

The Equity Office sends out annual Qualtrics surveys to individuals (Reporting Party, Responding Party, mandated reporter, etc.) involved in an Equity Office complaint. The surveys are sent to identify areas in which to improve. One survey was sent to individuals involved in student complaints while a second survey was sent to individuals involved in employee complaints. Individuals had approximately one week in which to complete a survey before the survey was closed. Responses provided were anonymous. 15 responses were received from individuals involved in student complaints while 23 responses were received from individuals involved in employee complaints. After reviewing the results, the Equity Office has identified several areas in which to focus on during the 2019-2020 academic year:

- Consider that the Student Conduct process may revictimize individuals. Explore ways to make the process better;
- Be mindful of how individuals from marginalized groups are treated when participating in the Student Conduct Process;
- Continue efforts to communicate the investigative process from start to finish. This includes keeping Reporting and Responding Parties up-to-date on the progress of the investigation. Review all applicable policies with parties, especially Policy 156, continually throughout the process. Review appeal process and what that involves;
- Continue to provide information to both students and employees regarding supportive services (Counseling Center, Student Health, SAPA Coordinator, Ombudsperson, EAP, etc.);
- Continue to provide information to students regarding interim measures (No Contact Orders, No Trespass Orders, course changes, housing changes, etc.);
- Consider ways to hold individuals accountable for behavior or conduct that may not rise to the level of a policy violation;
- Convey clearly to mandatory reporters that they will not be provided updates once they submit their report;
- Be cognizant of investigative timelines and how much time it takes to complete an investigation.