

# North Dakota State University

## EOTIX Office-Employee Cases

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### Annual Report for 2021-2022

Sixty-one (61) employee cases were received during the 2021-2022 academic year and the outcome of these reports is as follows:

- Appropriate resolution or remedy achieved without formal investigation – 5
- Did not rise to the level of discrimination – 3
- Did not rise to the level of harassment – 9
- Not based on a protected class or protected activity - 9
- Reporting Party chose not to pursue - 11
- Responding Party not Affiliated with NDSU – 1
- Unable to Identify Responding Party – 19
- Cases pending resolution - 2
- Cases handled with formal investigation and Review Committee - 2
  - No violation of Policy 100 – 1
  - Violation of Policy 100 - 1
- Types of complaints:
  - o Bullying - 1
  - o Discrimination – 38
  - o FERPA Violation - 1
  - o Harassment – 16
  - o Retaliation – 2
  - o SCOFR Process - 2
  - o Sexual Misconduct - 1
- Protected Class allegations: (many cases have more than one category listed)
  - o Age - 1
  - o Color – 2
  - o Gender – 1
  - o Gender Expression/Identity – 1
  - o Genetic Information - 1
  - o National Origin – 5
  - o Not a Protected Class – 6
  - o Physical or Mental Disability - 9
  - o Race - 6
  - o Religion - 3
  - o Sex – 14
- Protected Activity allegations:
  - o Filing a Complaint – 1
  - o Not a Protected Activity – 1
- Known cases of recidivism— 0

# North Dakota State University

## EOTIX Office – Employee Cases

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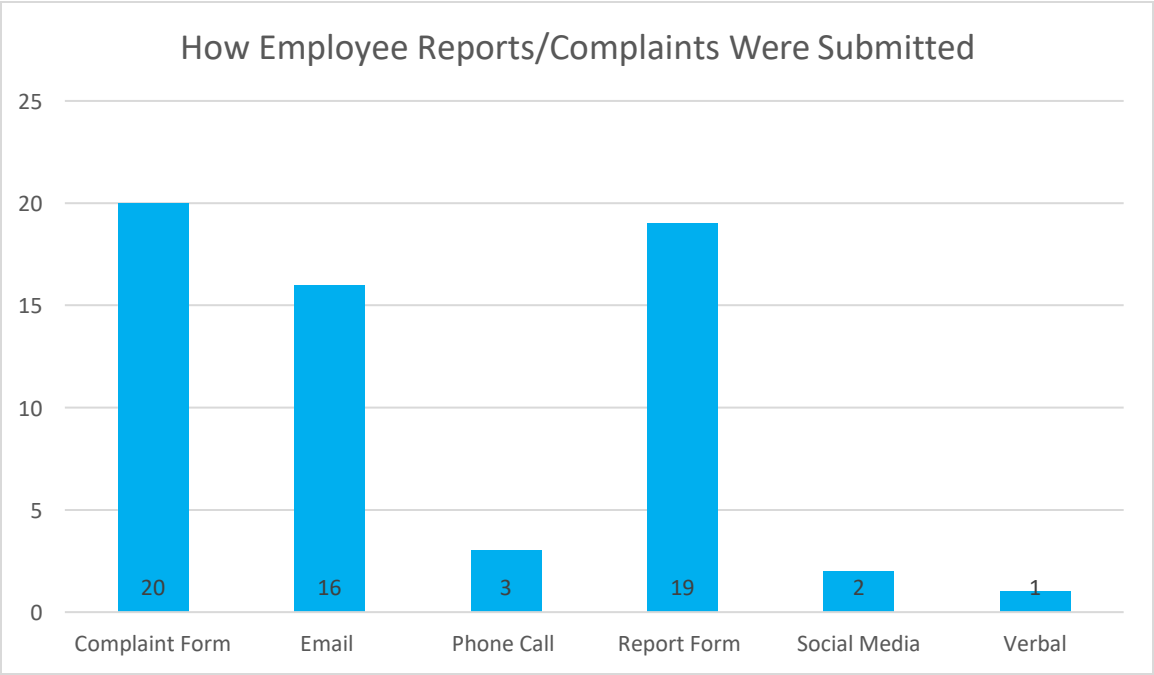
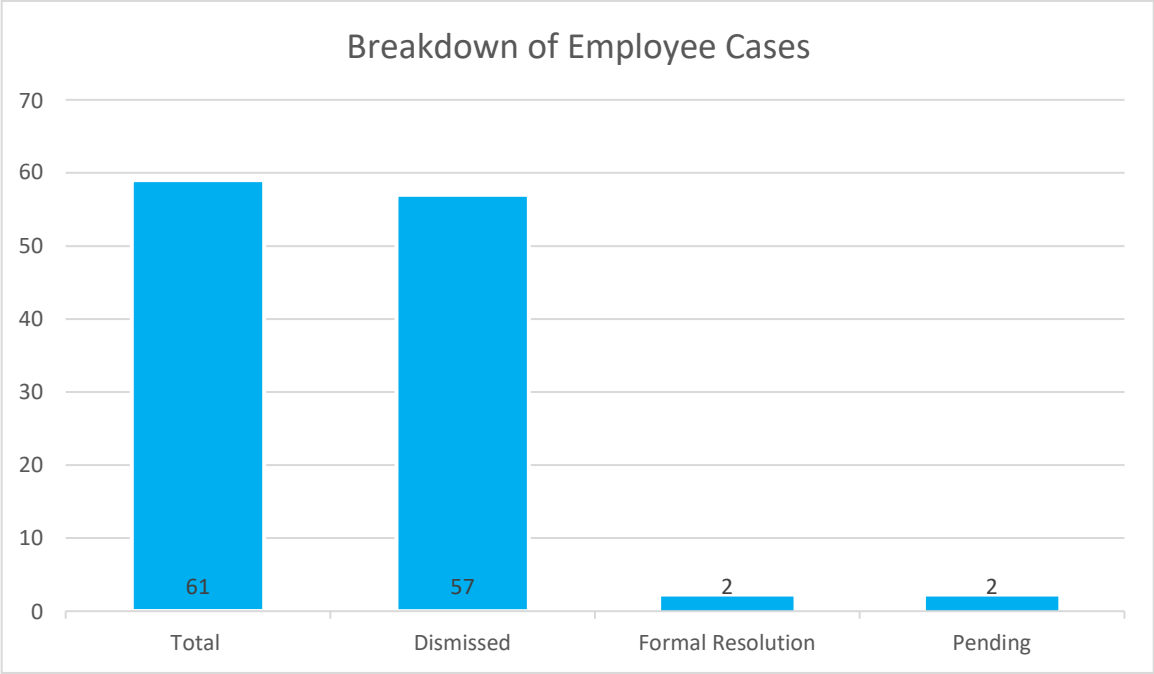
### Annual Report for 2020-2021

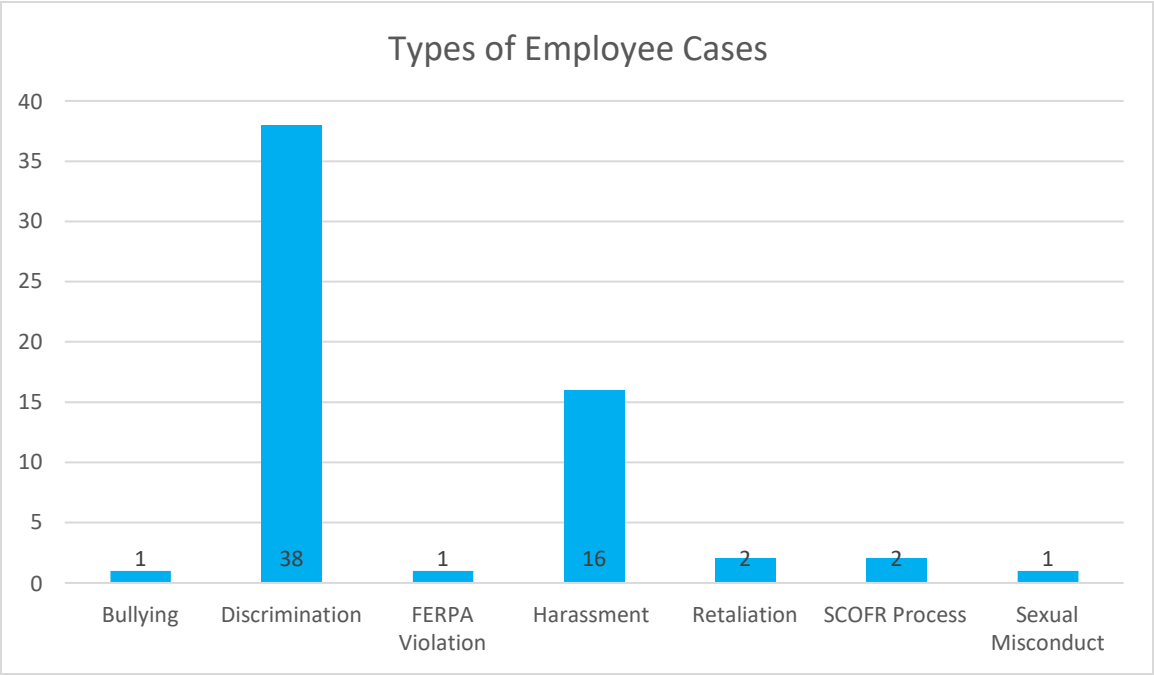
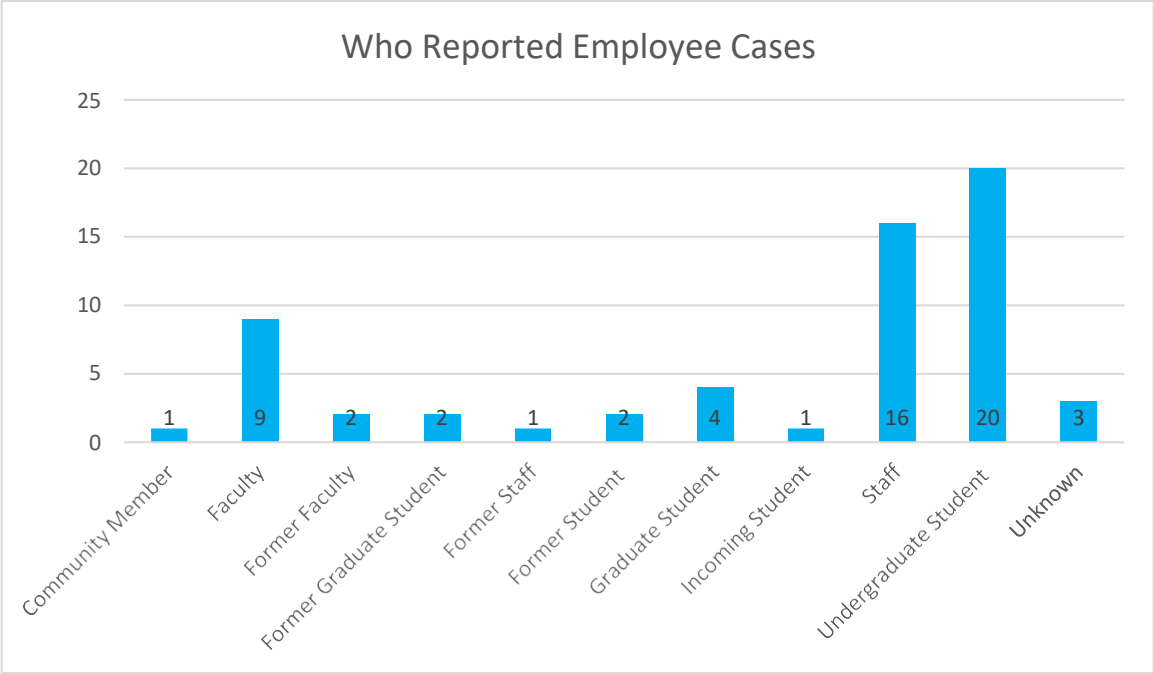
Fifteen (15) Title IX Reports were received during the 2021-2022 academic year and the outcome of these reports is as follows:

- Reported by Faculty Member – 2
- Reported by Former Graduate Student - 1
- Reported by Former Student – 1
- Reported by Current Grad Student - 7
- Reported by Staff Member - 3
- Reported by Unknown - 1

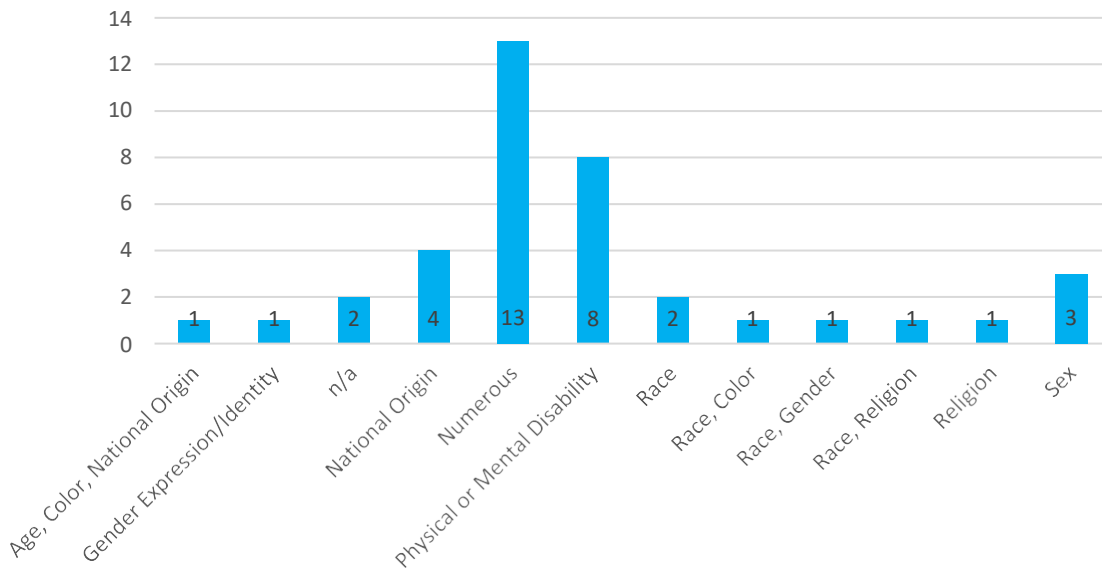
Cases handled without a formal investigation - 15

- Appropriate resolution or remedy achieved - 1
- Did not rise to the level of discrimination – 1
- Did not rise to the level of harassment – 7
- Reporting Party not affiliated with NDSU - 1
- Reporting Party chose not to pursue – 3
- Unable to identify Responding Party - 2
- Cases handled with formal investigation and Review Committee - 0
  - Currently Pending – 0

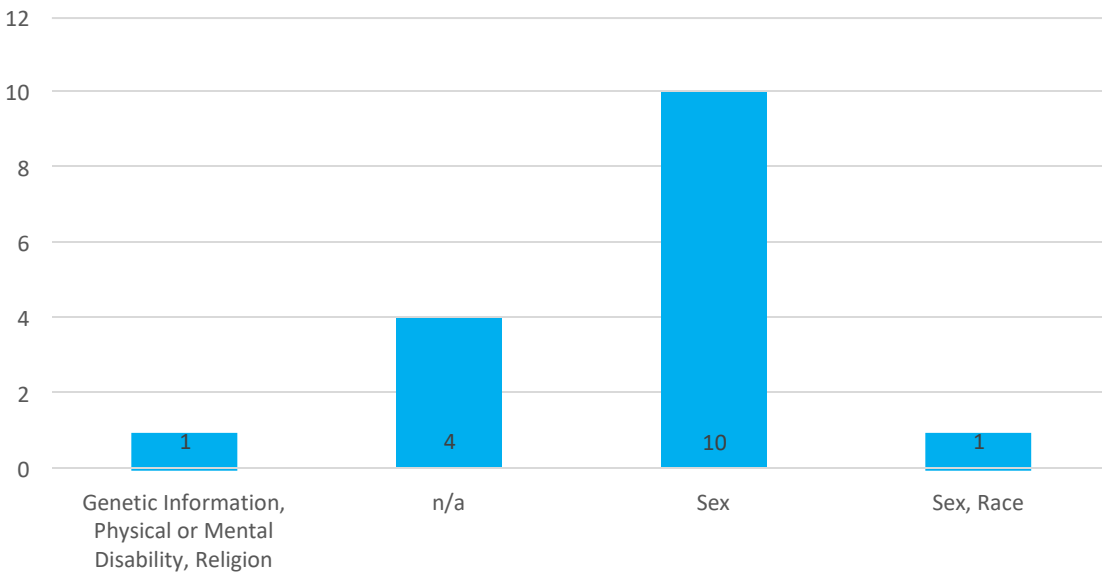




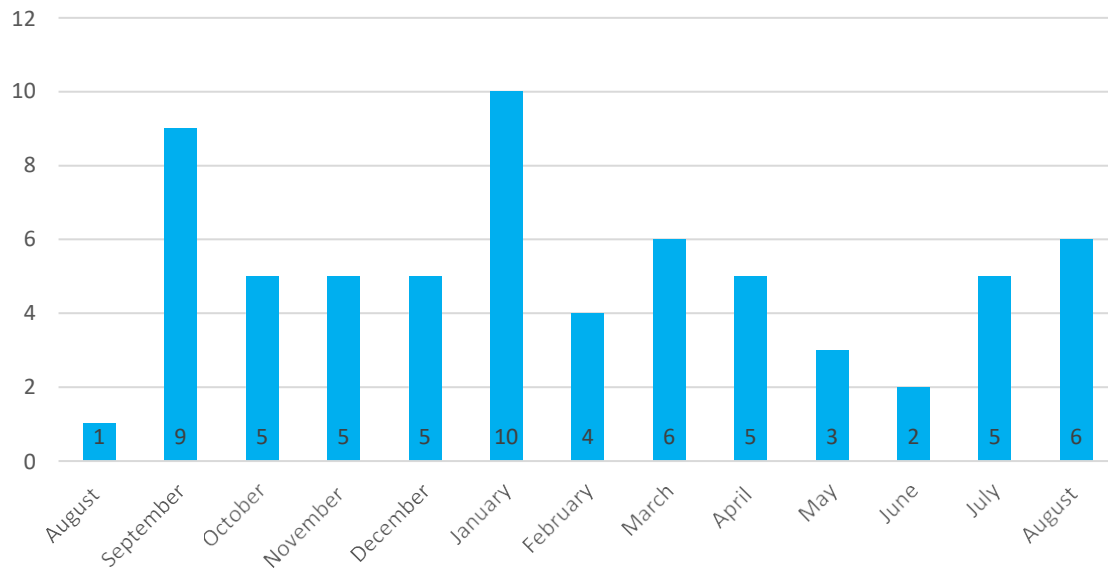
### Employee Types of Alleged Discrimination



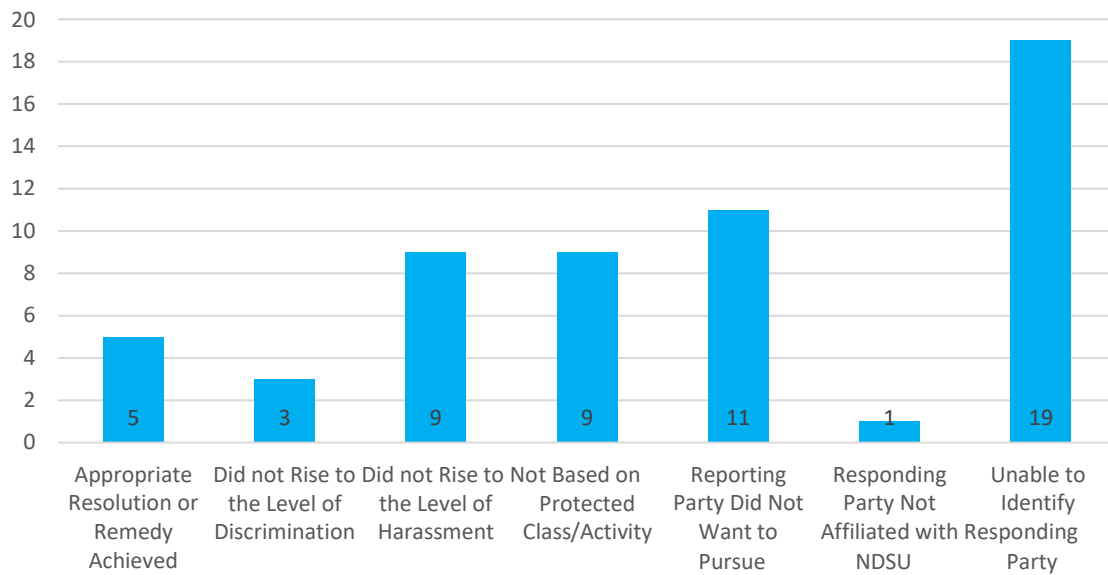
### Employee Types of Alleged Harassment



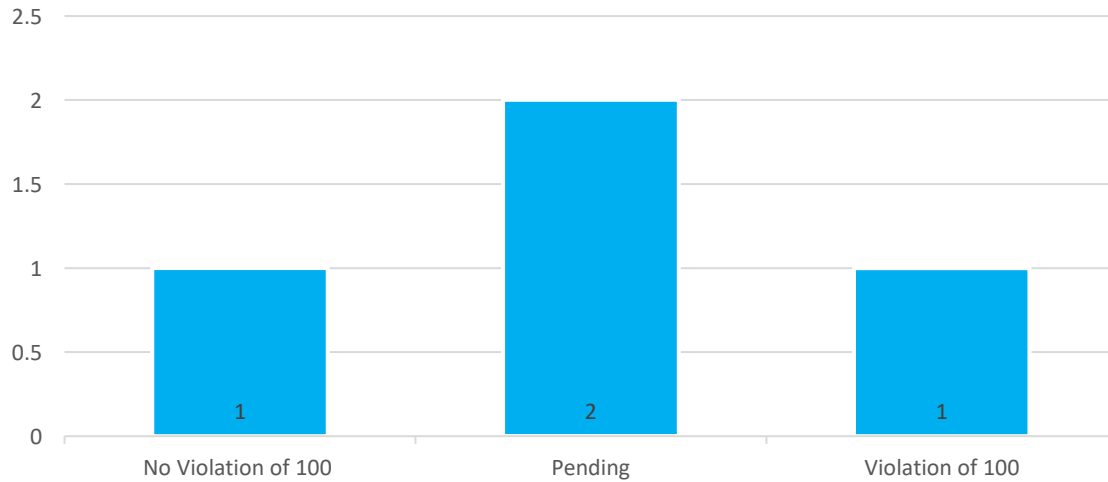
### Employee Reports/Complaints Received by Month



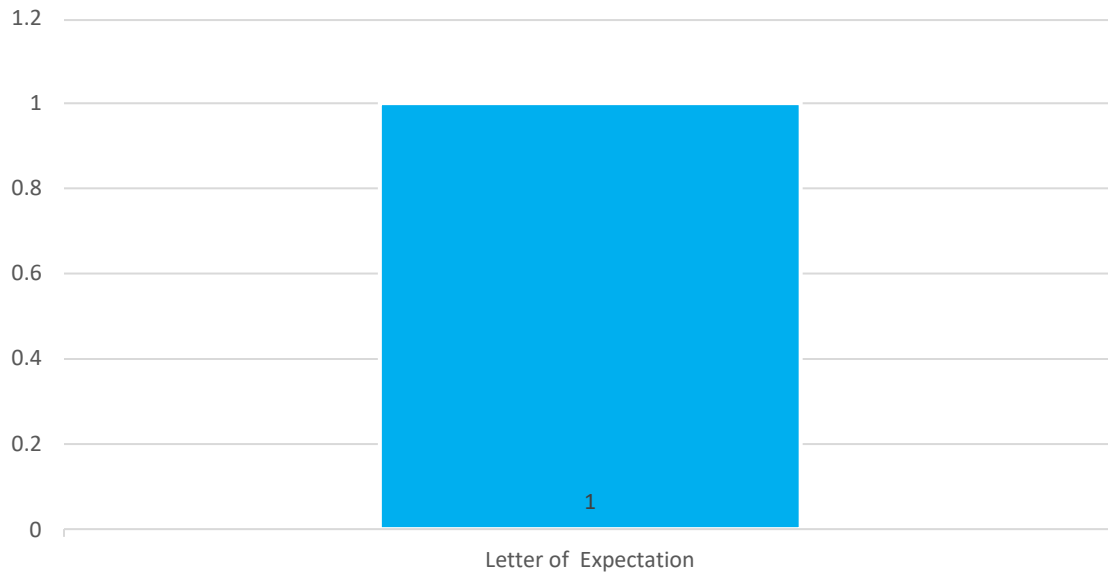
### Why Employee Cases Were Dismissed



### Findings for Employee Cases that Utilized Review Committee (Formal Resolutions)



### Employee Sanctions for Policy Violations



### Case Resolution

