

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

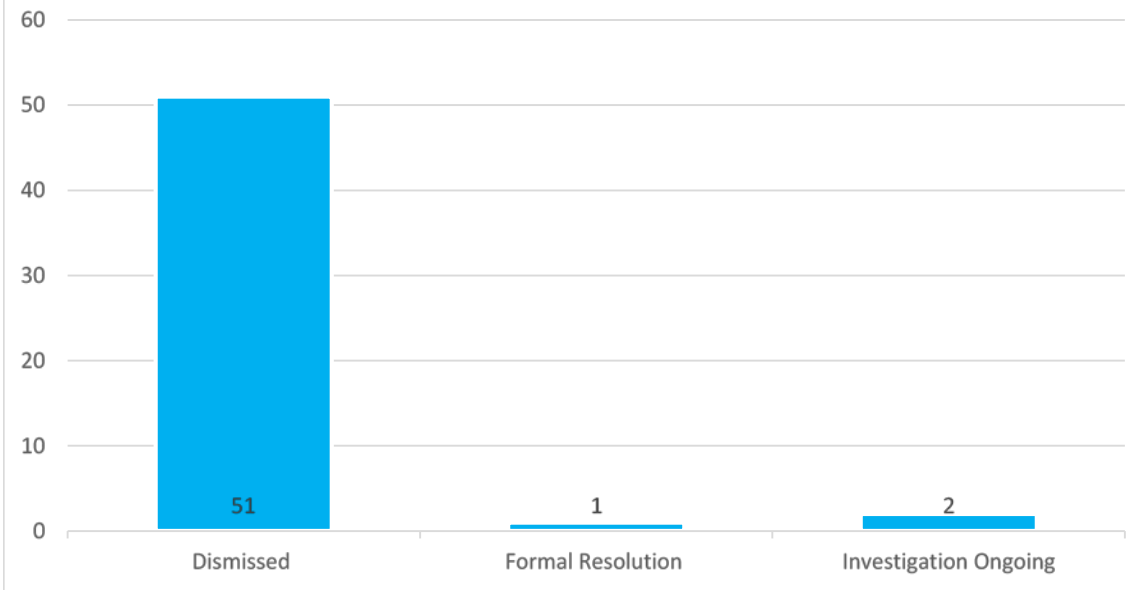
Twenty five (25) Title IX Reports were received during the 2018-2019 academic year and the outcome of these reports is as follows:

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

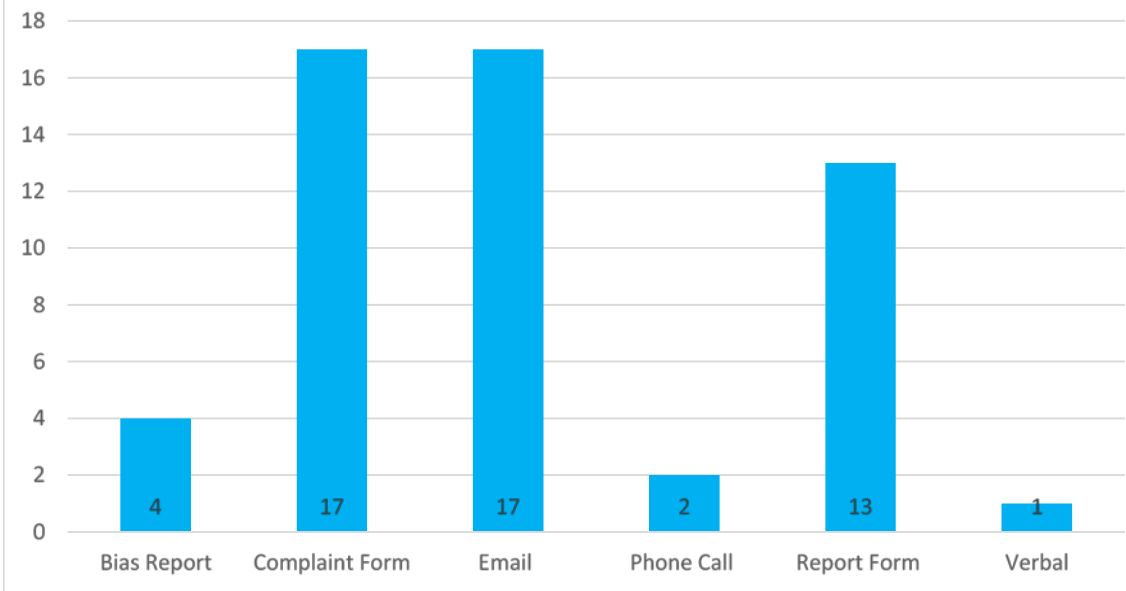
Cases handled without a formal investigation - 24

- 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

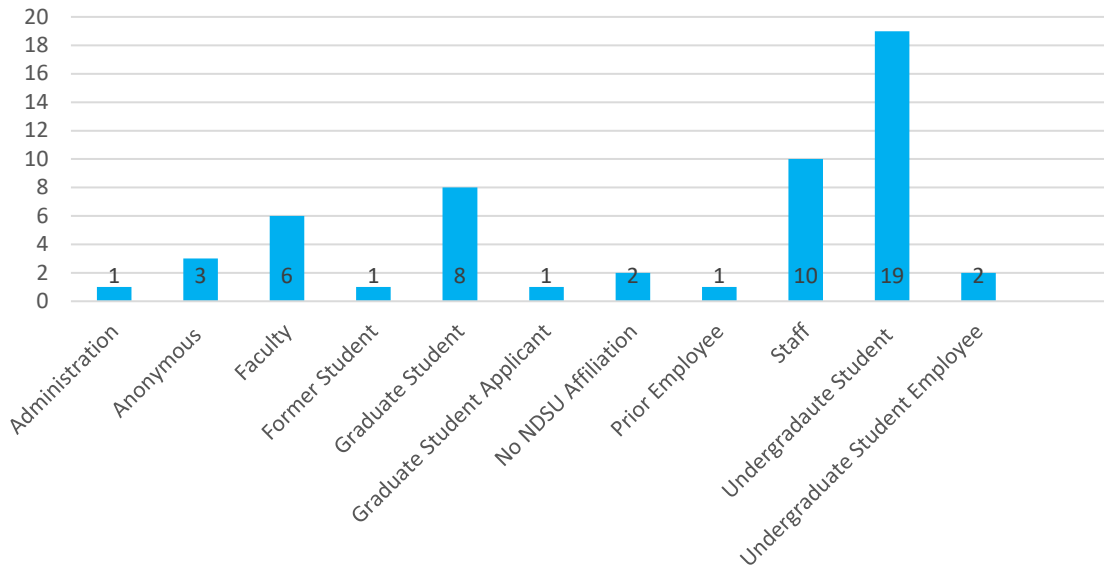
Breakdown of Employee Cases



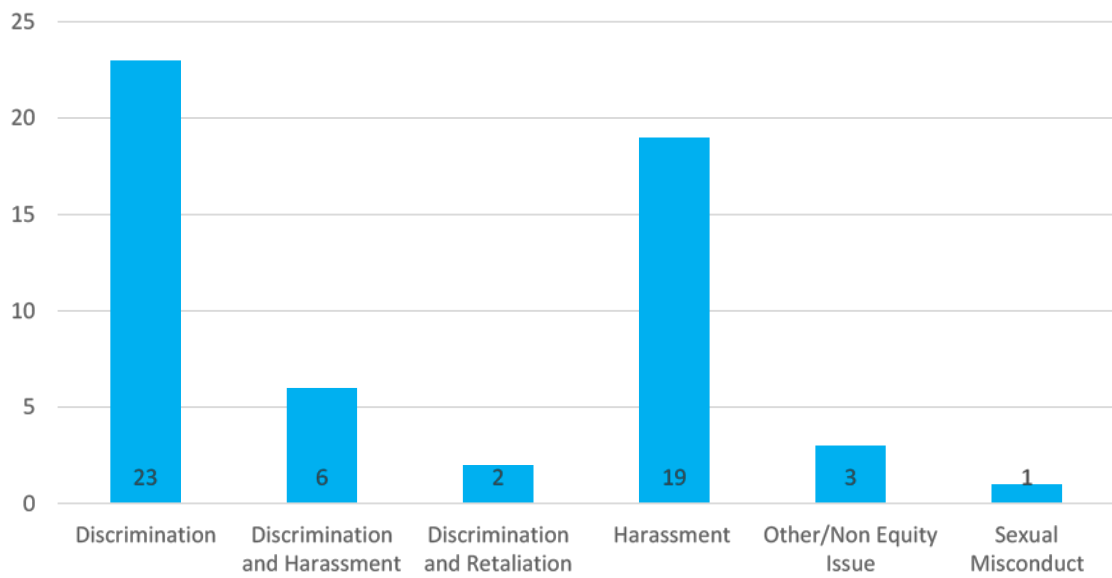
How Employee Reports/Complaints Were Submitted



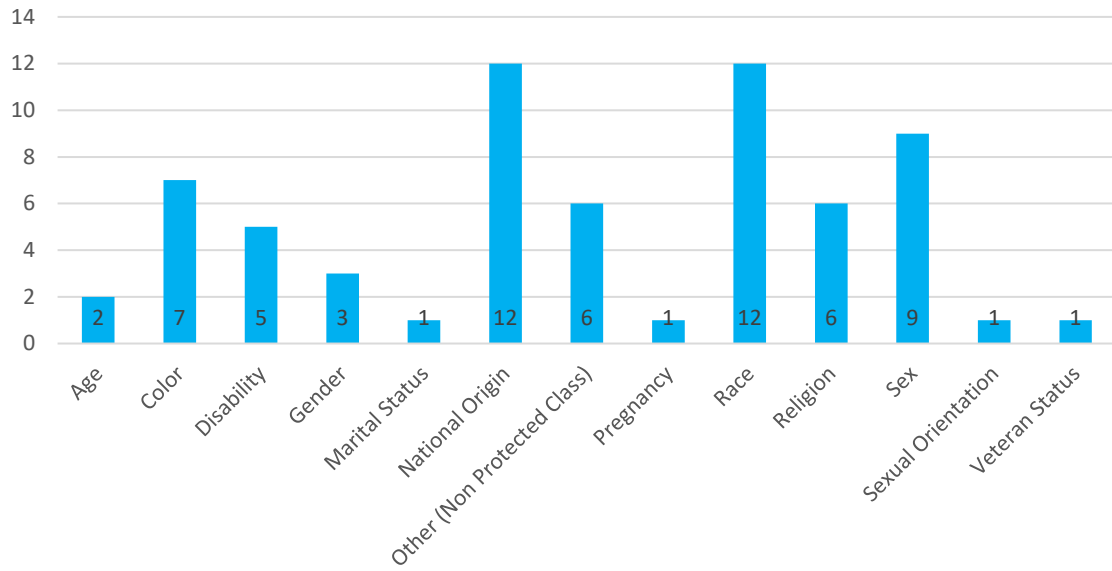
Who Reported Employee Cases



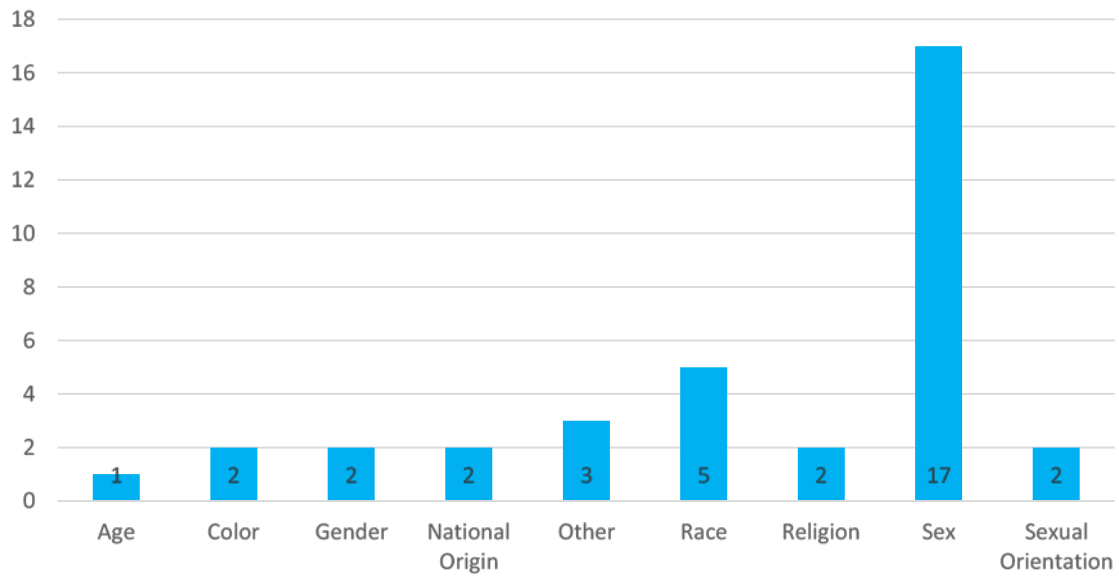
Types of Employee Cases



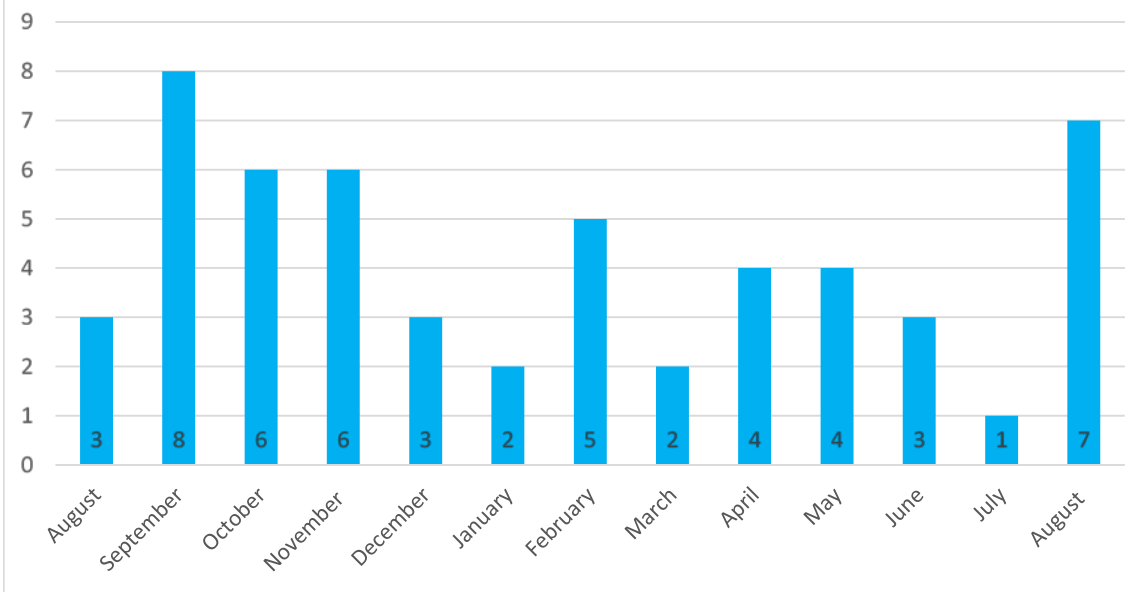
Employee Types of Alleged Discrimination



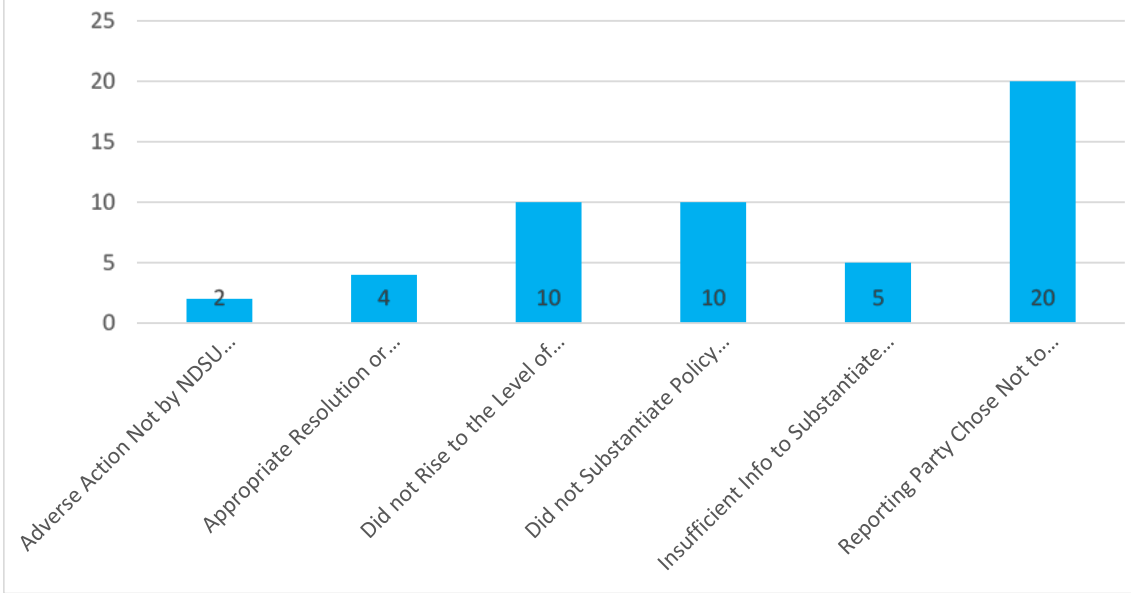
Employee Types of Alleged Harassment



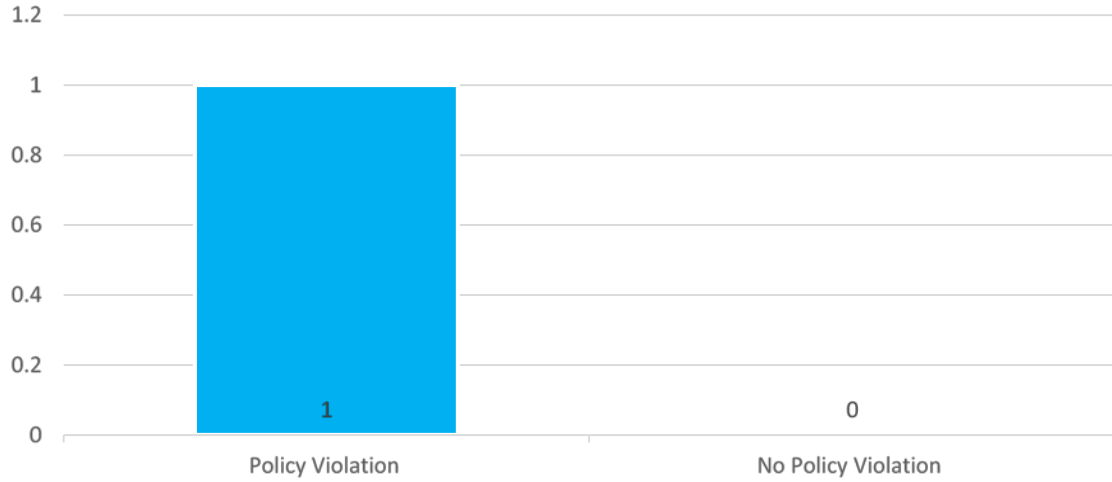
Employee Reports/Complaints Received by Month



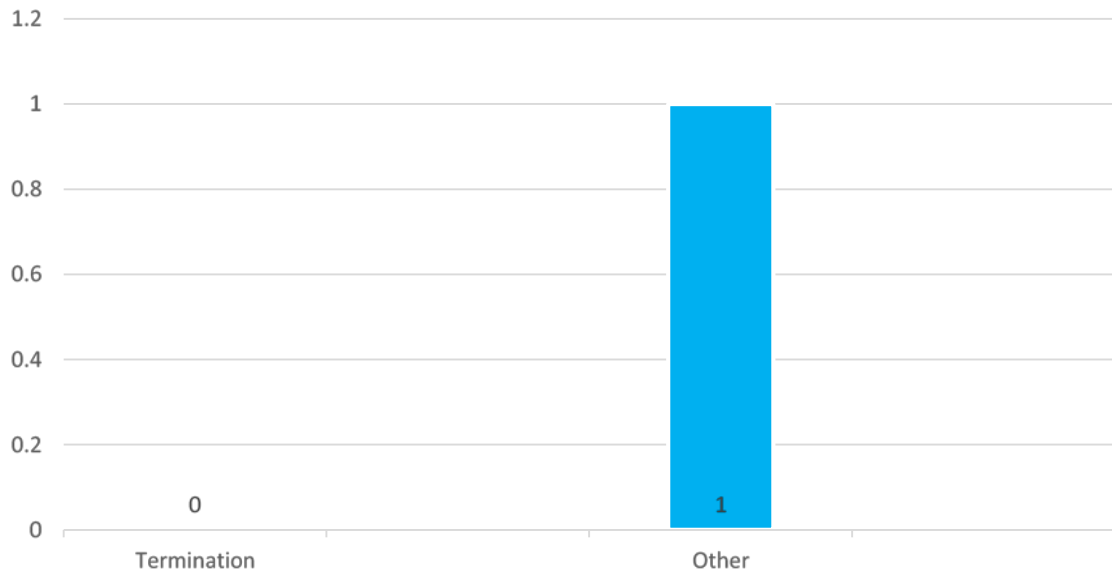
Why Employee Cases Were Dismissed



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



Employee Sanctions for Policy Violations



Employee Case Resolution

