

*Advancing
Inclusive
Excellence*



**Annual
Report**



2016-17

UCI Office of Equal Opportunity
and Diversity

The University of California, Irvine, is committed to advancing inclusive excellence through affirmative action, equal opportunity and nondiscrimination in its programs and employment practices. The Office of Equal Opportunity and Diversity (OEOD) monitors and assists UCI units in their compliance with these objectives, in accordance with federal and state laws and regulations and University policies and procedures.

Each year, OEOD provides consultation to units regarding affirmative action, equal opportunity, sexual harassment prevention, sex offense reporting and response, and nondiscrimination practices; investigates and resolves complaints of discrimination, sexual harassment and sex offense; and educates members of our community on their responsibilities and opportunities to create an inclusive community for all who learn, live, and work at UCI.

Some highlights from 2016-17 include:

- OEOD celebrated the successful conclusion of a two-year federal compliance evaluation of UC Irvine's Affirmative Action Plan; we are happy to report that the OFCCP¹ identified no areas of discrimination.
- UCI compliance for sexual harassment and sexual violence prevention training continued to surpass the systemwide average.
- OEOD welcomed Erik Pelowitz to our investigative staff. Erik's experience conducting investigations for the United States Air Force helped him transition quickly and tackle the increased workload from systemwide changes in processing complaints of sexual harassment and sex offense.
- Leaders of the Diversity Affinity Groups represented UCI's diverse workforce at the Orange County Diversity Council's Multicultural Roundtable.
- A new Diversity Affinity Group was established at UCI: the Iranian-American Faculty/Staff Association at UCI.
- OEOD partnered with UCIPD and CARE to produce with Be Smart About Safety's support four informational videos to educate staff and faculty on their roles as responsible employees and campus security authorities.

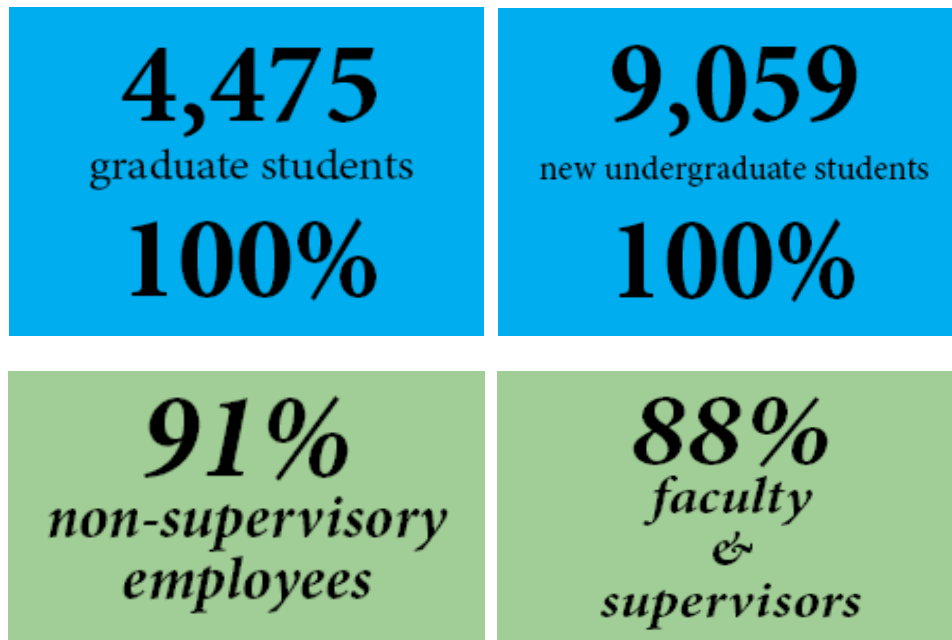
As we move into 2017-18, I invite you to take steps to further engage in advancing inclusive excellence at UCI – through attendance at programs, networking with affinity groups, consulting with OEOD, or proposing a new initiative that ensures equal opportunity for all.

Kirsten K. Quanbeck
Associate Chancellor and Title IX Officer
Director, Office of Equal Opportunity and Diversity

¹ Office of Federal Contract Compliance Programs, under the U.S. Department of Labor

OEOD Training & Educational Programs

OEOD provided online and instructor-led programs in preventing and responding to acts of discrimination, harassment and sex offense to satisfy the University of California required training for faculty, staff, graduate students and new undergraduate students. OEOD is happy to report that UCI had a high compliance rate including the following:



OEOD also offered updated and new diversity programs including:

- Cross-cultural communication and diversity leadership
- Identifying bias and microaggressions
- Mindfulness in a diverse community
- Diversity in Medicine course²
- Diversity Development Program, which launched a new **mentoring program** between recent DDP alumni and enrolled participants
- **Diversity Talks by the Bench**, organized by DDP alumni

In total, OEOD provided:



² Offered in collaboration with the School of Medicine and the Program in Public Health.

OEOD By The Numbers

OEOD provides consultation regarding issues related to discrimination, sexual harassment, and sex offense, in addition to informally resolving concerns and formally investigating complaints filed internally with OEOD or with external agencies.



64% requested information and consultation only

21% resolved informally

13% formally investigated

2% filed with external agencies

Formal complaints involve fact-finding investigations and a determination of whether a violation of University policy occurred. Of the 51 formal complaints filed,

- **18** resulted in a finding of no violation of policy
- **21** resulted in a finding of a policy violation
- **6** are still under investigation.

Formal Case Sanctions:	
1	Expulsion
1	Termination
12	Suspension
12	Disciplinary Probation
1	Letter of Warning
1	Policy/Procedure Change
9	Supporting Documents & Follow-up Meeting
3	Continuation of No Contact Order

Refer to Appendix A for more details about these cases. The frame above reflects the sanctions imposed in cases where a violation of policy was found. In some cases, multiple sanctions were imposed.

Eighty-one complaints were **informally resolved** through training, education, mediation, or assistance with remedial measures or accommodations. Refer to Appendix B for a brief description of these informal complaints.

OEOD responded to seven complaints filed with the US Equal Employment Opportunity Commission, US Department of Education’s Office of Civil Rights, and CA Department of Fair Employment & Housing; OEOD refers to these cases as **Agency Complaints**.

OEOD provided consultation in response to 252 **inquiries**, including offering information, resources, assistance with remedial measures and referrals to other departments as appropriate.

Discrimination/Harassment: 325 Complaints³

Basis ⁴	Formal	Informal	Inquiry	Agency
Age	2	3	3	1
Ancestry	0	0	1	0
Color	0	1	0	0
Consensual Relationships/Conflict of Interest	1	2	1	0
Gender	4	6	4	1
Gender Expression	0	1	1	0
Gender Identity	0	0	1	0
Marital Status	2	0	0	0
National Origin	0	11	9	0
EEO	1	4	5	0
Physical or Mental Disability	1	7	16	5
Pregnancy	1	0	7	1
Race	4	10	24	2
Religion	1	4	9	0
Retaliation	5	1	2	2
Sex	2	4	10	1
Sexual Harassment	12	30	48	0
Sexual Orientation	1	0	6	0
No Basis ⁵	0	4	88	0
Unknown	0	1	5	0
Subtotal	37	89	240	13

Sex Offense: 66 Complaints³

Basis ⁶	Formal	Informal	Inquiry	Agency
Dating Violence	12	0	0	0
Domestic Violence	5	0	1	0
Sexual Assault	12	1	22	0
Stalking	7	5	6	0
Other Prohibited Sex Offense Behavior	5	1	0	0
Subtotal	41	7	29	0

Total	78	96	269	13
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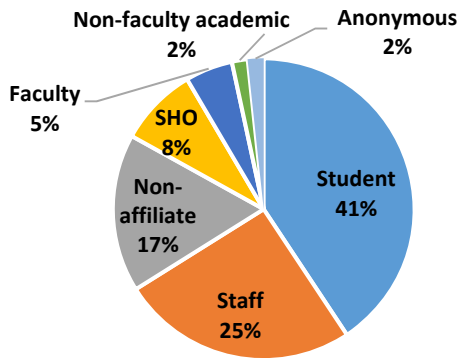
³ Individual complaints may have alleged more than one basis. Each basis reported is reflected in the table.

⁴ For definition of the discrimination and harassment basis, go to <http://policy.ucop.edu/doc/4000376/NondiscrimAffirmAct>.

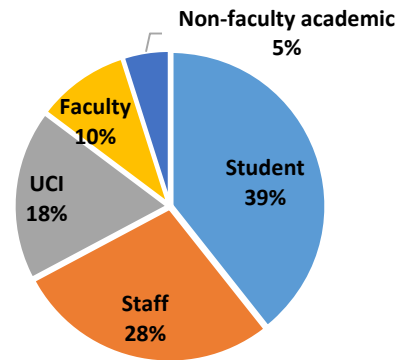
⁵ Allegation of discrimination or harassment not based on a protected category.

⁶ For definition of the sex offense basis, go to <http://policy.ucop.edu/doc/4000385/SVSH>.

Agency & Formal Complaints Filed *By*



Agency & Formal Complaints Filed *Against*



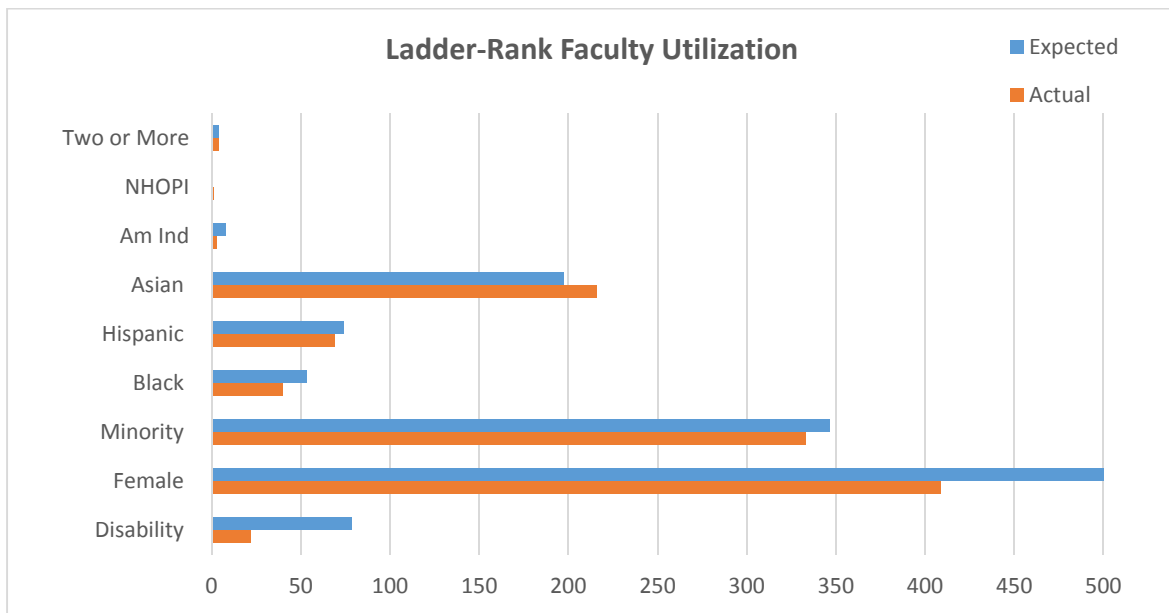
SHO = Sexual Harassment Officer

Additional Responsible Employee Reports to the Title IX Officer:

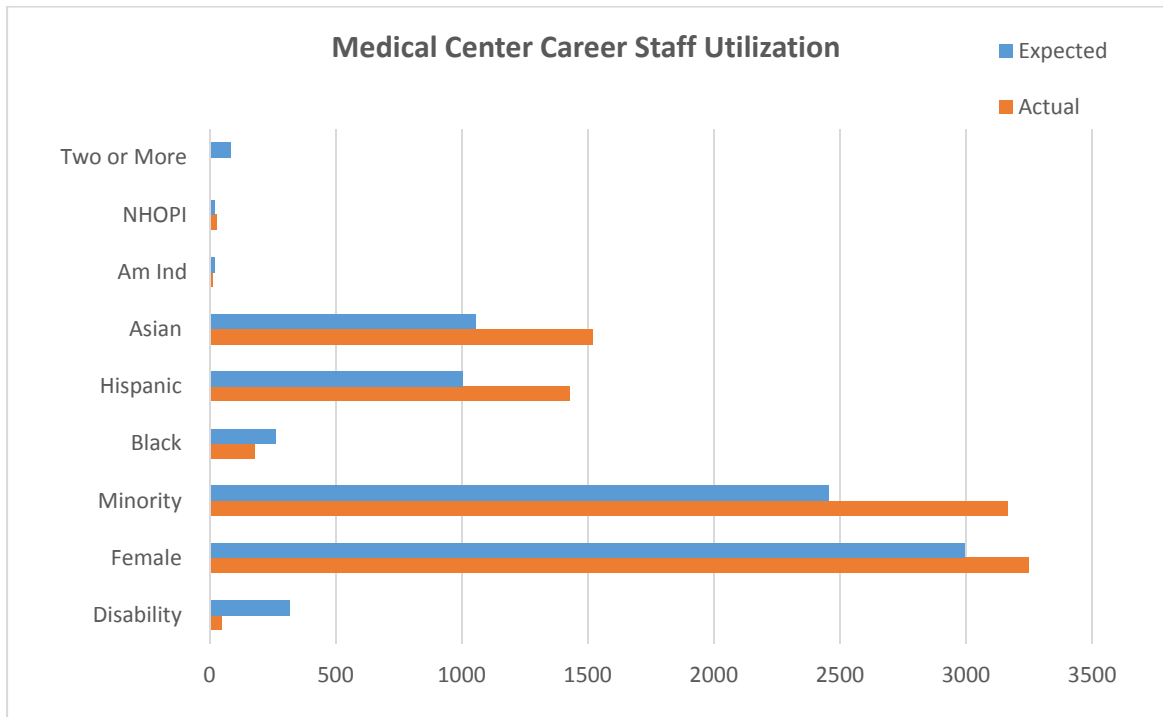
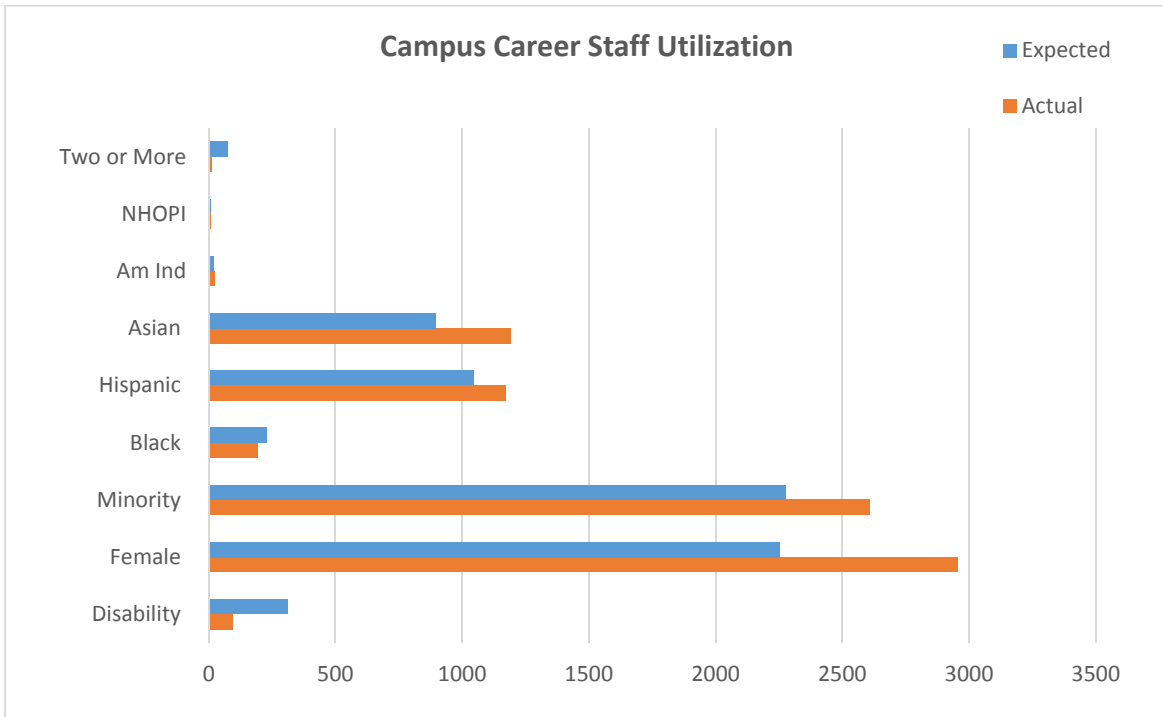
The Title IX Officer also received **187** reports of sex offenses where complainants chose not to pursue an investigation, respondents were not affiliated with the University, or parties were unknown. In all cases, parties were connected to confidential services, provided resources and interim and protective measures, as needed.

OEOD Affirmative Action Analysis

As a federal contractor, UCI is required to conduct an analysis of its workforce each year. The charts that follow reflect the **actual** and **expected**⁷ representation (utilization) of women, minorities, and individuals with disabilities in the ladder-rank faculty and career staff workforces as of October 31, 2016.



⁷ Based on availability.



NOTE: NHOPI = Native Hawaiian/Other Pacific Islander. "Two or more" includes people who identified with more than one of the racial/ethnic groups listed. Minority = all racial/ethnic groups except those who only indicated White/Caucasian or whose race/ethnicity is unknown.

Appendix A

Appendix - A
DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE AGENCY AND FORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegations	Findings	Sanction
Non-affiliate	UCI	Agency	Age; Physical or Mental Disability; Retaliation; Sex	Adverse action; Non-accommodation; Unequal treatment of an individual or group	Case closed by agency, immediate right-to-sue letter issued	
Staff	UCI	Agency	Gender; Pregnancy	Unequal treatment of an individual or group	Pending agency response	
Staff	UCI	Agency	Physical or Mental Disability; Race; Retaliation	Adverse action; Intimidating, hostile or offensive conduct	Pending agency response	
Staff	UCI	Agency	Race	Unequal treatment of an individual or group	Case closed by agency, immediate right-to-sue letter issued	
Staff	UCI	Agency	Physical or Mental Disability	Non-accommodation	Pending agency response	
Student	UCI	Agency	Physical or Mental Disability	Non-accommodation	Pending agency response	
Student	UCI	Agency	Physical or Mental Disability	Unequal treatment of an individual or group	Case closed by agency, immediate right-to-sue letter issued	
Anonymous	Staff	Formal	EEO	Unfair advancement/promotion; Unfair/lack of recruitment	Investigating	
Faculty	Faculty	Formal	Gender; Marital Status; Retaliation; Sex	Unequal treatment of an individual or group	No violation of policy found	
Faculty	Faculty	Formal	Retaliation	Adverse action	No violation of policy found	
Faculty, Non-faculty academic	Faculty, Non-faculty academic	Formal	Domestic Violence	Bodily injury or fear of	Investigating	
Non-affiliate	Student	Formal	Sexual Assault	Contact; Penetration	No violation of policy found	
Non-affiliate	Student	Formal	Domestic Violence; Stalking	Bodily injury or fear of; Repeated following, monitoring, observing, surveilling, threatening, communicating, or interfering with property	Violation of Sexual Violence and Sexual Harassment Policy	Disciplinary probation for the duration of enrollment; 2-years suspension; Supporting documents and follow-up meeting

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE AGENCY AND FORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegations	Findings	Sanction
Non-affiliate	Faculty, Staff	Formal	Physical or Mental Disability; Retaliation	Hostile environment; Non-accommodation	No violation of policy found	
Non-affiliate	Student	Formal	Dating Violence	Bodily injury or fear of	No violation of policy found	
Non-affiliate	Staff	Formal	Sexual Assault	Contact	No violation of policy found	
Non-affiliate	Staff	Formal	Sexual Assault	Contact	No violation of policy found	
Non-affiliate	Staff	Formal	Sexual Assault	Contact	No violation of policy found	
Non-affiliate	Student	Formal	Domestic Violence	Bodily injury or fear of	No violation of policy found	
Non-affiliate	Non-faculty academic	Formal	Domestic Violence	Bodily injury or fear of	Violation of Sexual Violence and Sexual Harassment Policy	
SHO	Faculty	Formal	Consensual Relationships/Conflict of Interest	Consensual relations/conflict of interest	Violation of Conflicts of Interest Created by Consensual Relationships Policy	Pending department sanctions
SHO	Staff	Formal	Sexual Harassment	Hostile environment; Quid pro quo	Violation of Sexual Violence and Sexual Harassment Policy	Respondent removed from volunteer program
SHO	Staff	Formal	Sex	Unequal treatment of an individual or group	No violation of policy found	
SHO	Department	Formal	Gender	Unequal treatment of an individual or group	Investigating	
SHO	Student	Formal	Sexual Assault; Sexual Harassment	Contact; Hostile environment; Penetration	Violation of Sexual Violence and Sexual Harassment Policy	Expulsion
Staff	Staff	Formal	Race; Retaliation	Adverse action; Unequal treatment of an individual or group	No violation of policy found	
Staff	Staff	Formal	Race; Sexual Harassment	Hostile environment; Intimidating, hostile or offensive conduct	Violation of Sexual Violence and Sexual Harassment Policy and Nondiscrimination and Affirmative Action Policy	Termination

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE AGENCY AND FORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegations	Findings	Sanction
Staff	Staff	Formal	Race; Retaliation	Adverse action; Unequal treatment of an individual or group	No violation of policy found	
Staff	Staff	Formal	Race	Unequal treatment of an individual or group	No violation of policy found	
Staff	Staff	Formal	Religion; Sexual Harassment	Hostile environment; Intimidating, hostile or offensive conduct	No violation of policy found	
Staff	Staff	Formal	Gender; Pregnancy	Unequal treatment of an individual or group	No violation of policy found	
Staff	Staff	Formal	Sexual Harassment	Hostile environment	Violation of Sexual Violence and Sexual Harassment Policy	Letter of warning
Staff	Staff	Formal	Sexual Harassment	Hostile environment	No violation of policy found	
Staff	Staff	Formal	Sexual Assault; Sexual Harassment; Other Prohibited Behavior	Contact; Hostile environment; Without person's consent, watching or enabling others to watch that person's nudity or sexual acts in a place where that person has a reasonable expectation of privacy	Violation of Sexual Violence and Sexual Harassment Policy	Respondent resigned prior to completion of the investigation
Staff	Staff	Formal	Gender	Unequal treatment of an individual or group	Investigating	
Staff	UCI	Formal	Age; Sexual Orientation	Intimidating, hostile or offensive conduct; Retaliation	Investigating	
Student	Department	Formal	Age; Marital Status	Unequal treatment of an individual or group	Violation of Nondiscrimination and Affirmative Action Policy	Policy/procedure changes
Student	Student	Formal	Dating Violence	Bodily injury or fear of	No violation of policy found	
Student	Faculty	Formal	Sexual Harassment	Hostile environment; Quid pro quo	Violation of Sexual Violence and Sexual Harassment Policy	Respondent resigned
Student	Student	Formal	Sexual Assault; Other Prohibited Behavior	Contact; Penetration; Sex with a minor	Violation of Sexual Violence and Sexual Harassment Policy	Disciplinary probation for the duration of enrollment; 2-years suspension

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE AGENCY AND FORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegations	Findings	Sanction
Student	Student	Formal	Sexual Harassment; Stalking	Hostile environment; Repeated following, monitoring, observing, surveilling, threatening, communicating, or interfering with property	No violation of policy found	
Student	Student	Formal	Sexual Harassment; Stalking	Hostile environment; Repeated following, monitoring, observing, surveilling, threatening, communicating, or interfering with property	Violation of Sexual Violence and Sexual Harassment Policy	Disciplinary probation for the duration of enrollment; 2-years suspension; Supporting documents and follow-up meeting; Continuation of no contact order/stay away order until graduation of complainant
Student	Student	Formal	Dating Violence; Stalking; Other Prohibited Behavior	Bodily injury or fear of; Failing to comply with non-contact order, suspension, or any order of exclusion issued under these guidelines; Repeated following, monitoring, observing, surveilling, threatening, communicating, or interfering with property	Violation of Sexual Violence and Sexual Harassment Policy	Disciplinary probation for the duration of enrollment; 3-years suspension; Supporting documents and follow-up meeting; Continuation of no contact order/stay away order
Students	Students	Formal	Dating Violence	Bodily injury or fear of	Respondent 1: Violation of Sexual Violence and Sexual Harassment Policy Respondent 2: No violation of policy found	Disciplinary probation for the duration of enrollment; 2-years suspension; Supporting documents and follow-up meeting
Student	Student	Formal	Dating Violence	Bodily injury or fear of	Violation of Sexual Violence and Sexual Harassment Policy	Disciplinary probation for the duration of enrollment; 2-years suspension; Supporting documents and follow-up meeting

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE AGENCY AND FORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegations	Findings	Sanction
Student	Student	Formal	Sexual Assault	Contact; Penetration	Violation of Sexual Violence and Sexual Harassment Policy	Disciplinary probation for the duration of Enrollment; 2-years suspension; Supporting documents and follow-up meeting
Student	Student	Formal	Sexual Assault	Contact; Penetration	No violation of policy found	
Student	Student	Formal	Dating Violence; Stalking	Bodily injury or fear of; Repeated following, monitoring, observing, surveilling, threatening, communicating, or interfering with property	Violation of Sexual Violence and Sexual Harassment Policy	2-years suspension
Student	Student	Formal	Domestic Violence; Stalking	Bodily injury or fear of; Repeated following, monitoring, observing, surveilling, threatening, communicating, or interfering with property	Violation of Sexual Violence and Sexual Harassment Policy	Disciplinary probation for the duration of enrollment; 2-years suspension
Student	Student	Formal	Sexual Assault	Penetration	Respondent 1: Violation of Sexual Violence and Sexual Harassment Policy Respondent 2: No violation of policy found	Disciplinary probation for the duration of enrollment; 2-years suspension; Supporting documents and follow-up meeting
Student	Student	Formal	Dating Violence	Bodily injury or fear of	Violation of Sexual Violence and Sexual Harassment Policy	Disciplinary probation for the duration of enrollment; 2-years suspension; Supporting documents and follow-up meeting; Continuation of no contact order until both parties graduate
Student	Student	Formal	Dating Violence	Bodily injury or fear of	Violation of Sexual Violence and Sexual Harassment Policy	Disciplinary probation for the duration of enrollment; 2-years suspension; Supporting documents and follow-up meeting

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE AGENCY AND FORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegations	Findings	Sanction
Student	Student	Formal	Dating Violence	Bodily injury or fear of	Violation of Sexual Violence and Sexual Harassment Policy	Disciplinary probation for the duration of enrollment
Student	Non-faculty academic	Formal	Dating Violence	Bodily injury or fear of	No violation of policy found	
Student	Student	Formal	Sexual Assault	Penetration	No violation of policy found	
Student	Student	Formal	Dating Violence; Other Prohibited Behavior; Sexual Assault; Sexual Harassment; Stalking	Bodily injury or fear of; Penetration; Repeated following, monitoring, observing, surveilling, threatening, communicating, or interfering with property; Using depictions of nudity or sexual activity to extort something of value from a person; Without a person's consent, making photographs (including videos) or audio recordings, or posting, transmitting, or distributing such recorded material depicting that person's nudity or sexual acts in a place where that person has a reasonable expectation of privacy; Without person's consent, watching or enabling others to watch that person's nudity or sexual acts in a place where that person has a reasonable expectation of privacy	Investigating	
Student	Student	Formal	Other Prohibited Behavior; Sexual Harassment	Hostile environment	No violation of policy found	
Student	Student	Formal	Dating Violence	Bodily injury or fear of	Investigation complete; recommendation submitted to the Office of Student Conduct	

Appendix B

Appendix B
DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE INFORMAL CASES

Complainant	Respondent	Basis	Allegations	Close Reason
Staff	Non-affiliate	Sexual Harassment	Hostile environment	Informally resolved
Student	Student	Sexual Harassment	Hostile environment	Informally resolved
Student	Student	Sexual Harassment	Hostile environment	Provided respondent with information, education, and resources
Student	Faculty	No Basis	N/A	Provided respondent with information, education, and resources
Student	Staff	National Origin; Religion	Intimidating, hostile or offensive conduct	No prima facie case; Provided respondent with information, education, and resources; Referred to other department
Staff	Staff	Sexual Harassment; Stalking	Hostile environment; Repeated following, monitoring, observing, surveilling, threatening, communicating, or interfering with property	Informally resolved
Student	Student	Sexual Harassment	Hostile environment	Provided respondent with information, education, and resources
Student	Staff	Physical or Mental Disability	Non-accommodation	No follow-through by complainant
Student	Student	Sexual Harassment	Hostile environment	No follow-through by complainant
Staff	Faculty	No Basis	N/A	Referred to another department
Student	Faculty	Sexual Harassment	Hostile environment	Complainant did not wish to file a complaint; Referred to another department
Student	Staff	Race	Unequal treatment of an individual or group	Conducted department training; Provided respondent with information, education, and resources
Staff	Faculty	Race	Intimidating, hostile or offensive conduct	Provided respondent with information, education, and resources
Student	Student	Sexual Harassment	Hostile environment	Provided respondent with information, education, and resources
Student	Faculty	National Origin	Unequal treatment of an individual or group	Informally resolved
Staff	Staff	Stalking	Repeated following, monitoring, observing, surveilling, threatening, communicating, or interfering with property	Complainant did not wish to file a complaint; Informally resolved
Department	Staff	Sexual Harassment	Hostile environment	Provided respondent with information, education, and resources

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE INFORMAL CASES

Complainant	Respondent	Basis	Allegations	Close Reason
Staff	Faculty	Color; National Origin	Intimidating, hostile or offensive conduct; Unequal treatment of an individual or group	Insufficient information
Staff, Faculty	Faculty	Gender; Sexual Harassment	Hostile environment; Intimidating, hostile or offensive conduct	Provided respondent with information, education, and resources
Staff	Student	Stalking	Repeated following, monitoring, observing, surveilling, threatening, communicating, or interfering with property	Informally resolved
Student	Faculty	National Origin	Unequal treatment of an individual or group	No prima facie case; No follow-through by complainant; Referred to another department
Student	Student	Gender; National Origin	Intimidating, hostile or offensive conduct; Unequal treatment of an individual or group	Provided respondent with information, education, and resources
Staff	Staff	Sexual Harassment	Hostile environment	Provided respondent with information, education, and resources
Faculty	Student	Other Prohibited Behavior	Exposing genitals publicly for the purpose of sexual gratification	Provided respondent with information, education, and resources
Student	Student	Sexual Harassment	Hostile environment	Informally resolved
Staff	Staff	Sexual Harassment	Hostile environment	Provided respondent with information, education, and resources
Student	Student	Race; Religion	Non-accommodation; Unequal treatment of an individual or group	Informally resolved
Staff	Staff	EEO	Unfair/lack of recruitment	Informally resolved
Staff	Department	Religion	Non-accommodation	Accommodation provided
Staff	Staff	EEO	Unfair/lack of recruitment	Informally resolved
Student	Faculty, Staff	Race	Unequal treatment of an individual or group	No prima facie case; Referred to another department
Student	Staff	Gender; National Origin	Unequal treatment of an individual or group	No follow-through by complainant; Provided respondent with information, education, and resources
Non-affiliate	Staff	National Origin; Race	Intimidating, hostile or offensive conduct	Conducted department training; Provided respondent with information, education, and resources
Student	Faculty	Gender Expression	Intimidating, hostile or offensive conduct	Provided respondent with information, education, and resources
Student	Student	Sexual Harassment	Hostile environment	Provided respondent with information, education, and resources

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE INFORMAL CASES

Complainant	Respondent	Basis	Allegations	Close Reason
Student	Department	Physical or Mental Disability	Non-accommodation	Accommodation provided
Staff	Department	Race; Sex	Intimidating, hostile or offensive conduct	Informally resolved
Staff	Department	Sex	Intimidating, hostile or offensive conduct	Informally resolved
Student	Non-affiliate	National Origin	Unequal treatment of an individual or group	No prima facie case; Respondent is non-affiliate/no jurisdiction
Faculty	Staff	Race	Unequal treatment of an individual or group	Informally resolved
Student	Staff	Sexual Harassment	Hostile environment	Informally resolved
Staff	Staff	Sexual Harassment	Hostile environment	Informally resolved
Staff	Staff	No Basis	N/A	Informally resolved
Non-affiliate	Staff	Consensual Relationships/Conflict of Interest	Consensual relations/conflict of interest	No prima facie case
Student	Staff	Physical or Mental Disability	Non-accommodation	Informally resolved; Provided respondent with information, education, and resources
Staff	Student	Sexual Harassment	Hostile environment	Informally resolved
Student	Staff	Sexual Harassment	Hostile environment	Informally resolved
Staff	Faculty	Consensual Relationships/Conflict of Interest	Consensual relations/conflict of interest	Informally resolved
Student	Student	Sexual Harassment	Hostile environment	Informally resolved; Provided respondent with information, education, and resources
Staff	Student	Physical or Mental Disability	Intimidating, hostile or offensive conduct	Complainant did not wish to file a complaint
Student	Student	Sexual Harassment	Hostile environment	Informally resolved; Provided respondent with information, education, and resources
Student	Student	National Origin	Intimidating, hostile or offensive conduct	Informally resolved
Student	Student	Sexual Harassment	Hostile environment	Informally resolved
Staff	Department	Age; EEO	Unequal treatment of an individual or group; Unfair/lack of recruitment	Informally resolved

Appendix B
DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE INFORMAL CASES

Complainant	Respondent	Basis	Allegations	Close Reason
Student	Student	Sexual Harassment	Unknown	No follow-through by complainant
Student	Staff	Religion	Non-accommodation	Informally resolved
Student	Faculty	Physical or Mental Disability	Non-accommodation	Informally resolved
Student	Student	Sexual Harassment	Hostile environment	Provided respondent with information, education, and resources
Student	Unknown	Sexual Harassment	Hostile environment	Informally resolved
Student	Student	Sexual Harassment	Hostile environment	Provided respondent with information, education, and resources
Student	Non-affiliate	Physical or Mental Disability	Non-accommodation	Informally resolved
Faculty	Student	Stalking	Repeated following, monitoring, observing, surveilling, threatening, communicating, or interfering with property	Informally resolved
Staff	Staff	Sexual Harassment	Hostile environment	Provided respondent with information, education, and resources
Student	Student	Sexual Harassment	Hostile environment	Informally resolved
Faculty	Faculty	Sexual Harassment	Hostile environment	Complainant did not wish to file a complaint; Informally resolved
Student	Faculty	Gender; Race	Intimidating, hostile or offensive conduct	No follow-through by complainant
Staff	Student	Race	Intimidating, hostile or offensive conduct	Informally resolved; Provided respondent with information, education, and resources
Student	Staff	Sexual Harassment	Hostile environment	Provided respondent with information, education, and resources
Student	Student	No Basis	N/A	Informally resolved
Student	Faculty	National Origin	Unequal treatment of an individual or group	Informally resolved
Staff	Staff	Sex	Intimidating, hostile or offensive conduct	Provided respondent with information, education, and resources
Staff	Student	Stalking	Repeated following, monitoring, observing, surveilling, threatening, communicating, or interfering with property	Informally resolved

Appendix B
DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE INFORMAL CASES

Complainant	Respondent	Basis	Allegations	Close Reason
Non-affiliate	Staff	Age; Sex	Intimidating, hostile or offensive conduct	Informally resolved
Staff	Staff	National Origin	Intimidating, hostile or offensive conduct	Informally resolved
Staff	Staff	Gender	Intimidating, hostile or offensive conduct	Informally resolved
Student	Faculty	Physical or Mental Disability	Unequal treatment of an individual or group	No follow-through by complainant
Staff	Staff	Age; Race; Retaliation	Unequal treatment of an individual or group; Adverse action	Informally resolved
Student	Student	Unknown	Non-accommodation	Informally resolved
Student	Faculty	Gender	Intimidating, hostile or offensive conduct; Unequal treatment of an individual or group	Informally resolved
Student	Student	EEO; Sexual Harassment	Unfair/lack of recruitment; Hostile environment	Informally resolved
Student	Faculty	Sexual Assault	Contact	Insufficient information