North Dakota State University

Equity Office - Employee Cases

Annual Report for 2018-2019

Fifty four (54) employee cases were received during the 2018-2019 academic year and the outcome of these reports is as follows:

- Adverse action not by NDSU employee/student - 2
- Appropriate resolution or remedy achieved without formal investigation - 4
- Did not rise to the level of discrimination/harassment - 10
- Discrimination not substantiated - 10
- Insufficient information to substantiate violation — 5
- Party chose not to pursue - 20
- Undetermined at this time - 2
- Cases handled with a formal investigation and Review Committee - 1
  - Not determined a policy violation - 0
  - Determined a policy violation - 1
  - Resignations/terminations — 0

- Types of complaints: (many cases have more than one category listed)
  - Discrimination - 23
  - Discrimination and harassment - 6
  - Discrimination and retaliation - 2
  - Harassment - 19
  - Sexual Misconduct - 1
  - Other - 3

- Protected Class allegations: (many cases have more than one category listed)
  - Age - 2
  - Color - 8
  - Gender - 4
  - Marital Status — 1
  - National Origin - 11
  - Physical or mental disability - 3
  - Pregnancy — 1
  - Race - 13
  - Religion - 6
  - Sex - 22
  - Sexual orientation - 3
  - Status as a US Veteran - 1
  - Not a protected class - 12

- Known cases of recidivism — 0
North Dakota State University
Title IX Report – Employee Cases

Annual Report for 2018-2019

Twenty five (25) Title IX Reports were received during the 2018-2019 academic year and the outcome of these reports is as follows:

- Responding Party not affiliated with NDSU – 6
- Reporting Party anonymous - 4

Cases handled without a formal investigation - 24

- Adverse action not by NDSU employee/student - 2
- Appropriate resolution or remedy achieved without investigation – 1
- Did not rise to the level of discrimination/harassment - 7
- Did not substantiate a policy violation – 3
- Party chose not to pursue - 10
- Undetermined at this time - 1
- Cases handled with a formal investigation and Review Committee - 1
  - Not determined a policy violation - 0
  - Determined a policy violation - 1
  - Resignations/terminations – 0
Who Reported Employee Cases

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

- Policy Violation: 1
- No Policy Violation: 0

Employee Sanctions for Policy Violations

- Termination: 0
- Other: 1