North Dakota State University

Equity Office – Employee Cases

Annual Report for 2017-2018

Seventy (70) employee cases were received during the 2017-2018 academic year and the outcome of these reports is as follows:

- Adverse action not by NDSU employee/student – 3
- Appropriate resolution or remedy achieved without formal investigation – 10
- Allegations did not substantiate policy violation – 16
- Failed to allege discrimination/harassment/retaliation/sexual misconduct – 6
- Investigation handled through formal resolution – 2
- Insufficient information to substantiate violation – 11
- Isolated incident: not severe, persistent, or pervasive – 5
- Party chose not to pursue – 8
- Cases handled with a formal investigation and Review Committee - 9
  - Not determined a policy violation – 4
  - Determined a policy violation - 5
  - Resignations/terminations – 5
- Types of complaints: (many cases have more than one category listed)
  - Discrimination – 25
  - Discrimination and harassment – 7
  - Discrimination and retaliation - 4
  - Harassment – 26
  - Retaliation - 2
  - Sexual Misconduct – 4
  - Other – 2
- Protected Class allegations: (many cases have more than one category listed)
  - Age – 5
  - Color – 4
  - Gender - 7
  - National Origin – 10
  - Physical or mental disability – 6
  - Public Assistance - 1
  - Race – 23
  - Religion – 5
  - Sex – 29
  - Sexual orientation – 1
  - Status as a US Veteran - 2
  - Not a protected class – 9
- Known cases of recidivism – 1
North Dakota State University

Title IX Report – Employee Cases

Annual Report for 2017-2018

Thirty four (34) Title IX Reports were received during the 2017-2018 academic year and the outcome of these reports is as follows:

- Responding Party not affiliated with NDSU – 3
- Reporting Party anonymous - 3

Cases handled without a formal investigation - 28

- Did not substantiate a policy violation – 6
- Appropriate resolution or remedy achieved without investigation – 7
- Failed to allege discrimination/harassment/retaliation/sexual misconduct – 1
- Investigation handled through Informal Resolution – 2
- Insufficient information to substantiate policy violation – 5
- Isolated Incident: not severe, persistent, or pervasive – 3
- Party chose not to pursue - 4

Cases handled with a formal investigation and Review Committee - 6

- Not determined a policy violation – 2
- Determined a policy violation – 4
  o Resignations/terminations - 4

- Known cases of recidivism – 0
Who Reported Employee Cases

Types of Employee Cases
Employee Types of Alleged Discrimination

- Age: 1
- Color: 3
- Disability: 3
- Gender: 2
- National Origin: 6
- Other (Non-Protected Class): 2
- Race: 10
- Religion: 3
- Sex: 8
- Sexual Orientation: 1

Employee Types of Alleged Harassment

- Age: 3
- Gender: 4
- National Origin: 2
- Other: 3
- Public Assistance: 1
- Race: 4
- Religion: 1
- Sex: 14
Employee Reports/Complaints Received by Month

<table>
<thead>
<tr>
<th>Month</th>
<th>Reports/Complaints</th>
</tr>
</thead>
<tbody>
<tr>
<td>August</td>
<td>2</td>
</tr>
<tr>
<td>September</td>
<td>10</td>
</tr>
<tr>
<td>October</td>
<td>10</td>
</tr>
<tr>
<td>November</td>
<td>6</td>
</tr>
<tr>
<td>December</td>
<td>7</td>
</tr>
<tr>
<td>January</td>
<td>4</td>
</tr>
<tr>
<td>February</td>
<td>8</td>
</tr>
<tr>
<td>March</td>
<td>1</td>
</tr>
<tr>
<td>April</td>
<td>2</td>
</tr>
<tr>
<td>May</td>
<td>10</td>
</tr>
<tr>
<td>June</td>
<td>3</td>
</tr>
<tr>
<td>July</td>
<td>3</td>
</tr>
<tr>
<td>August</td>
<td>4</td>
</tr>
</tbody>
</table>

Why Employee Cases Were Dismissed

- Adverse Action Not by NDSU: 3
- Appropriate resolution or remedy: 10
- Did not Substantiate Policy: 16
- Fails to allege violation of policy/FC: 6
- Insufficient Info to Substantiate: 11
- Isolated Incident - Not Severe: 5
- Reporting Party Chose Not to: 7
Employee Case Resolution

- Closed: 68
- Pending Outcome: 2