

# North Dakota State University

## EquityOffice- Employee Cases

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### Annual Report for 2020-2021

Seventy (70) employee cases were received during the 2020-2021 academic year and the outcome of these reports is as follows:

- Appropriate resolution or remedy achieved without formal investigation – 1
- Combined with Another Case - 1
- Did not rise to the level of discrimination – 17
- Did not rise to the level of harassment – 5
- Did not rise to the level of sexual misconduct - 1
- Insufficient information to proceed - 5
- Not based on a protected class or protected activity - 9
- Reporting Party chose not to pursue - 23
- Responding Party not Affiliated with NDSU – 1
- Unable to Identify Responding Party - 4
- Cases handled with formal investigation and Review Committee - 3
  - No violation of Policy 100 or Policy 162 - 3
- Types of complaints: (many cases have more than-one category listed)
  - Discrimination - 37
  - Discrimination/Harassment - 4
  - Discrimination/Retaliation - 1
  - Harassment – 12
  - Other/Non-Equity Issue – 10
  - Retaliation - 5
  - Sexual Misconduct -1
- Protected Class allegations: (many cases have more than one category listed)
  - Color – 10
  - Gender - 2
  - National Origin – 13
  - Not a Protected Class – 19
  - Physical or Mental Disability - 4
  - Race - 23
  - Religion - 5
  - Sex – 13
- Protected Activity allegations:
  - Filing a Complaint – 2
  - Not a Protected Activity – 2
  - Participating in an investigation – 1
- Known cases of recidivism— 0

# North Dakota State University

## Equity Office Title IX Report – Employee Cases

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### Annual Report for 2020-2021

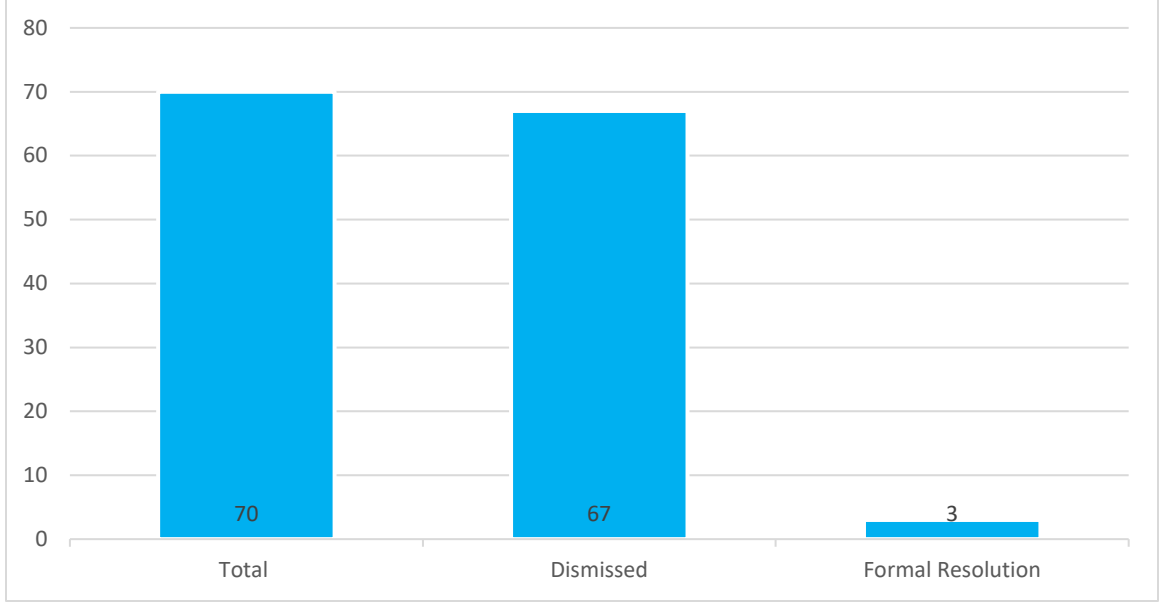
Thirteen (13) Title IX Reports were received during the 2020-2021 academic year and the outcome of these reports is as follows:

- Reported by Faculty Member – 3
- Reported by Former Student – 1
- Reported by Current Grad Student - 2
- Reported by Staff Member - 2
- Reported by Undergraduate - 5

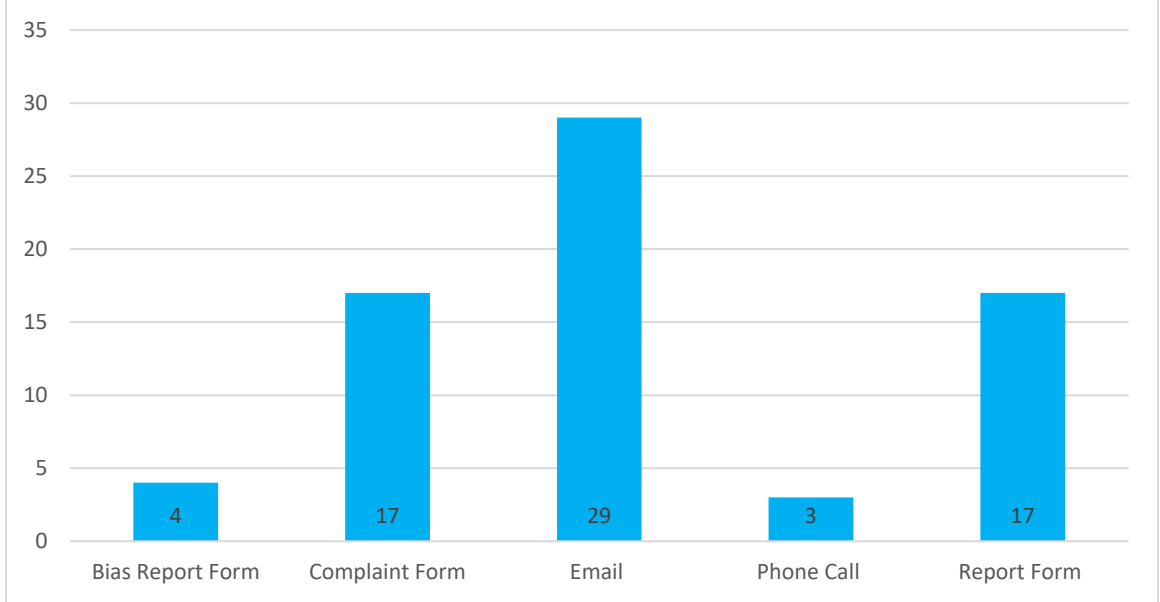
Cases handled without a formal investigation - 11

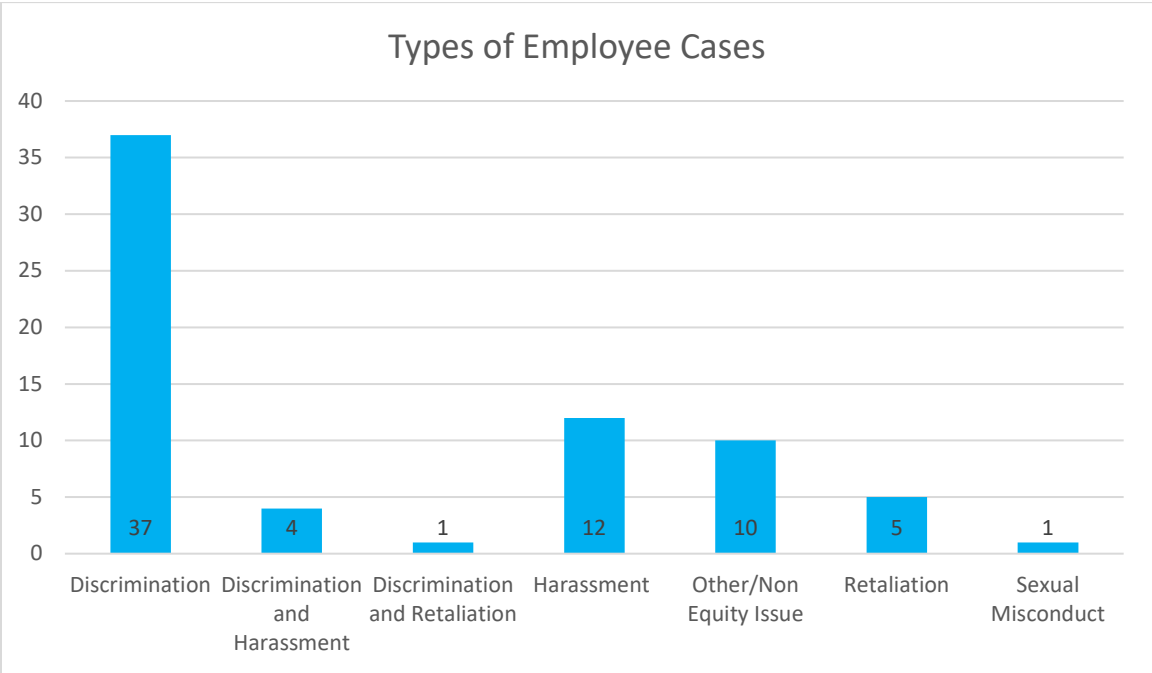
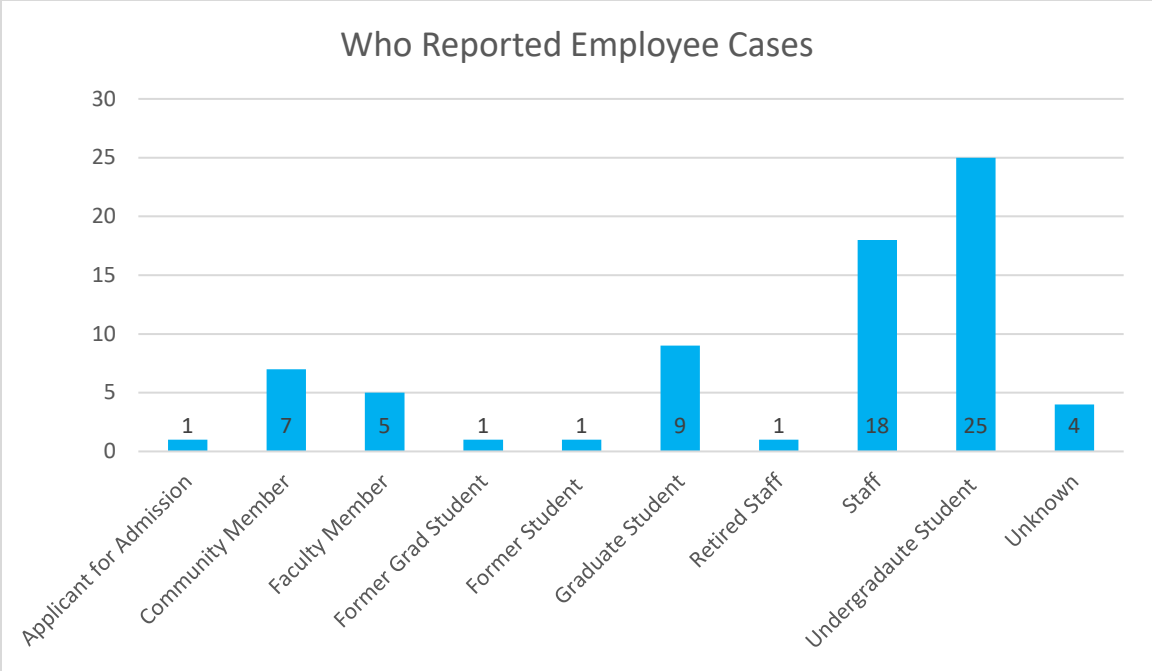
- Did not rise to the level of discrimination – 2
- Did not rise to the level of harassment – 2
- Did not rise to the level of sexual misconduct - 1
- Reporting Party chose not to pursue - 6
- Cases handled with formal investigation and Review Committee - 2
  - No violation of Policy 100 or Policy 162 – 2
  - Currently Pending – 0

### Breakdown of Employee Cases

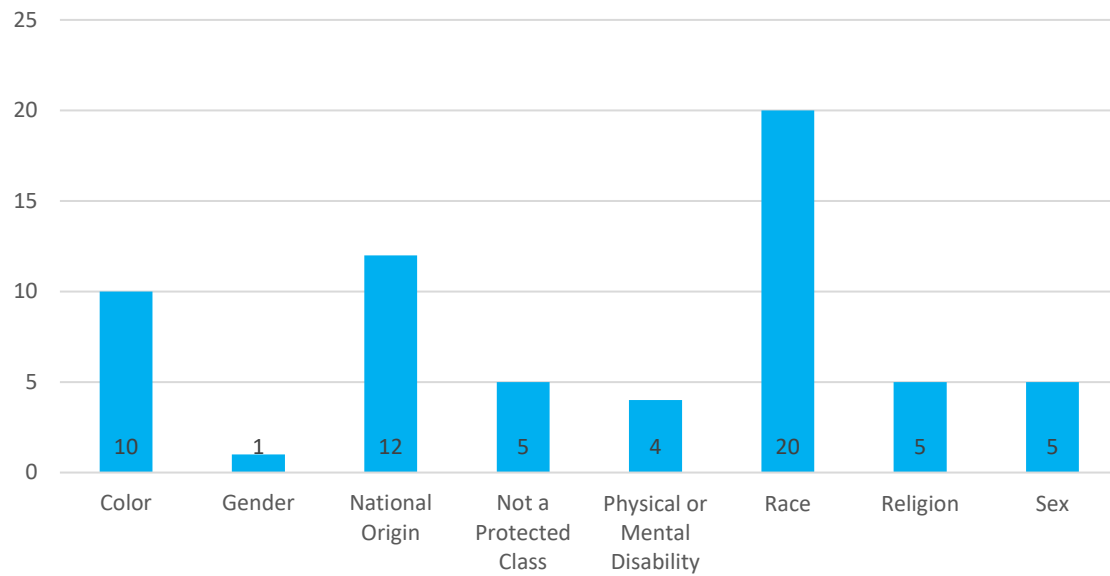


### How Employee Reports/Complaints Were Submitted

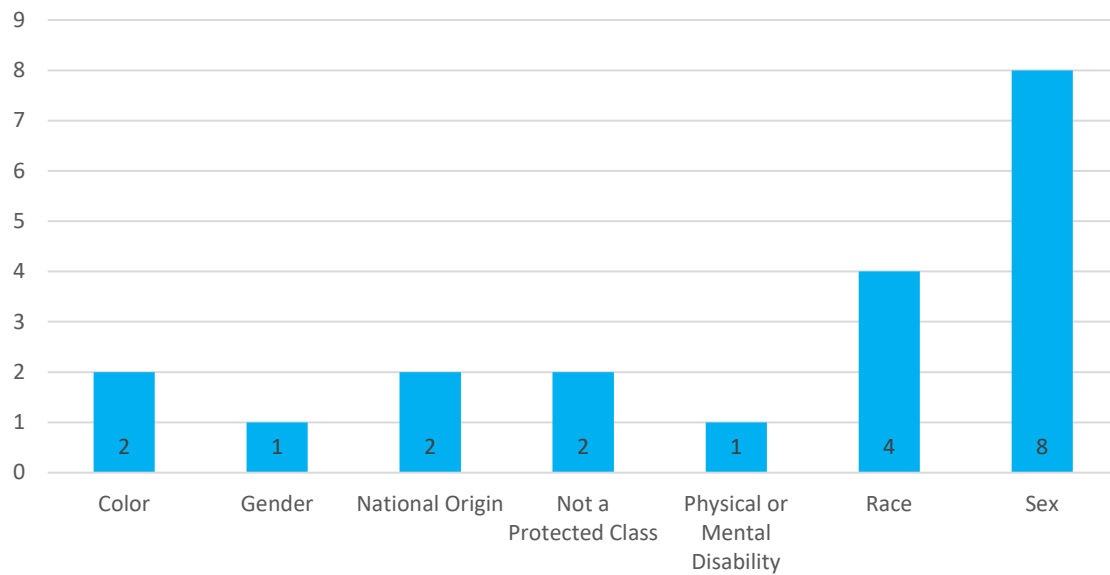




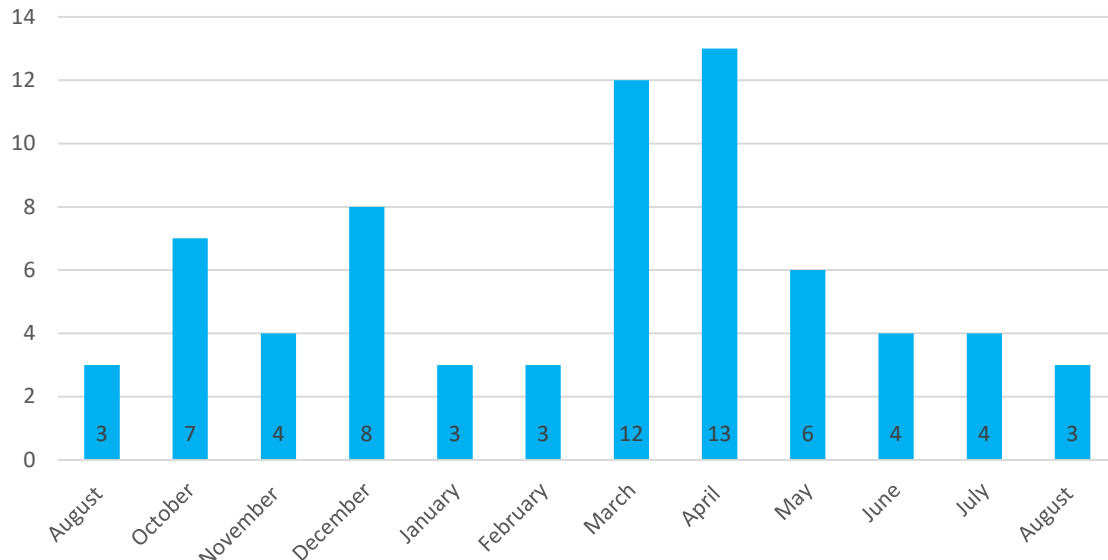
### Employee Types of Alleged Discrimination



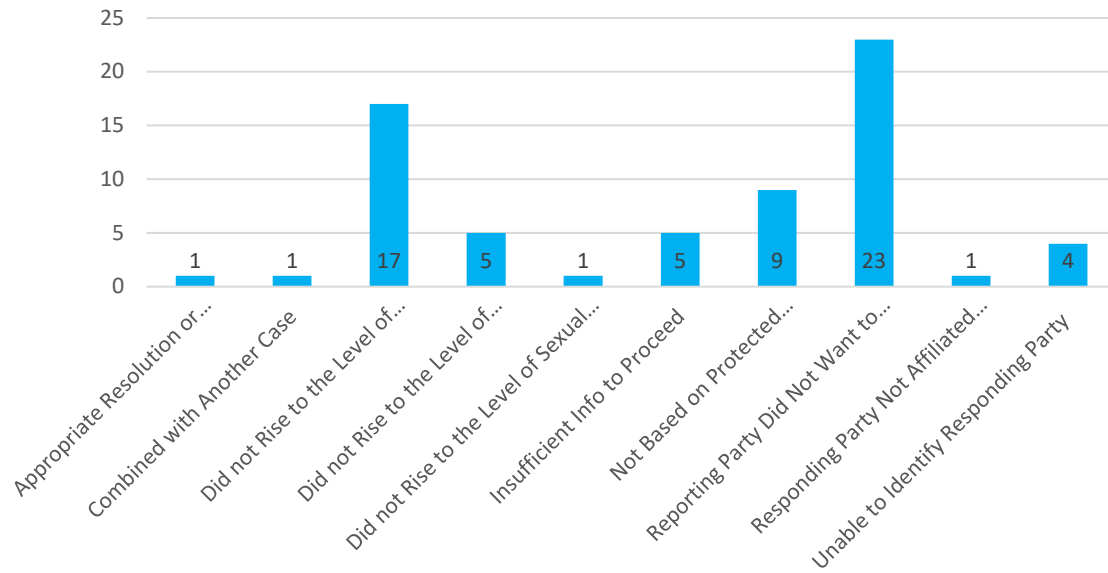
### Employee Types of Alleged Harassment



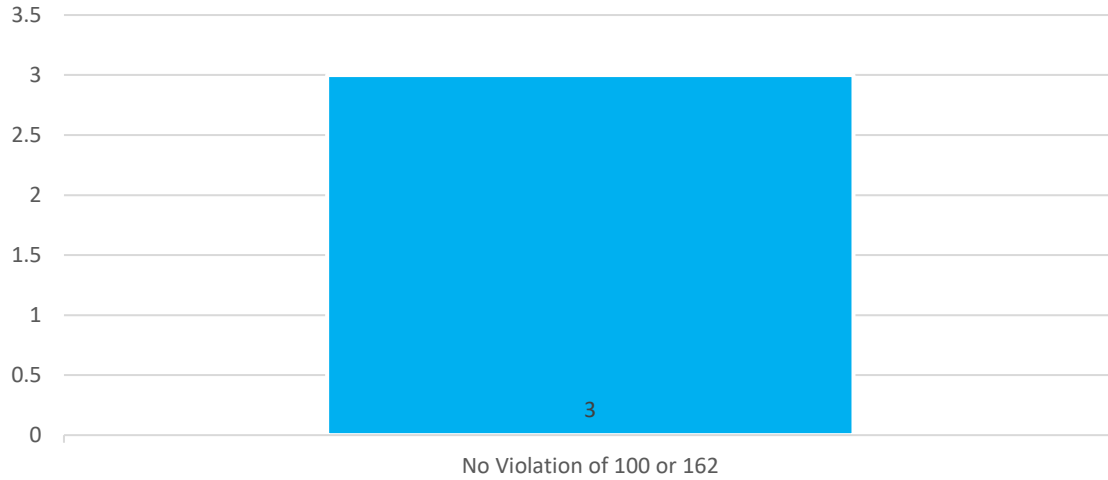
### Employee Reports/Complaints Received by Month



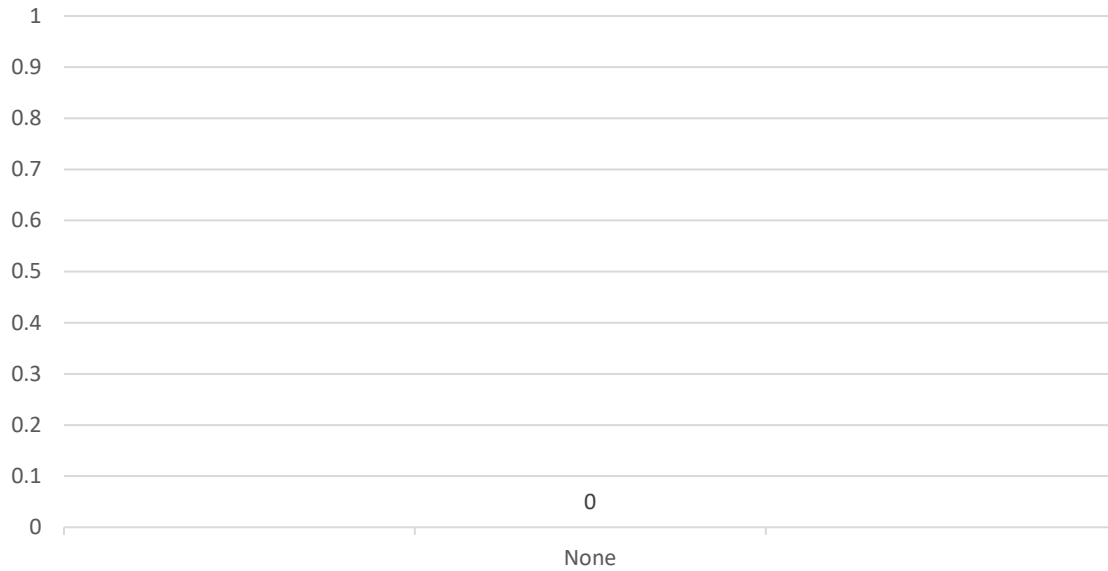
### Why Employee Cases Were Dismissed



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



### Employee Sanctions for Policy Violations



### Case Resolution

