

North Dakota State University

Discrimination/Harassment/Retaliation/Sexual Misconduct – Employee Cases

Annual Report for 2019-2020

Thirty-three (33) employee cases were received during the 2019-2020 academic year and the outcome of these reports is as follows:

- Addressed via Code of Conduct – 2
- Appropriate resolution or remedy achieved without formal investigation - 1
- Did not rise to the level of discrimination – 4
- Did not rise to the level of harassment - 7
- Information from Prior Report - 1
- Insufficient information to proceed - 1
- No NDSU student/staff/faculty involved - 1
- Reporting Party chose not to pursue - 8
- Responding Party not Affiliated with NDSU - 1
- Cases handled with a formal investigation and Review Committee - 7
 - No violation of Policy 100 or Policy 162 - 2
 - Other policy violation - 1
 - Pending outcome - 4
 - Resignations/terminations— 0
- Types of complaints: (many cases have more than one category listed)
 - Discrimination - 10
 - Discrimination/retaliation - 1
 - Harassment - 17
 - Sexual Misconduct - 1
 - Other/non-equity issue- 4
- Protected Class allegations: (many cases have more than one category listed)
 - Age - 1
 - Color - 1
 - Disability - 2
 - Gender - 2
 - National Origin - 7
 - Race - 5
 - Religion - 3
 - Sex - 16
 - Spousal Relationship - 1
- Known cases of recidivism— 0

North Dakota State University

Title IX – Employee Cases

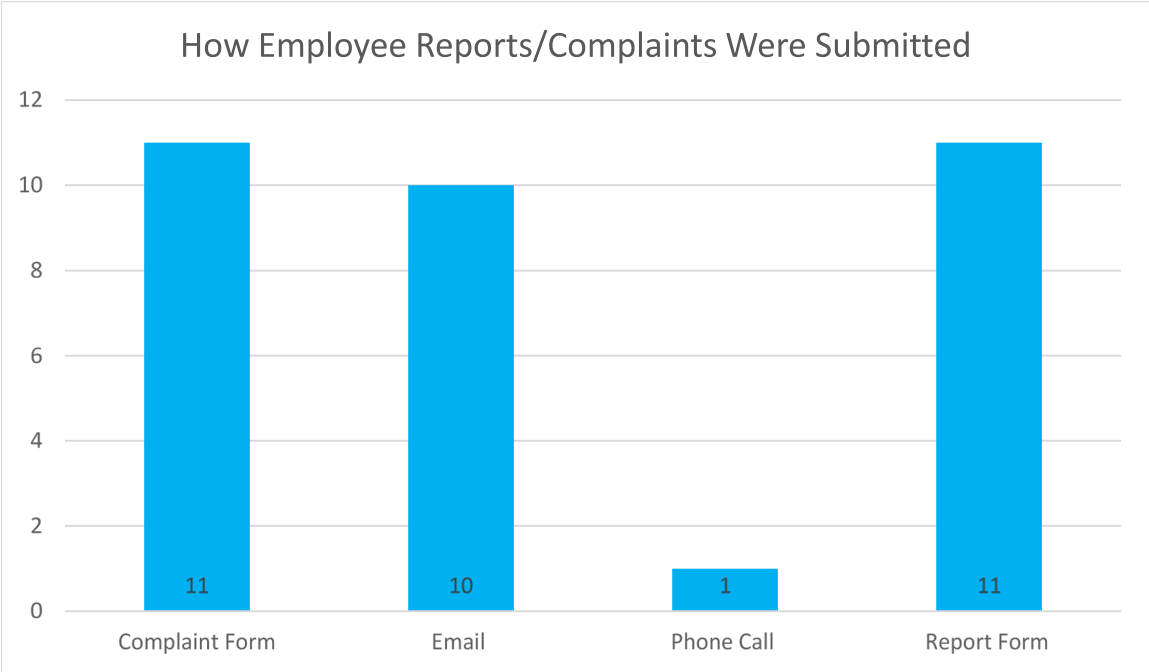
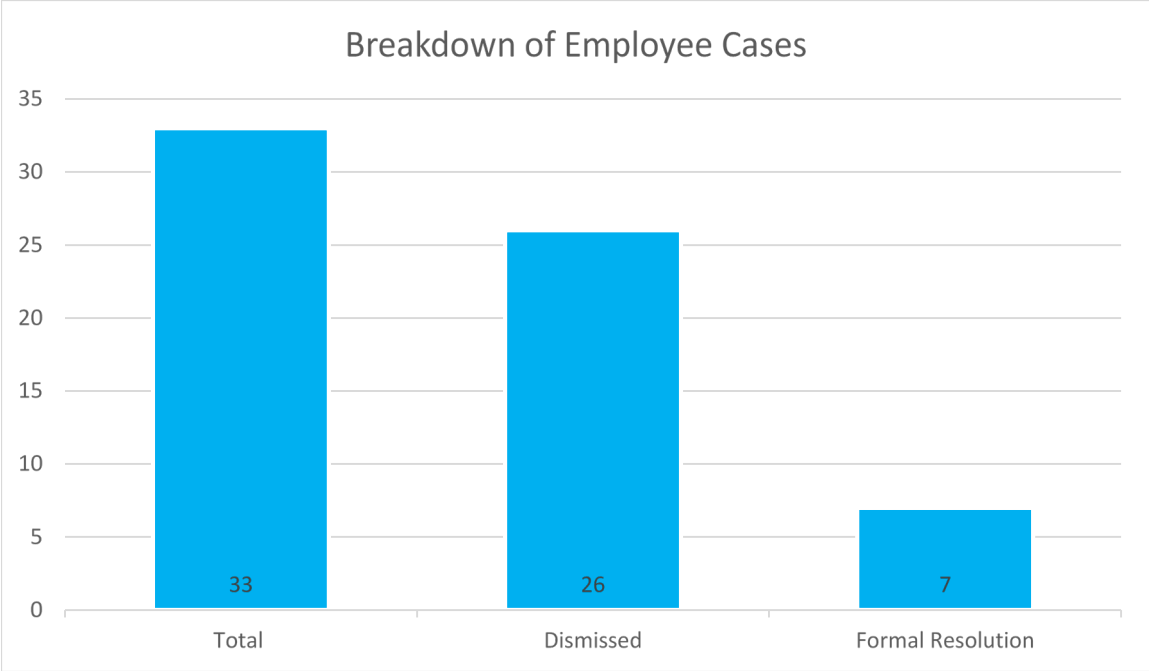
Annual Report for 2019-2020

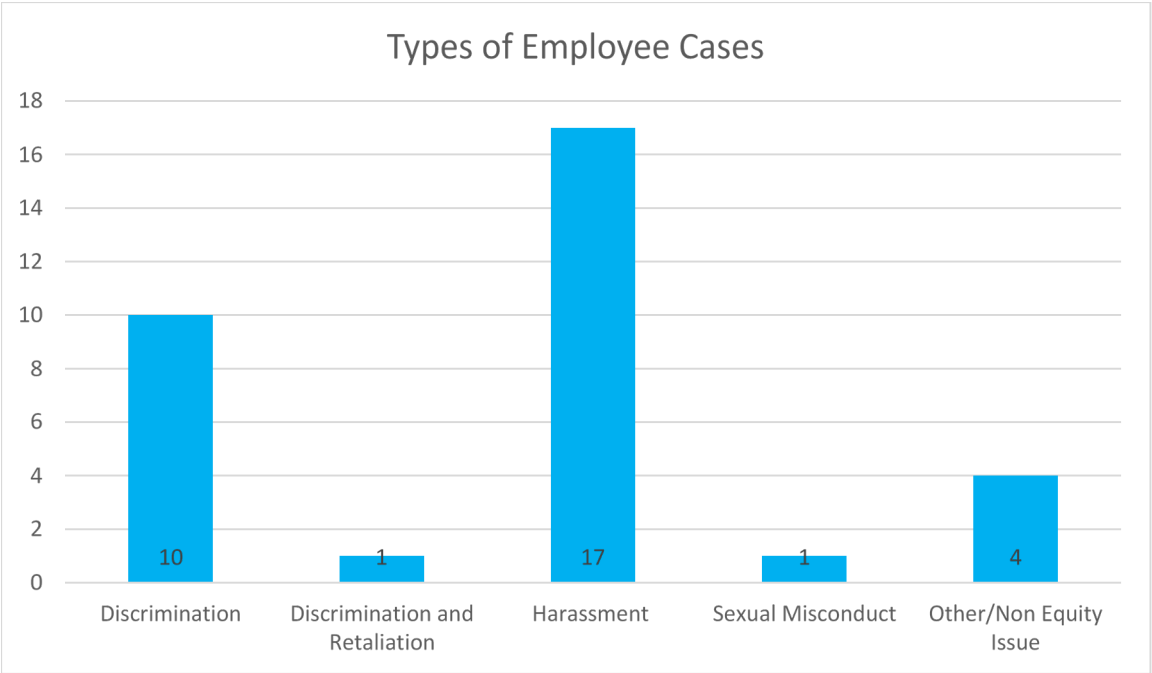
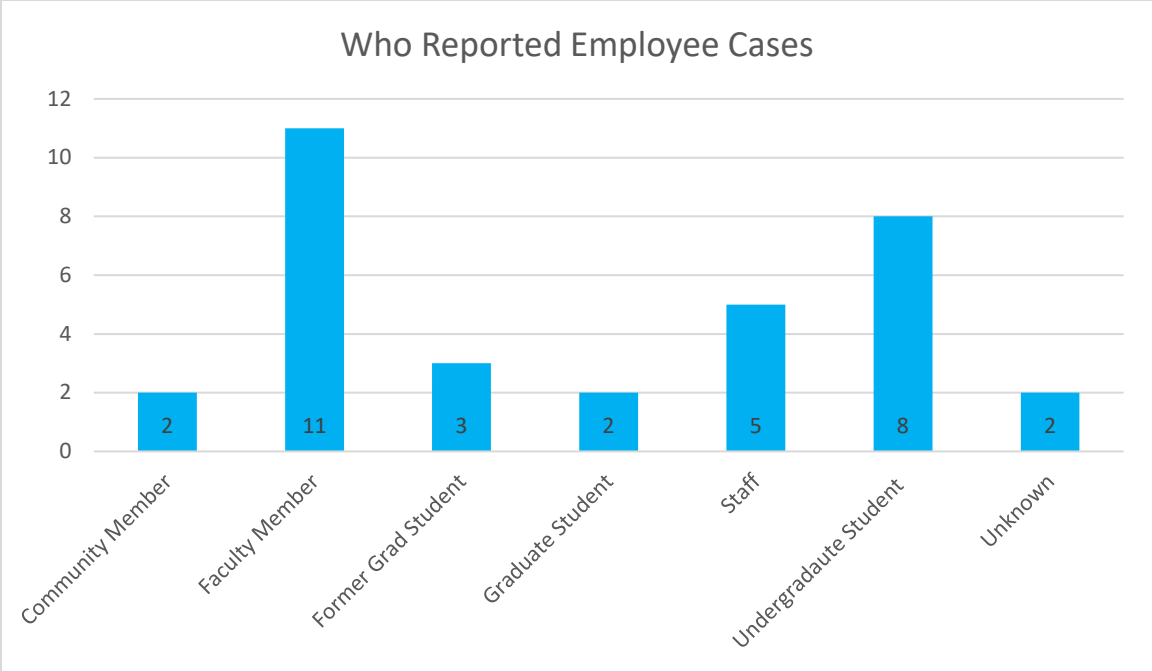
Seventeen (17) Title IX Reports were received during the 2019-2020 academic year and the outcome of these reports is as follows:

- Reporting Party Community Member – 1
- Reporting Party Faculty Member – 5
- Reporting Party Former Grad Student – 1
- Reporting Party Current Grad Student - 1
- Reporting Party Staff Member - 1
- Reporting Party Undergraduate - 7
- Reporting Party Unknown - 1

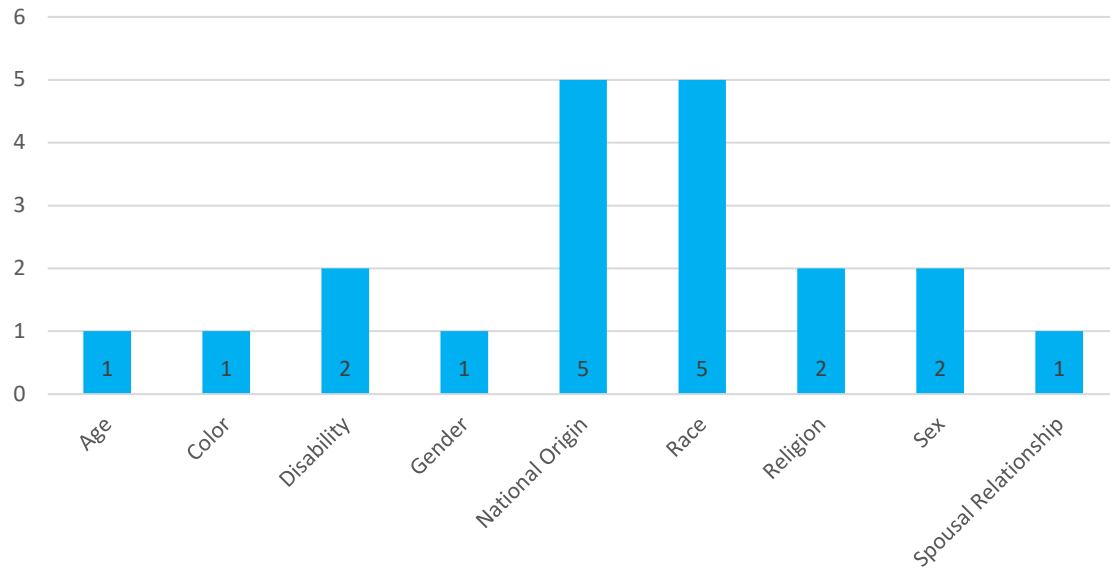
Cases handled without a formal investigation - 16

- Appropriate resolution or remedy achieved without formal investigation - 1
- Did not rise to the level of discrimination – 1
- Did not rise to the level of harassment - 5
- Information from Prior Report/No New Info - 1
- Insufficient information to proceed - 1
- No NDSU student/staff/faculty involved - 1
- Reporting Party chose not to pursue - 5
- Responding Party not Affiliated with NDSU - 1
- Cases handled with a formal investigation and Review Committee - 1
 - Currently Pending

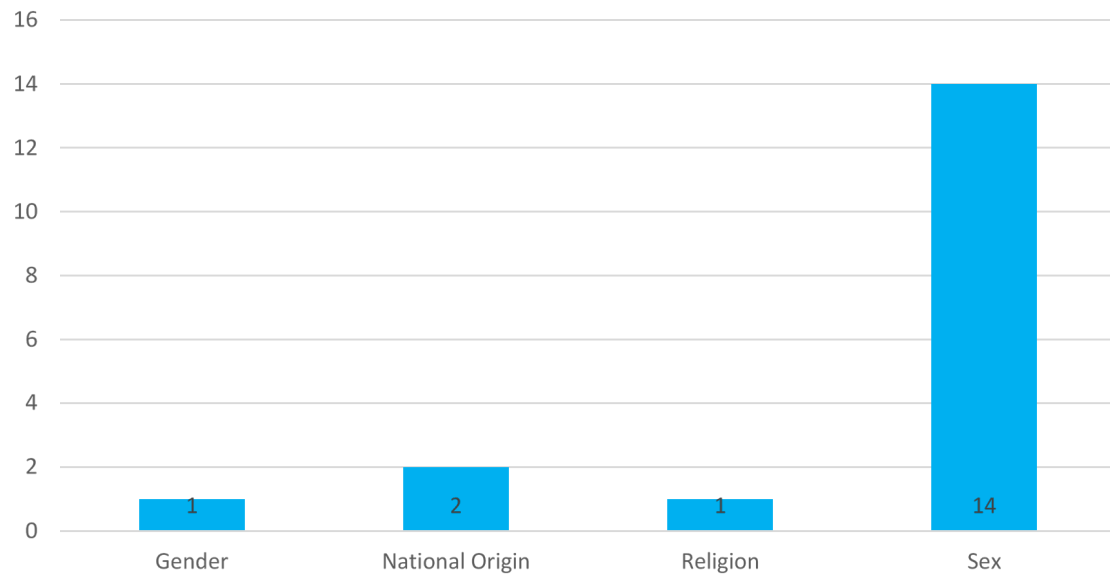




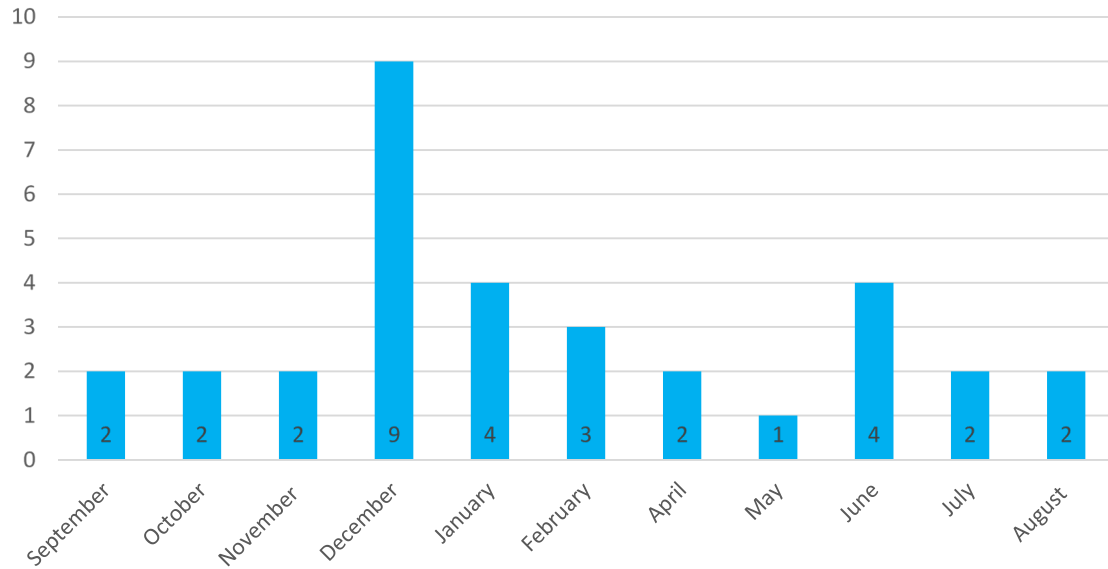
Employee Types of Alleged Discrimination



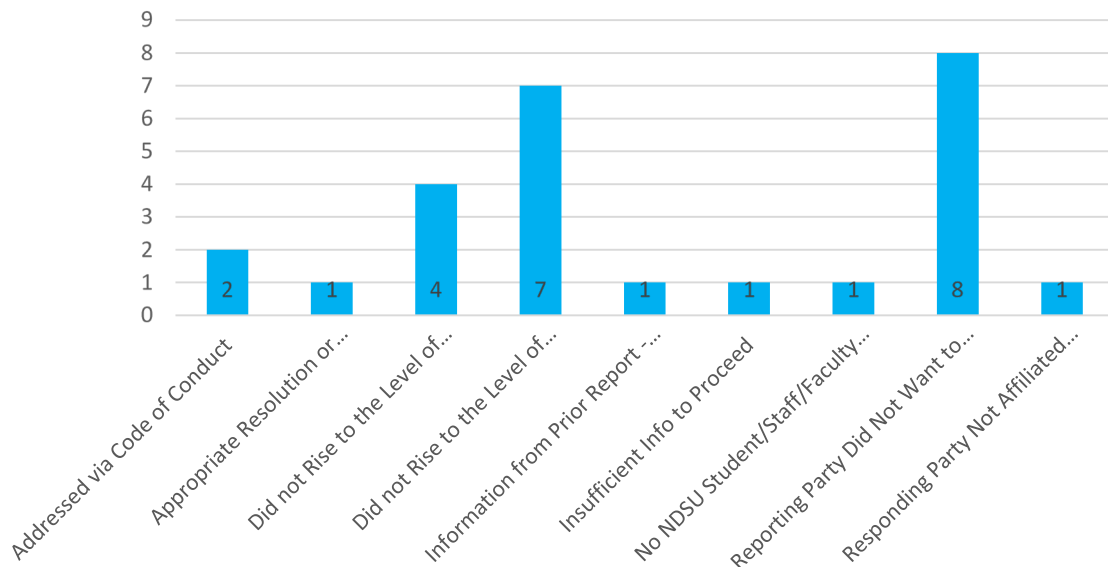
Employee Types of Alleged Harassment



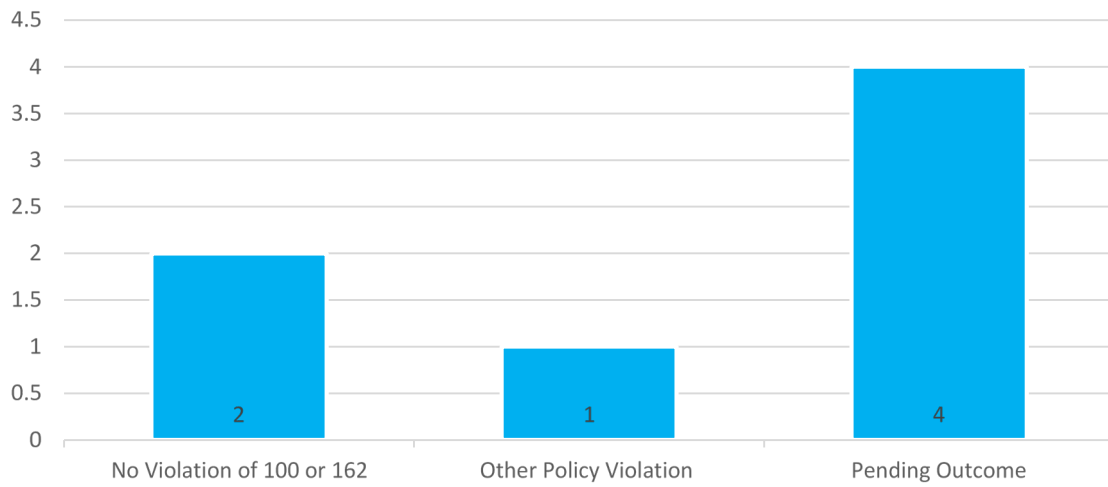
Employee Reports/Complaints Received by Month



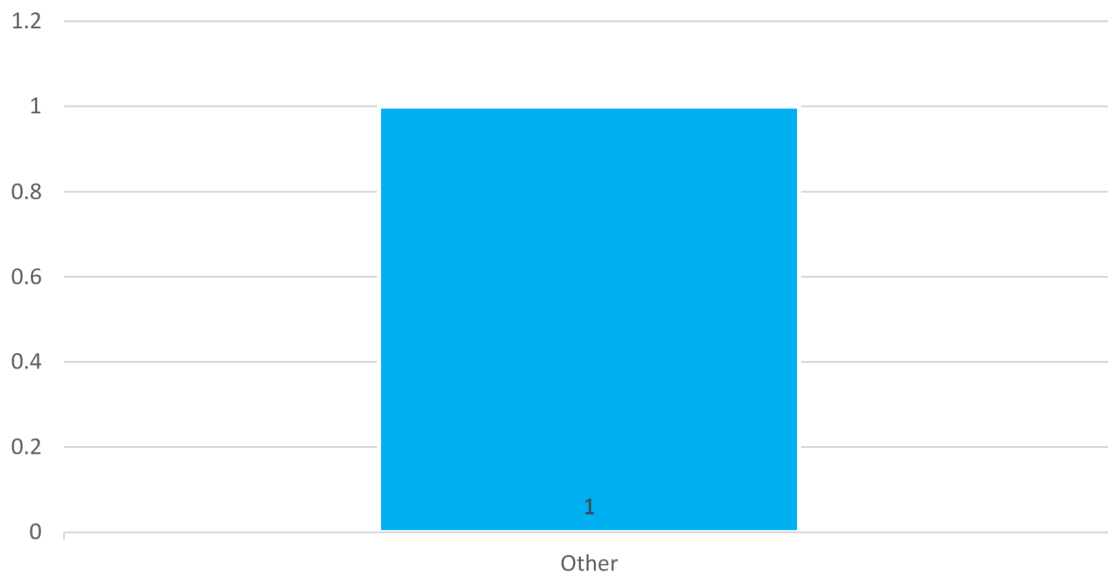
Why Employee Cases Were Dismissed



Findings for Employee Cases that utilized Review Committee (Formal Resolutions)



Employee Sanctions for Policy Violations



Case Resolution

