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

- Age: 1
- Color: 1
- Disability: 2
- Gender: 1
- National Origin: 5
- Race: 5
- Religion: 2
- Sex: 2
- Spousal Relationship: 1

Employee Types of Alleged Harassment

- Gender: 1
- National Origin: 2
- Religion: 1
- Sex: 14
Employee Reports/Complaints Received by Month

<table>
<thead>
<tr>
<th>Month</th>
<th>Count</th>
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<tbody>
<tr>
<td>September</td>
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<tr>
<td>October</td>
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<tr>
<td>November</td>
<td>2</td>
</tr>
<tr>
<td>December</td>
<td>9</td>
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<tr>
<td>January</td>
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<td>February</td>
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<tr>
<td>May</td>
<td>4</td>
</tr>
<tr>
<td>June</td>
<td>2</td>
</tr>
<tr>
<td>July</td>
<td>2</td>
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</table>

Why Employee Cases Were Dismissed

<table>
<thead>
<tr>
<th>Reason</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>Addressed via Code of Conduct</td>
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<tr>
<td>Appropriate Resolution of...</td>
<td>1</td>
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<tr>
<td>Did not Rise to the Level of...</td>
<td>4</td>
</tr>
<tr>
<td>Did not Rise to the Level of...</td>
<td>7</td>
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<tr>
<td>Information from Prior Report...</td>
<td>1</td>
</tr>
<tr>
<td>Insufficient Info to Proceed</td>
<td>1</td>
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<tr>
<td>No NDSU Student/Staff/Faculty</td>
<td>1</td>
</tr>
<tr>
<td>Reporting Party Did Not Want to Proceed</td>
<td>1</td>
</tr>
<tr>
<td>Responding Party Not Affiliated</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>1</td>
</tr>
</tbody>
</table>
Findings for Employee Cases that utilized Review Committee (Formal Resolutions)

- No Violation of 100 or 162: 2
- Other Policy Violation: 1
- Pending Outcome: 4

Employee Sanctions for Policy Violations

- Other: 1
Case Resolution

- Closed: 29
- Pending Outcome: 4