (2015-2023) 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
2023-2024	963

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
2023-2024	1126

In 2023-2024, 963 reports to OIE involved 1126 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 religion AND national origin. A detailed breakdown of the types of reports is presented in the following pages, including consultations, accommodation requests, and referrals of nondiscriminatory concerns to other departments after initial review by OIE to determine jurisdiction.

WHO submitted reports to OIE?

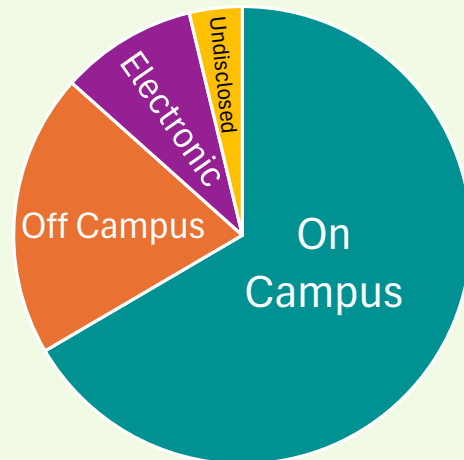
In 2023-2024, 19% of reports to OIE came directly from potential complainants (persons impacted in a situation), 79% from another person who was not directly involved as a complainant (including mandated reporters), and only 2% by anonymous reporters.

Reporters	2023-2024	Historical Avg
MU Students	131 (13.6%)	148 (18.6%)
MU Staff	567 (58.9%)	403 (50.7%)
MU Faculty	165 (17.1%)	148 (18.6%)
MUPD	39 (4.0%)	45 (5.7%)
Anonymous	23 (2.4%)	22 (2.8%)
Others	38 (3.9%)	29 (3.6%)

LEARN MORE about our [Office](#) and [Staff](#), as well as [reporting](#) and [campus resources](#), on the OIE website. Plus, compare data from 2023-2024 with Annual Reports from years past: [Here](#).

WHERE did reported events occur?

Location	2023-2024	Historical Avg
On Campus	641 (66.6%)	483 (60.8%)
Off Campus	194 (20.1%)	174 (21.8%)
Electronic	92 (9.6%)	92 (11.6%)
Undisclosed	36 (3.7%)	46 (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, noting the primary location of the situation. “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 OIE conducts a full investigation or takes no formal action.

Complainants	2023-2024	Historical Avg
MU Students	577 (57.6%)	574 (68.2%)
MU Staff	247 (24.7%)	170 (20.1%)
MU Faculty	74 (7.4%)	44 (5.3%)
MU Entities/Depts	3 (0.3%)	4 (0.4%)
Others (no MU affiliation)	100 (10.0%)	50 (6.0%)

Respondents	2023-2024	Historical Avg
MU Students	387 (40.2%)	333 (41.9%)
MU Staff	208 (21.6%)	148 (18.7%)
MU Faculty	148 (15.4%)	111 (14.0%)
MU Entities/Depts	57 (5.9%)	29 (3.6%)
Others (no MU affiliation)	163 (16.9%)	174 (21.9%)

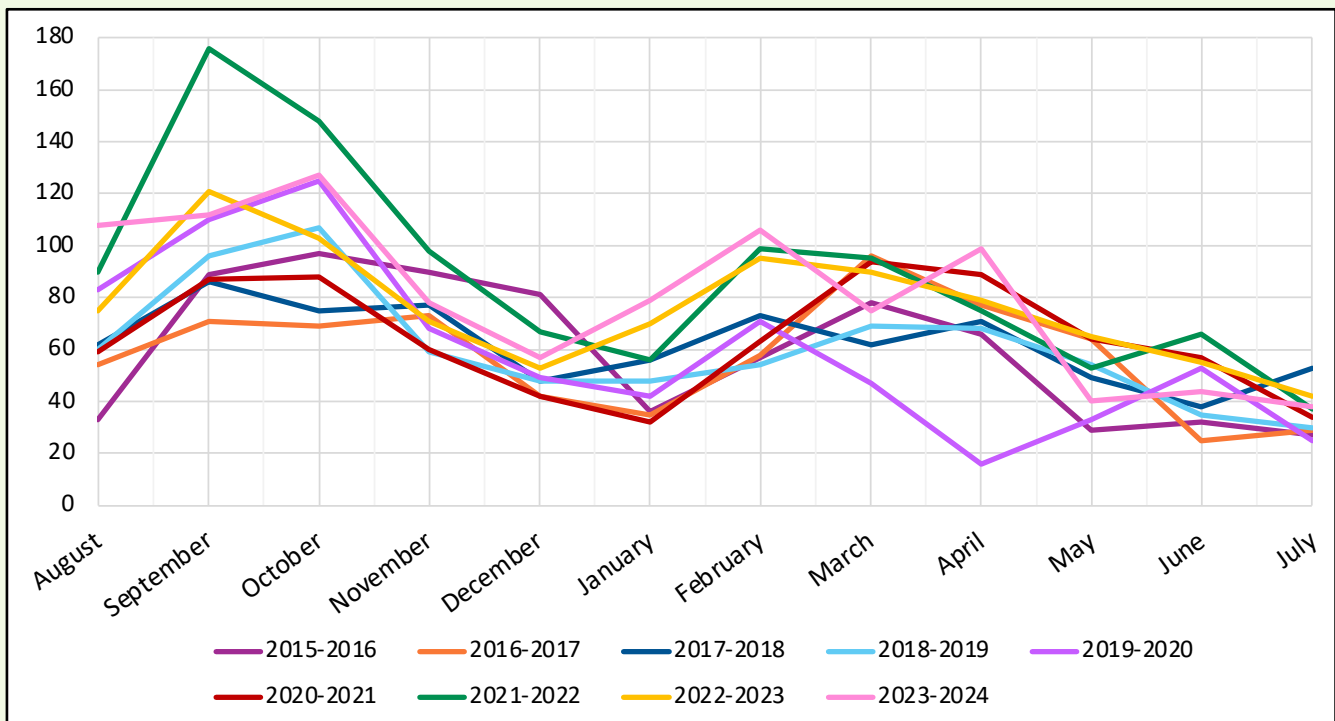
WHEN were reports submitted?

In 2023-2024, OIE received the most reports in September-October and February-April, which is consistent with historical trends:

Month	2023-2024	Historical Avg
August	108 (11.2%)	65 (8.1%)
September	112 (11.6%)	105 (13.2%)
October	127 (13.2%)	102 (12.8%)
November	78 (8.1%)	75 (9.4%)
December	57 (5.9%)	54 (6.8%)
January	79 (8.2%)	47 (5.9%)
February	106 (11.0%)	71 (9.0%)
March	75 (7.8%)	79 (9.9%)
April	99 (10.3%)	68 (8.5%)
May	40 (4.2%)	51 (6.5%)
June	44 (4.6%)	45 (5.7%)
July	38 (3.9%)	35 (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 32% of reports were received either the same day that a cause for consultation arose or an incident occurred, or the next day. About 47% were received within one week, 53% within two weeks, and 60% within one month. Of the 963 reports, 807 (84%) were received within six months and 864 (90%) within one year.

WHAT was reported to OIE?

Four Categories of Concerns:

2023-2024:

	2023-2024	Historical Avg
Sex/Gender-Based Concerns	379 (33.7%)	368 (38.5%)
Sexual Harassment	176 (15.6%)	153 (16.0%)
Sex/Gender	89 (7.9%)	82 (8.6%)
Dating/Domestic Violence	58 (5.2%)	63 (6.6%)
Stalking based on Sex/Gender	40 (3.6%)	42 (4.3%)
Gender Identity	11 (1.0%)	21 (2.2%)
Gender Expression	3 (0.3%)	4 (0.5%)
Pregnancy	2 (0.2%)	3 (0.3%)

	2023-2024	Historical Avg
Sexual Assault Allegations	88 (7.8%)	124 (13.0%)
Rape/Nonconsensual Sexual Intercourse	20 (1.8%)	51 (5.3%)
Attempted Rape	0 (0.0%)	
Sodomy	5 (0.4%)	
Sexual Assault with an Object	3 (0.3%)	
Fondling/Nonconsensual Sexual Contact	20 (1.8%)	25 (2.6%)
Unclassified Sexual Assault	40 (3.6%)	48 (5.0%)

	2023-2024	Historical Avg
Equity Concerns	327 (29.0%)	286 (29.9%)
Race	117 (10.4%)	131 (13.7%)
Disability	44 (3.9%)	40 (4.2%)
National Origin	36 (3.2%)	35 (3.6%)
Sexual Orientation	30 (2.7%)	29 (3.0%)
Religion	30 (2.7%)	22 (2.3%)
Age	26 (2.3%)	9 (0.9%)
Ancestry	3 (0.3%)	1 (0.1%)
Color	5 (0.4%)	1 (0.1%)
Protected Veteran Status	0 (0.0%)	3 (0.3%)
Unclassified	36 (3.2%)	16 (1.7%)

	2023-2024	Historical Avg
Nondiscriminatory/Other Concerns	332 (29.5%)	177 (18.6%)
Student Standard of Conduct	20 (1.8%)	25 (2.6%)
Retaliation	9 (0.8%)	7 (0.7%)
Exploitation (Ex: Extortion, predatory drugs/alcohol)	7 (0.6%)	31 (3.2%)
Consensual Romantic Relationship Policy Violation	6 (0.5%)	5 (0.5%)
Witness Intimidation	1 (0.1%)	0 (0.0%)
False Reporting	0 (0.0%)	2 (0.2%)
Accommodations (Ex. Pregnancy, disability, religion)	17 (1.5%)	108 (11.3%)
Consultations (Ex. Free Speech, workplace/roommate disputes)*	104 (9.2%)	
Miscellaneous (Ex: Incidents before MU, non-policy concerns)*	168 (14.9%)	

379
(33.7%)

88
(7.8%)

327
(29.0%)

332
(29.5%)

Notes: These numbers represent topics/allegations, not findings. "Unclassified" refers to cases where OIE has insufficient information to further classify the alleged behavior. *Consultations and Miscellaneous are similar, and both types of reports commonly involve OIE sharing resource information with parties and/or making referrals to other departments. Consultations generally involve more preliminary steps and thorough assessment by OIE to determine jurisdiction and possible policy implications.

In 2023-2024:

Who consulted about or made allegations against MU Students?

MU Students	338
MU Staff	20
MU Faculty	13
MU Entities/Depts	1
Others	25
TOTAL	397

Who consulted about or made allegations against MU Staff?

MU Students	36
MU Staff	161
MU Faculty	10
Others	9
TOTAL	216

Who consulted about or made allegations against MU Faculty?

MU Students	94
MU Staff	25
MU Faculty	32
Others	7
TOTAL	158

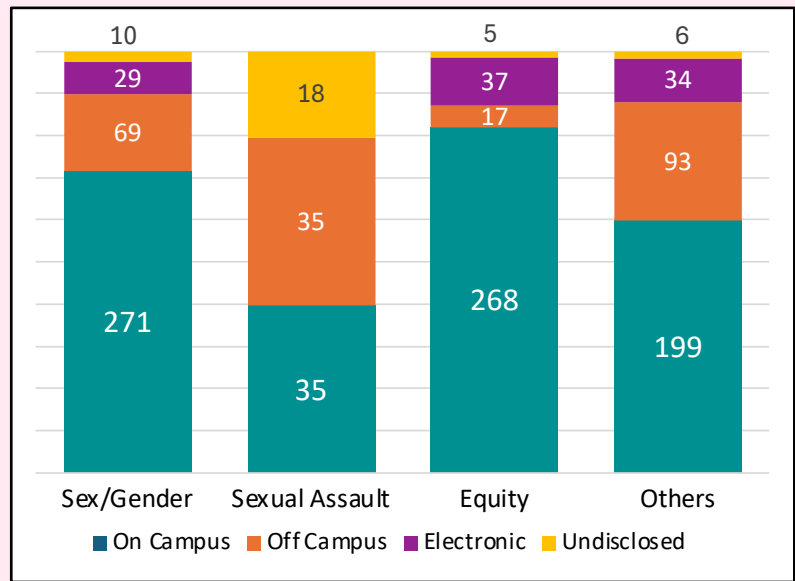
Who consulted about or made allegations against MU Depts/Entities?

MU Students	16
MU Staff	16
MU Faculty	12
MU Entities/Depts	1
Others	9
TOTAL	54

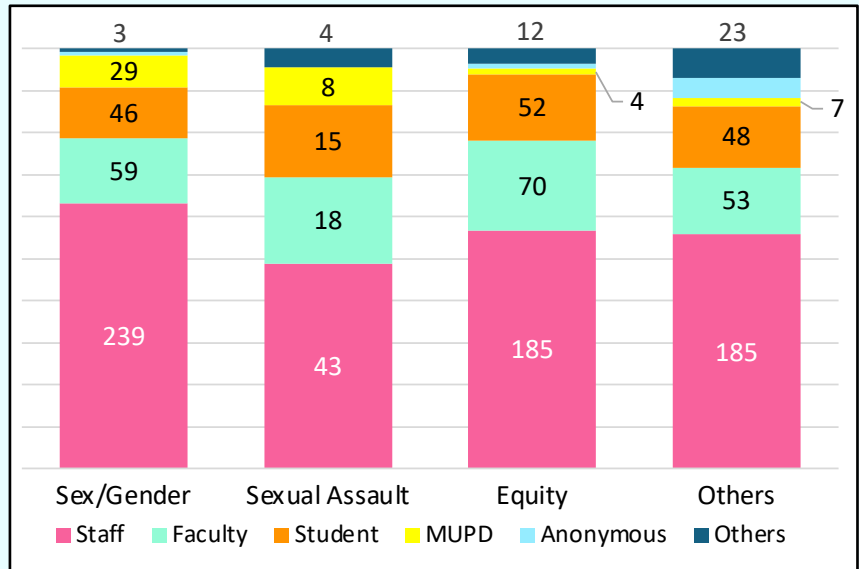
Who consulted about or made allegations against other unaffiliated persons?

MU Students	93
MU Staff	25
MU Faculty	7
MU Entities/Depts	1
Others	50
TOTAL	176

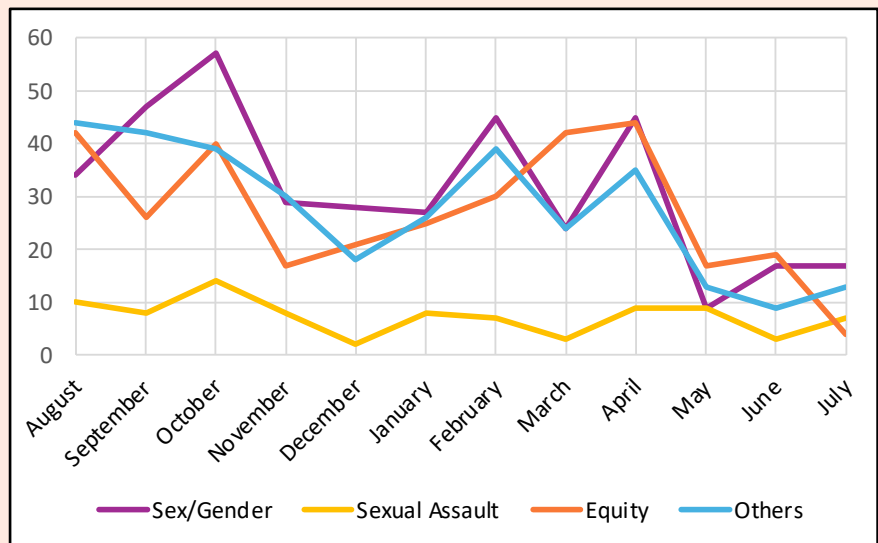
Location by Topic/Allegation Category 2023-2024



Reporter by Topic/Allegation Category 2023-2024



Monthly Reports by Topic/Allegation Category 2023-2024

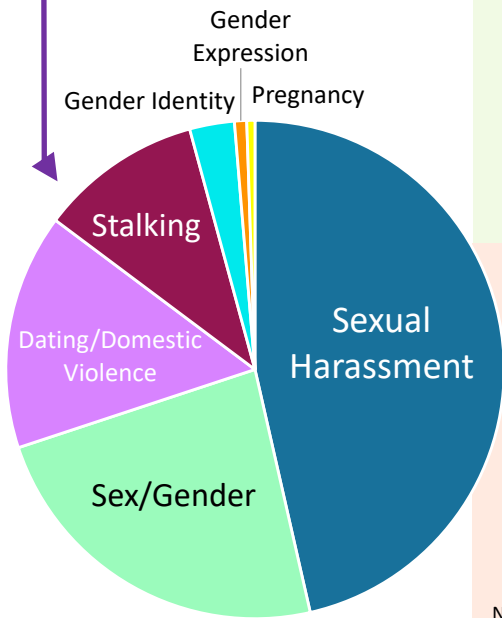


CLOSER LOOK: SEX/GENDER-BASED CONCERNS IN 2023-2024

OIE received 352 reports containing one or more sex/gender-based concerns, for a total of 379 such concerns.

Sex/Gender-Based Concerns, by Respondent Type

Concern/Topic	Students	Staff	Faculty	Depts	Others	TOTAL
Sexual Harassment	87	41	17	0	31	176 (46.4%)
Sex/Gender	16	29	31	9	4	89 (23.5%)
Dating/Domestic Violence	38	0	1	0	19	58 (15.3%)
Stalking based on Sex/Gender	19	5	1	0	15	40 (10.6%)
Gender Identity	5	3	1	1	1	11 (2.9%)
Gender Expression	1	1	1	0	0	3 (0.8%)
Pregnancy	0	2	0	0	0	2 (0.5%)
TOTAL	166 (43.8%)	81 (21.4%)	52 (13.7%)	10 (2.6%)	70 (18.5%)	379



WHERE did events occur?

Location	Students	Staff	Faculty	Depts	Others	TOTAL
On Campus	117	69	47	10	28	271 (71.5%)
Off Campus	29	7	2	0	31	69 (18.2%)
Electronic	12	5	2	0	10	29 (7.7%)
Undisclosed	8	0	1	0	1	10 (2.6%)

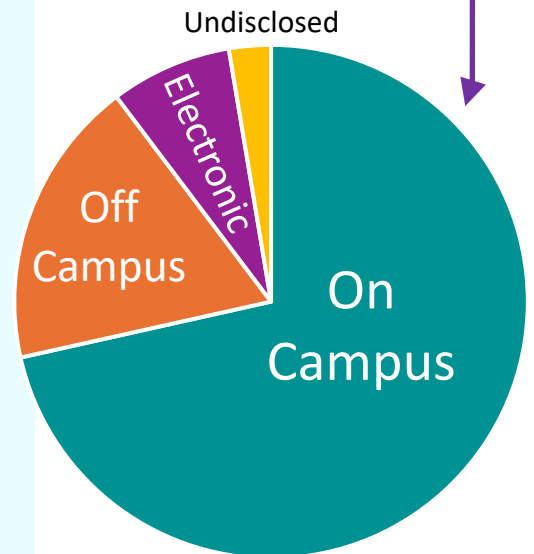
WHO contacted OIE?

Reporter	Students	Staff	Faculty	Depts	Others	TOTAL
Staff	90	70	34	6	39	239 (63.1%)
Faculty	32	6	12	1	8	59 (15.6%)
Student	35	1	5	1	4	46 (12.1%)
MUPD	8	1	1	1	18	29 (7.7%)
Anonymous	0	3	0	0	0	3 (0.8%)
Others	1	0	0	1	1	3 (0.8%)

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	15	7	3	2	7	34 (9.0%)
September	32	5	5	0	5	47 (12.4%)
October	28	9	10	0	10	57 (15.0%)
November	13	3	7	1	5	29 (7.7%)
December	16	0	0	1	11	28 (7.4%)
January	10	9	3	0	5	27 (7.1%)
February	20	11	5	2	7	45 (11.9%)
March	4	10	6	2	2	24 (6.3%)
April	17	11	6	2	9	45 (11.9%)
May	3	3	3	0	0	9 (2.4%)
June	5	5	3	0	4	17 (4.5%)
July	3	8	1	0	5	17 (4.5%)



CLOSER LOOK: SEXUAL ASSAULT ALLEGATIONS IN 2023-2024

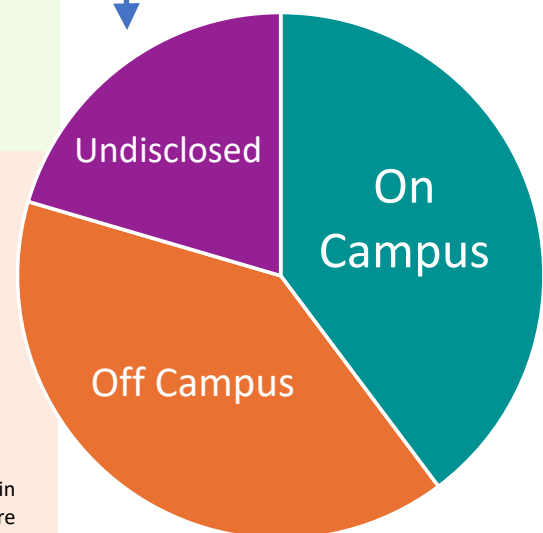
OIE received 79 reports containing one or more sexual assault concerns, for a total of 88 such concerns.

Sexual Assault Allegations, by Respondent Type

Concern/Topic	Students	Staff	Faculty	Others	TOTAL
Rape	16	1	0	3	20 (22.7%)
Fondling	16	1	1	2	20 (22.7%)
Sodomy	4	0	0	1	5 (5.7%)
Sexual Assault with an Object	3	0	0	0	3 (3.4%)
Unclassified Sexual Assault	32	1	0	7	40 (45.5%)
TOTAL	71 (80.7%)	3 (3.4%)	1 (1.1%)	13 (14.8%)	88

WHERE did events occur?

Location	Students	Staff	Faculty	Others	TOTAL
On Campus	30	2	1	2	35 (39.8%)
Off Campus	23	1	0	11	35 (39.8%)
Undisclosed	18	0	0	0	18 (20.5%)



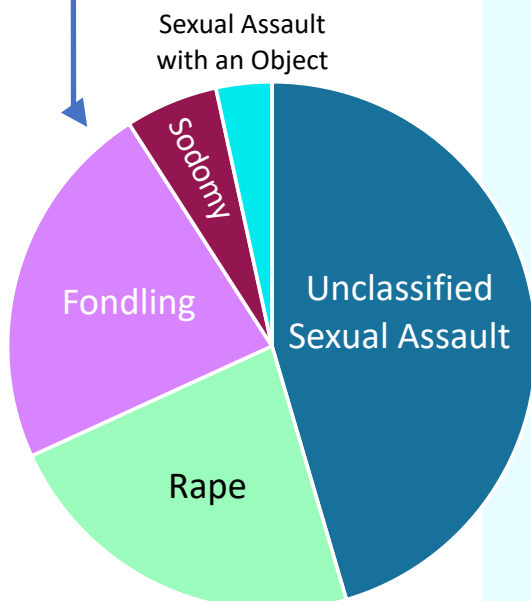
WHO contacted OIE?

Reporter	Students	Staff	Faculty	Others	TOTAL
Staff	33	1	1	8	43 (48.9%)
Faculty	14	1	0	3	18 (20.5%)
Student	15	0	0	0	15 (17.0%)
MUPD	5	1	0	2	8 (9.1%)
Others	4	0	0	0	4 (4.5%)

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 sexual assault allegations reported?

Month	Students	Staff	Faculty	Others	TOTAL
August	8	0	1	1	10 (11.4%)
September	8	0	0	0	8 (9.1%)
October	12	0	0	2	14 (15.9%)
November	5	1	0	2	8 (9.1%)
December	2	0	0	0	2 (2.8%)
January	6	0	0	2	8 (9.1%)
February	7	0	0	0	7 (8.0%)
March	3	0	0	0	3 (3.4%)
April	6	0	0	3	9 (10.2%)
May	8	1	0	0	9 (10.2%)
June	1	1	0	1	3 (3.4%)
July	5	0	0	2	7 (8.0%)

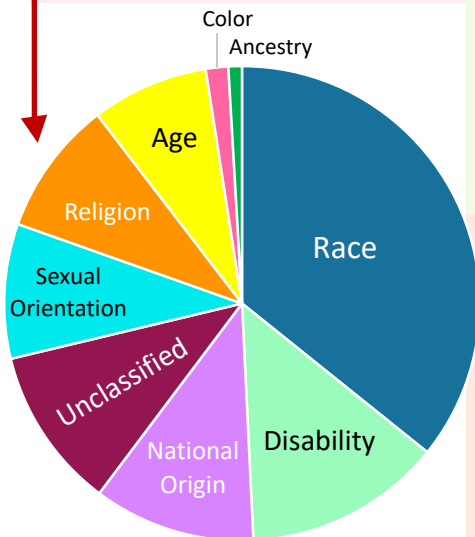


CLOSER LOOK: EQUITY ALLEGATIONS IN 2023-2024

OIE received 278 reports containing one or more equity concerns, for a total of 327 such concerns.

Equity Concerns, Listed by Respondent Type

Concern/Topic	Students	Staff	Faculty	Depts	Others	TOTAL
Race	22	47	27	13	8	117 (35.8%)
Disability	10	8	19	5	2	44 (13.5%)
National Origin	12	8	11	5	0	36 (11.0%)
Sexual Orientation	15	4	4	1	6	30 (9.2%)
Religion	11	4	11	1	3	30 (9.2%)
Age	2	11	7	5	1	26 (8.0%)
Color	2	3	0	0	0	5 (1.5%)
Ancestry	3	0	0	0	0	3 (0.9%)
Unclassified	12	15	4	3	2	36 (11.0%)
TOTAL	89 (27.2%)	100 (30.6%)	83 (25.4%)	33 (10.1%)	22 (6.7%)	327



WHERE did events occur?

Location	Students	Staff	Faculty	Depts	Others	TOTAL
On Campus	59	94	75	32	8	268 (82.0%)
Off Campus	10	3	3	0	1	17 (5.2%)
Electronic	17	3	3	1	13	37 (11.3%)
Undisclosed	3	0	2	0	0	5 (1.5%)

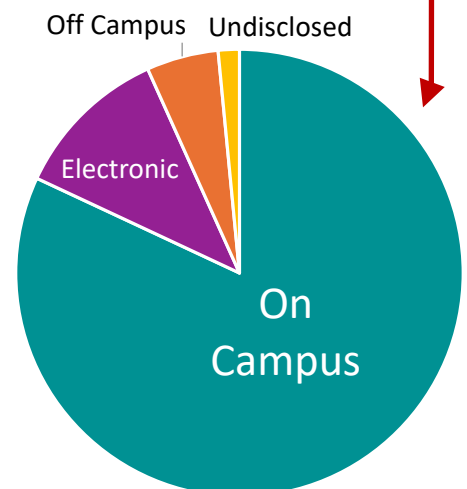
WHO contacted OIE?

Reporter	Students	Staff	Faculty	Depts	Others	TOTAL
Staff	44	79	30	18	14	185 (56.5%)
Faculty	19	13	25	8	5	70 (21.4%)
Student	16	3	27	5	1	52 (15.9%)
MUPD	3	0	0	1	0	4 (1.2%)
Anonymous	1	3	0	0	0	4 (1.2%)
Others	6	2	1	1	2	12 (3.7%)

WHEN were equity concerns reported?

Month	Students	Staff	Faculty	Depts	Others	TOTAL
August	19	7	10	3	3	42 (13.1%)
September	5	5	10	4	2	26 (8.0%)
October	11	15	8	3	3	40 (12.2%)
November	4	3	8	1	1	17 (5.2%)
December	4	10	1	5	1	21 (6.4%)
January	5	13	5	2	0	25 (7.6%)
February	10	5	5	5	5	30 (9.2%)
March	7	18	9	8	0	42 (12.8%)
April	14	11	15	0	4	44 (13.5%)
May	3	5	7	1	1	17 (5.2%)
June	7	5	4	1	2	19 (5.8%)
July	0	3	1	0	0	4 (1.2%)

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 2023-2024

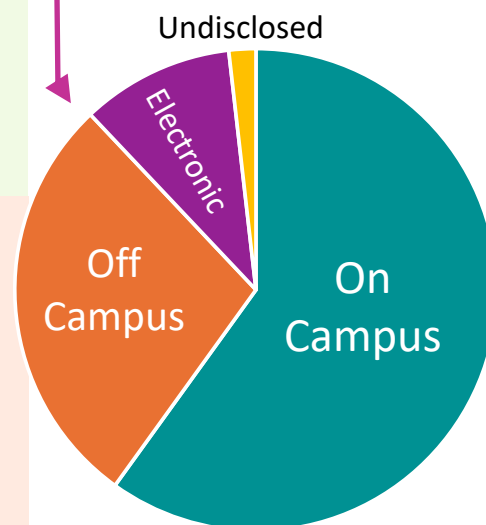
OIE received 331 reports containing one or more nondiscriminatory concerns, for a total of 332 such concerns.

Nondiscriminatory Concerns reported to OIE, Listed by Respondent Type

Concern/Topic	Students	Staff	Faculty	Depts	Others	TOTAL
Student Standard of Conduct	18	0	0	0	2	20 (6.0%)
Retaliation	2	3	4	0	0	9 (2.7%)
Exploitation	7	0	0	0	0	7 (2.1%)
Consensual Romantic Relationship Policy	0	3	3	0	0	6 (1.8%)
Witness Intimidation	1	0	0	0	0	1 (0.3%)
Accommodations	6	1	0	4	6	17 (5.1%)
Consultations	54	11	8	6	25	104 (31.3%)
Miscellaneous	35	49	30	13	41	168 (50.6%)
TOTAL	123 (37.0%)	67 (20.2%)	45 (13.6%)	23 (6.9%)	74 (22.3%)	332

WHERE did events occur?

Location	Students	Staff	Faculty	Depts	Others	TOTAL
On Campus	75	60	36	19	9	199 (59.9%)
Off Campus	31	4	4	0	54	93 (28.0%)
Electronic	13	3	4	4	10	34 (10.2%)
Undisclosed	4	0	1	0	1	6 (1.8%)



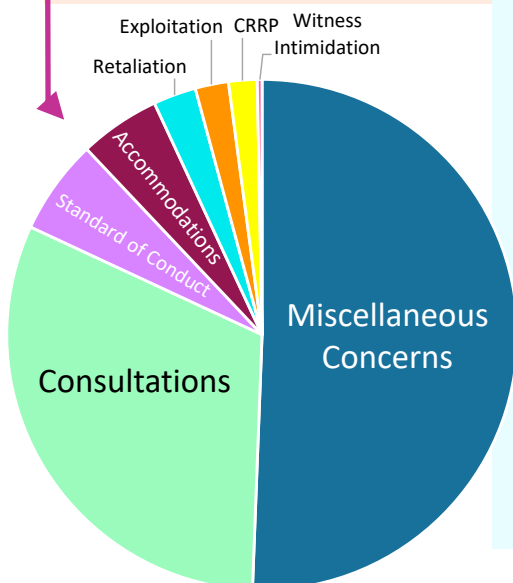
WHO contacted OIE?

Reporter	Students	Staff	Faculty	Depts	Others	TOTAL
Staff	57	55	17	14	42	185 (55.7%)
Faculty	20	5	14	1	13	53 (16.0%)
Student	27	0	8	4	9	48 (14.5%)
MUPD	4	1	0	0	2	7 (2.1%)
Anonymous	6	4	4	2	0	16 (4.8%)
Others	9	2	2	2	8	23 (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	10	11	10	5	8	44 (13.3%)
September	23	4	3	2	10	42 (12.7%)
October	19	3	7	3	7	39 (11.7%)
November	13	6	4	0	7	30 (9.0%)
December	4	5	2	2	5	18 (5.4%)
January	16	3	1	2	4	26 (7.8%)
February	16	5	3	3	12	39 (11.7%)
March	5	10	3	3	3	24 (7.2%)
April	11	6	7	0	11	35 (10.5%)
May	5	3	2	1	2	13 (3.9%)
June	0	4	3	0	2	9 (2.7%)
July	1	7	0	2	3	13 (3.9%)



CASE RESOLUTIONS IN 2023-2024

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 2023-2024:

Path 1: Resolutions without Formal Complaints (913 reports, 1011 allegations)

Resolution Type	Respondent Type	# Reports	# Allegations
Alternative Conflict Resolution Methods <i>Examples: Facilitated dialogue between parties in separate meetings with an Investigator; voluntary mutual contact restrictions; discussions with supervisors; alternative arrangements related to work, housing, parking, academics; etc.</i>	MU Students	8	10
	MU Staff	4	4
	MU Departments	3	4
	Other (Unaffiliated)	2	2
	Total	17	20
Preliminary Inquiries→Referrals <i>In these cases, OIE consulted with pertinent individuals and often took additional steps to gather relevant info. Referrals are formal handoffs to other depts to resolve concerns. Examples: MU Housing, Care Team, HR, OGC, Fraternity & Sorority Life, Student Accountability & Support, MUPD, academic units, supervisors, etc.</i>	MU Students	129	135
	MU Staff	175	198
	MU Faculty	103	120
	MU Departments	38	45
	Others (Unaffiliated)	37	44
	Total	482	542
Consultation and Documentation <i>Examples: Accommodations; disciplinary history at prior institutions; withdrawn complaints; lower-level consultations that do not warrant referral; etc.</i>	MU Students	21	22
	MU Staff	1	1
	MU Faculty	4	4
	MU Departments	4	4
	Others (Unaffiliated)	20	20
	Total	50	51
Inactive Reports <i>Examples: Cases with unresponsive or reluctant complainants; incidents that fall outside OIE jurisdiction, often due to unaffiliated parties; reports with insufficient information to take action, perhaps because a respondent cannot be identified; etc.</i>	MU Students	210	225
	MU Staff	15	20
	MU Faculty	24	28
	MU Departments	11	12
	Others (Unaffiliated)	104	113
	Total	364	398

Path 2: Formal Complaints and Investigations (50 complaints, 115 allegations)

Resolution Type	Respondent Type	# Reports	# Allegations
Summary Resolution/TIX Dismissal	MU Students	7	18
	MU Staff	13	26
	MU Faculty	14	25
	Total	34	69
Conflict/Informal Resolution Agreement <i>Example terms: Training/education, written assignments, community service, and other fact-specific measures</i>	MU Students	4	12
	MU Staff	1	2
	MU Department	1	1
	Total	6	15
Hearing Panel Resolution	MU Students	4	10
	MU Faculty	1	3
	Total	5	13
Administrative Resolution <i>*These numbers include 1 pending student matter with 3 allegations</i>	MU Students*	4	17
	MU Faculty	1	1
	Total	5	18

Allegations Resolved by Formal Complaints/Investigations

In 2023-2024, there were **50 Formal Complaints** investigated by OIE, 19 involving MU student respondents, 14 MU staff respondents, 16 MU faculty respondents, and 1 MU entity/department respondent. Of the 50 cases, 34 were dismissed under Title IX and/or subject to Summary Resolution in the Equity Process; 16 were resolved by written Conflict/Informal Resolution Agreements; 5 were resolved by Hearing Panel Resolution; and 5 were resolved by Administrative Resolution.

Conflict/Informal Resolution Agreements

6 complaints, 15 allegations

Sexual Harassment: Hostile Environment	3
Dating Violence	2
Stalking based on Sex/Gender	2
Disability Discrimination	1
Gender Expression Discrimination	1
Liquor Law Violation	1
Physical Abuse	1
Sex/Gender Discrimination	1
Sexual Assault: Rape	1
Sexual Orientation Discrimination	1
Witness Intimidation	1

Summary Resolution/Title IX Dismissal

34 complaints, 69 allegations

Race Discrimination	11
Sexual Harassment: Hostile Environment	10
Sex/Gender Discrimination	9
Age Discrimination	6
Disability Discrimination	5
National Origin Discrimination	5
Retaliation	4
Gender Identity Discrimination	3
Religious Discrimination	3
Sexual Orientation Discrimination	3
Ancestry Discrimination	2
Color Discrimination	2
Gender Expression Discrimination	2
Sexual Assault: Fondling	2
Consensual Romantic Relationship Policy Violation	1
Sexual Harassment: Quid Pro Quo	1

Administrative Resolution

5 complaints, 18 allegations

Sexual Harassment: Hostile Environment	3
Race Discrimination	2
Sexual Assault: Fondling	2
Sexual Assault: Rape	2
Ancestry Discrimination	1
Dating Violence	1
Liquor Law Violation	1
Physical Abuse	1
Religious Discrimination	1
Sexual Assault with an Object	1
Stalking based on Sex/Gender	1
Sexual Assault: Sodomy	1
Threats	1

Four respondents were found Responsible for 4 violations and Not Responsible for 10; one allegation was not decided, and one case is still pending. Seven sanctions included termination, suspension, probation, training/education, etc. No expulsions.

Hearing Panel Resolution

5 complaints, 13 allegations

Sexual Assault: Fondling	2
Sexual Harassment: Hostile Environment	2
Liquor Law Violation	1
Physical Abuse	1
Property Damage	1
Race Discrimination	1
Religious Discrimination	1
Sex/Gender Discrimination	1
Sexual Assault: Rape	1
Theft	1
Threats	1

Five respondents were found Responsible for 8 violations and Not Responsible for 5 violations. Eleven sanctions included education/ training, suspension, counseling, and other fact-specific measures. There were no expulsions.

OIE EDUCATION AND PREVENTION EFFORTS

During the 2023-2024 reporting year, OIE conducted about **68 presentations**. Our audiences totaled about **2562 people**, including students, faculty, administrators, staff, and visitors/community members. OIE partnered with other campus stakeholders in a number of presentations and participated in several resource fairs for the campus community. 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; nondiscriminatory and respectful 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

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 2023-2024, the Office of Accessibility and ADA managed accommodations processes for **220 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 2023-2024, Office of Accessibility and ADA staff provided **71 trainings** on various topics, including the ADA, employee accommodations, event accessibility, disability awareness, and other requested topics.

Disability Inclusion on Campus

- In 2023-2024, 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.

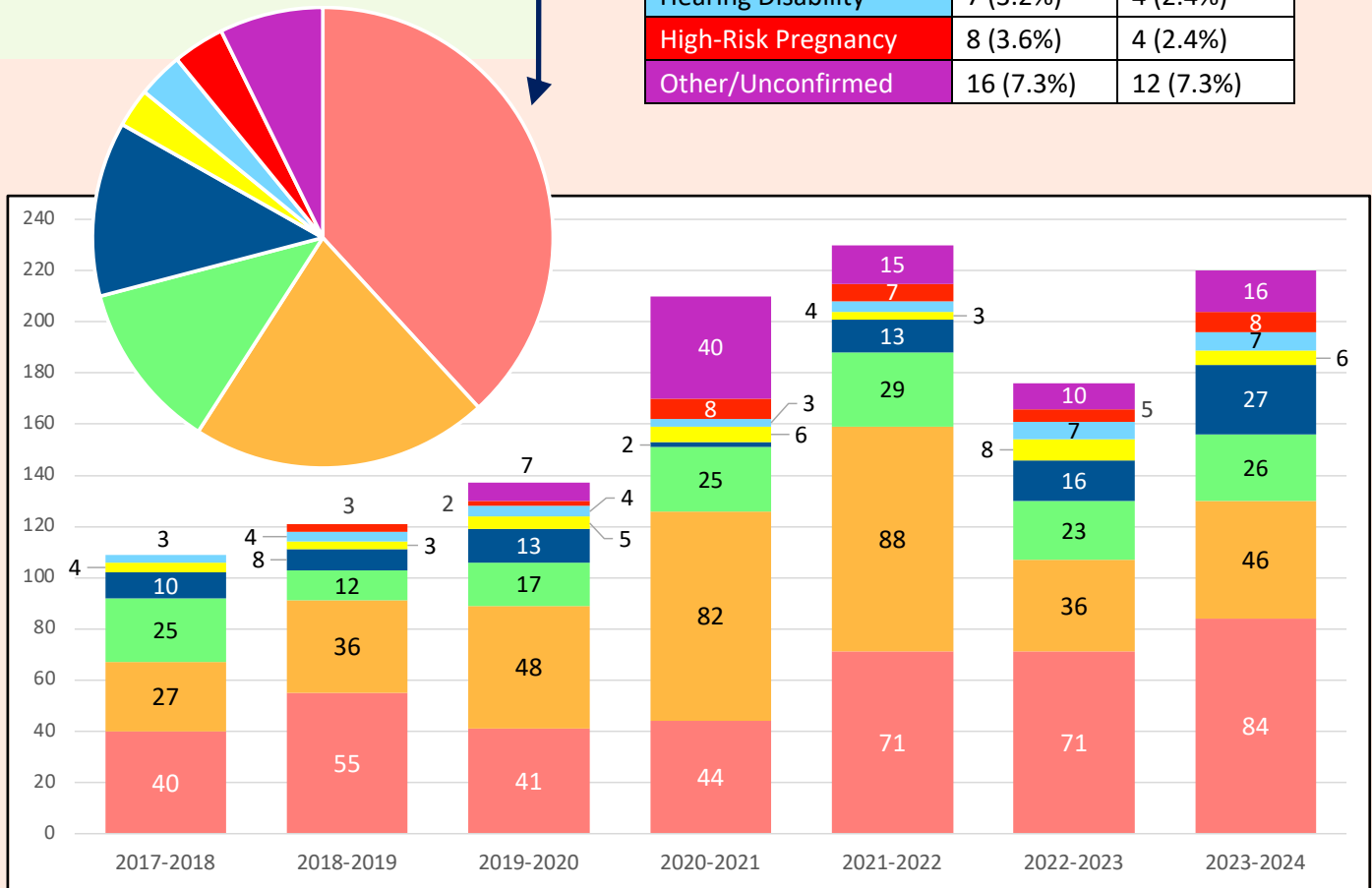
Employees Receiving Reasonable Accommodations:

	2023-2024	Historical Avg
Faculty	48 (21.8%)	41 (25.0%)
Staff	172 (78.2%)	123 (75.0%)
TOTAL	220	164

Note: Staff includes student employees

Primary Disabilities of those Receiving Accommodations:

	2023-2024	Historical Avg
Physical Disability	84 (38.2%)	54 (32.9%)
Chronic Illness	46 (20.1%)	53 (32.3%)
Psychological Disability	26 (11.8%)	22 (13.4%)
Cognitive Disability	27 (12.3%)	10 (6.1%)
Vision Disability	6 (2.7%)	5 (3.0%)
Hearing Disability	7 (3.2%)	4 (2.4%)
High-Risk Pregnancy	8 (3.6%)	4 (2.4%)
Other/Unconfirmed	16 (7.3%)	12 (7.3%)



Highlighted Accomplishments:

- In 2023-2024, the office managed the development of a new UM System Digital Accessibility Committee and Digital Accessibility Initiative to manage the implementation of the new UM System Digital Accessibility Policy. This involved creation of the new committee and working with stakeholders across UM System to make recommendations to support digital accessibility.
- 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.

Contact Information: MU Office of Institutional Equity | Email: equity@missouri.edu | Phone: 573-882-2880

Media inquiries: Christopher Ave | Media Relations and Public Affairs | Christopher.Ave@missouri.edu