Annual Report on Discrimination, Harassment, and Other Reported Concerns

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Agenda

- **Office of Compliance and Ethics**
  - Summary of complaints outside of Sex and Gender
  - Ethics and Compliance Hotline Complaints

- **Title IX Office**
  - Summary of Complaints FY22
  - Education, Prevention, Resources

- **On the Horizon for FY23**
  - Changes in Federal Regulations
  - RIT Pregnancy Policy
  - Dashboard
  - Training tools
Office of Compliance and Ethics
Nature of Allegations

Reports may contain more than one allegation of misconduct. For purposes of this data, each allegation is counted separately. Complaints of race discrimination accounted for 33% of all complaints reported.

*Any complaints that either allege any policy violations outside of OCE's purview or did not implicate a protected category categorized as “Other.”*
Complaint Outcomes

Of the 40 reports received during FY22, 14 proceeded to full investigations by OCE and resolution by Human Resources. Respondent was found in violation of RIT policy in 3 of the 14 cases.

Outcomes of Employee Cases

Total of 14 cases

- 21% policy violation found (N=3)
- 79% no policy violation found (N=11)

14 of the 40 reports proceeded to full investigations
During FY22, the university received 45 complaints through the Ethics and Compliance Hotline.
Summary of Student Complaints for FY’22

• 193 total complaints were made to the RIT Title IX Office in FY22.
• 66% of reports were deemed within scope of the Title IX Office.
• 13% of sexual assault cases reported alcohol or other drugs as a factor.
• 52% of complaints were third party reports.
Student Complaints

127 reports fell within the scope of the Title IX Office.

Categories of Student Complaints in Scope
- 72 sexual harassment
- 36 sexual assault
- 6 dating violence
- 7 stalking
- 3 retaliation
- 2 domestic violence
- 1 refusal to comply
Outcomes of Students Complaints in Scope

**Formal Resolutions**
- 3 resolved through Mutual Resolution Agreement:
  - 1 student was found not responsible
  - 1 student was found responsible and suspended
  - 1 student was found responsible and given probation
- 11 adjudicated through a formal conduct hearing:
  - 6 accused students were found not responsible
  - 5 accused students were found responsible and issued probation

**Informal Resolutions**
- 54 cases were resolved informally through remedies such as “No Contact Orders” and facilitated conversations

**Remaining Cases**
- 55 complainants declined to participate or were non-responsive to outreach
- 4 cases are on hold
Summary of Employee Complaints

There was a 57% increase in reported incidents from calendar year 2020.

The Title IX Office received a total of 49 reports of Title IX complaints involving employees.

28 total cases in scope
Outcomes of Employee Complaints in Scope

The majority of employee cases alleged sexual harassment.

12 responsible
- 6 terminated
- 6 received a warning

3 not responsible

4 informal resolutions

In addition to the foregoing, 6 cases were documented but did not proceed through the process for various reasons.
Education, Prevention, and Resources
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*The Title IX Office saw an increase of approximately 4,000 participants in Title IX programming in FY22.*

Participants in Prevention and Awareness Training

- 20,979 total participants
- 13,553 on-line module participants
Ongoing Training Efforts

- **Required Annual Training**
  - Online and in-person training for Student Leaders, Athletes, Greeks, Incoming and Transfer Students
  - Online training for Employees, including Student Employees

- **Supplemental Training**
  - Online Training Module for incoming International Students
  - In-person and online training for Student Clubs and Organizations, Special Interest Houses, Academic Programs, and Departments.
Ongoing Prevention Efforts

- **Programming During Awareness Months**
  - January (Stalking), February (Teen Dating Violence), March (Women’s History), April (Sexual Assault), and October (Domestic Violence)

- **Using Data to Identify Trends and Campus Climate**
  - Biennial Student Climate Survey results
  - Dashboards Complaints and Cases for the fiscal year

- **Partnerships With On and Off Campus Groups**
  - President’s Commission on Women
  - Women’s, Gender, and Sexuality Studies (WGSS)
  - Willow (and IGNITE) and RESTORE
On the Horizon for FY23
OCE Dashboard
New Awareness and Prevention Tool