



## Office Equity Grievance Report School Year 20/21

This report will reflect the number of reports related to sexual violence and the number of reports related to bias and discrimination. These numbers include reports from students, staff and faculty. Each report of misconduct could be given its own narrative. No report is the same. Time between incident and report varies greatly, it is at times difficult to determine a finite period of resolution for the reporting party because impacts tend to continue well beyond the incident itself or any intervention by the University, Law Enforcement or other. The Confidential Advisor time spent with each report and reporting party varies greatly as well. To be clear, time spent can involve support, referral, information dissemination, discussion of interim measures (which is on-going), a Forensic Experiential Trauma Interview, coordination with the Equity Grievance/Title IX team and/or Law Enforcement, identification and interviewing of witnesses, academic accommodations, and other. Each individual report may take anywhere from 3-50 hours of time until resolution.

The following categories will be presented: Total Number of Disclosures, Formal Reports,

Reports to Law Enforcement, Informal Remedies, In Process, Unsubstantiated, Unfounded, and No Engagement.

Formal reports constitute reports that have come through the University, the entire Equity Grievance/Title IX team has been engaged, and there has been an evaluation of the necessity of an investigation and the investigation has taken place if it is determined necessary. Formal reports should all have a documented University resolution even if that resolution was simply case review and closing of the case.

Reports to Law Enforcement are not always known. However, when it is known it is documented and a Confidential Advisor often assists the reporting party with coordination and navigation of the criminal justice system. Another aspect worth mentioning is that many reporters take much more time with the decision of whether to report to law enforcement and may eventually decide to do so but that report happens outside of the University's fiscal year statistical analysis. Occasionally the University makes a report to law enforcement or the involvement of the University is concurrent with that of law enforcement.

Informal Remedies take place when the Office of Equity Grievance receives a report from a person who does not want to make a University report. However, these individuals may be working with Law Enforcement. Many of the other types of reports may also at various points engage with informal remedies.

In Process indicates reports that are on-going and there has not yet been a determination of what resolution will take place. Many of these individuals have received informal remedies.

Unsubstantiated reports are reports that were made by third party reporters that were not able to be confirmed or denied.

Unfounded reports are those reports that were reviewed and it was found that what was reported did not occur.

No engagement indicates the person about whom the report was made as specifically chosen not to engage in any process.

With all reports and whatever choice is made by the reporting party it is made clear that there can always be activation of process, referral, support or assistance at any time. In the numbers of reporters who did not choose to report to the University or Law Enforcement there are a number of factors to consider. Some reports are considerably delayed, for example a person reports an incident that occurred during childhood or adolescence. In other instances, the responding party is not affiliated with the University in any way and the reporting party is offered Informal Remedies. Lastly, some of the reporting parties change their decision over a long period of time and therefore their choice for process does not get reflected in these numbers.

**Number of Reports: 121**

**Formal Report: 11**

**Law Enforcement: 10**

**Informal Remedies: 68**

**In Process: 0**

**Unsubstantiated: 32**

**Unfounded: 4**

**No Engagement: 3**

**Identity of the Impacted Party**

**SOU Student: 96**

**SOU Staff (includes Administration): 4**

**SOU Faculty: 10**

**SOU Former Student: 1**

**Community Member: 8**

**Unknown: 2**

**Identity of the Responding Party:**

**SOU Student: 40**

**SOU Staff (includes Administration): 8**

**SOU Faculty: 16**

**SOU Former Student: 2**

**Community Member: 36**

**Contract Employee: 1**

**Unknown: 18**

---

**Type of Report**

**Rape: 13**

**Sexual Assault: 12**

**Intimate Partner Violence: 41**

**Child Sexual Abuse: 6**

**Stalking: 8**

**Sexual Harassment: 36**

**Exploitation: 0**

**Internet Based: 0**

**Unknown: 5**

## Bias and Discrimination

**Total Reports: 112**

### Type of Report

Religion: 2  
Racism: 29  
Queer: 14  
Trans: 18  
Pronouns: 4  
Sexism: 12  
Ableism: 15  
Access Issue (Disability): 1  
Military/Veterans: 3  
Ageism: 3  
Family Status: 0  
Body Size: 3  
Political Affiliation: 2  
Complaints by unprotected group: 0  
Unknown: 6

### Remedy

Formal: 17  
Law Enforcement: 5  
Informal: 19  
In Process:  
Unsubstantiated: 18  
Unfounded: 9  
No Engagement: 19  
No Response: 15

### Impacted Party

Student: 86  
Staff: 11  
Faculty: 5  
  
Former Student:  
Community Member: 3  
Program:  
Department: 1  
SOU: 6  
Unknown:

### Identity of the Responding Party

Student: 24  
Staff: 15  
Faculty: 40  
Admin: 1  
Former Student: 2  
Community Member: 4  
Program: 2  
Department: 4  
SOU: 5  
Unknown: 15