

Missouri University of Science and Technology

Office of Equity & Title IX

2022-2023 Annual Report



Table of Contents

Equity & Title IX Department.....	4
Policies and Procedures	4
Process Overview.....	5
Annual Report Overview.....	5
Summary Overview – Reports of discrimination and harassment.....	6
Info 1. Number of reports submitted to Equity & Title IX.....	6
Info 2. Person types involved in reports.....	6
Info 3. Number of alleged violations	7
Info 4. Where reported incidents occurred	7
Info 5. Person type of reporter.....	8
Info 6. Report frequency by month	8
Info 7. Allegations reported.....	9
Info 8. Interventive actions	10
Info 9. Respondent case resolution.....	11
Info 10. Responsibility.....	14
Missouri S&T Student Respondents	15
Info 11. Student respondents	15
Info 12. Types of reported allegations.....	15
Info 13. Incident locations.....	16
Info 14. Month incidents reported.....	16
Info 15. Person type of reporter.....	16
Info 16. Person type of complainant	16
Info 17. Allegation resolution.....	16
Missouri S&T Faculty Respondents	17
Info 18. Faculty Respondents.....	17
Info 19. Allegations reported.....	17
Info 20. Incident locations.....	18
Info 21. Month incidents reported.....	18
Info 22. Person type of reporter.....	18
Info 23. Person type of complainant	18
Info 24. Allegation resolution.....	18
Missouri S&T Staff Respondents	19
Info 25. Staff respondents	19
Info 26. Allegations reported.....	19

Info 27. Incident locations.....	20
Info 28. Months incidents reported	20
Info 29. Person type of reporter.....	20
Info 30. Person type of complainant	20
Info 31. Allegation resolution.....	20
University of Missouri Entity Respondents	21
Info 32. University of Missouri Entity Respondents	21
Info 33. Allegations reported.....	21
Info 34. Incident locations.....	22
Info 35. Month incidents reported.....	22
Info 36. Person type of reporter.....	22
Info 37. Person type of complainant	22
Info 38. Allegation resolution.....	22
Student Organization Respondents	23
Info 39. Student Organization Respondents	23
Info 40. Allegations reported.....	23
Info 41. Incident locations.....	24
Info 42. Month incidents reported.....	24
Info 43. Person type of reporter.....	24
Info 44. Person type of complainant	24
Info 45. Allegation resolution.....	24
Third Party Respondents	25
Info 46. Third Party Respondents	25
Info 47. Allegations reported.....	25
Info 48. Incident locations.....	26
Info 49. Month incidents reported.....	26
Info 50. Person type of reporter.....	26
Info 51. Person type of complainant	26
Info 52. Allegation resolution.....	26
Contact Information	27

Equity & Title IX Department

The mission of the Office of Equity and Title IX (ETIX) is to foster a collaborative environment among the Miner community free from unlawful discrimination and retaliation.

Policies and Procedures

The Department of Equity and Title IX has been delegated the responsibility of ensuring compliance with University of Missouri policies and procedures related to equity and Title IX. Equity is equal employment and educational opportunities based on a protected class – race, color, national origin, ancestry, religion, sexual orientation, age, disability, protected veteran status, or any other status protected by applicable state or federal law. Title IX requires of the university to have an environment free from sexual harassment regarding the university's employment process, any phase of admission or financial aid, and all other aspects of its education programs or activities.

The U.S. Department of Education amended Title IX regulations in 2020. These changes resulted in the University of Missouri implementing updated policies effective August 14, 2020. For incidents which occurred prior to August 14, 2020, the previous policies and procedures apply.

The University of Missouri policies that guide the equity and Title IX processes are linked below and are available online at www.umsystem.edu/ums/rules/collected_rules/equal_employment_educational_opportunity.

Policies and procedures for incidents that happen on or after August 14, 2020:

- [600.010 Equal Employment/Educational Opportunity and Nondiscrimination Policy - for matters involving conduct alleged to have occurred on or after August 14, 2020](#)
- [600.020 Sexual Harassment under Title IX - for matters involving conduct alleged to have occurred on or after August 14, 2020](#)
- [600.030 Resolution Process for Resolving Complaints of Sexual Harassment under Title IX - for matters involving conduct alleged to have occurred on or after August 14, 2020](#)
- [600.040 Equity Resolution Process for Resolving Complaints of Discrimination and Harassment against a Faculty Member or Student or Student Organization - for matters involving conduct alleged to have occurred on or after August 14, 2020](#)
- [600.050 Equity Resolution Process for Resolving Complaints of Discrimination and Harassment against a Staff Member or the University of Missouri - for matters involving conduct alleged to have occurred on or after August 14, 2020](#)

Process Overview

The process for handling incidents is determined by whether the violation is based on equity policy or sexual harassment policy under Title IX.

FAQs and process guides are linked below and are available online.

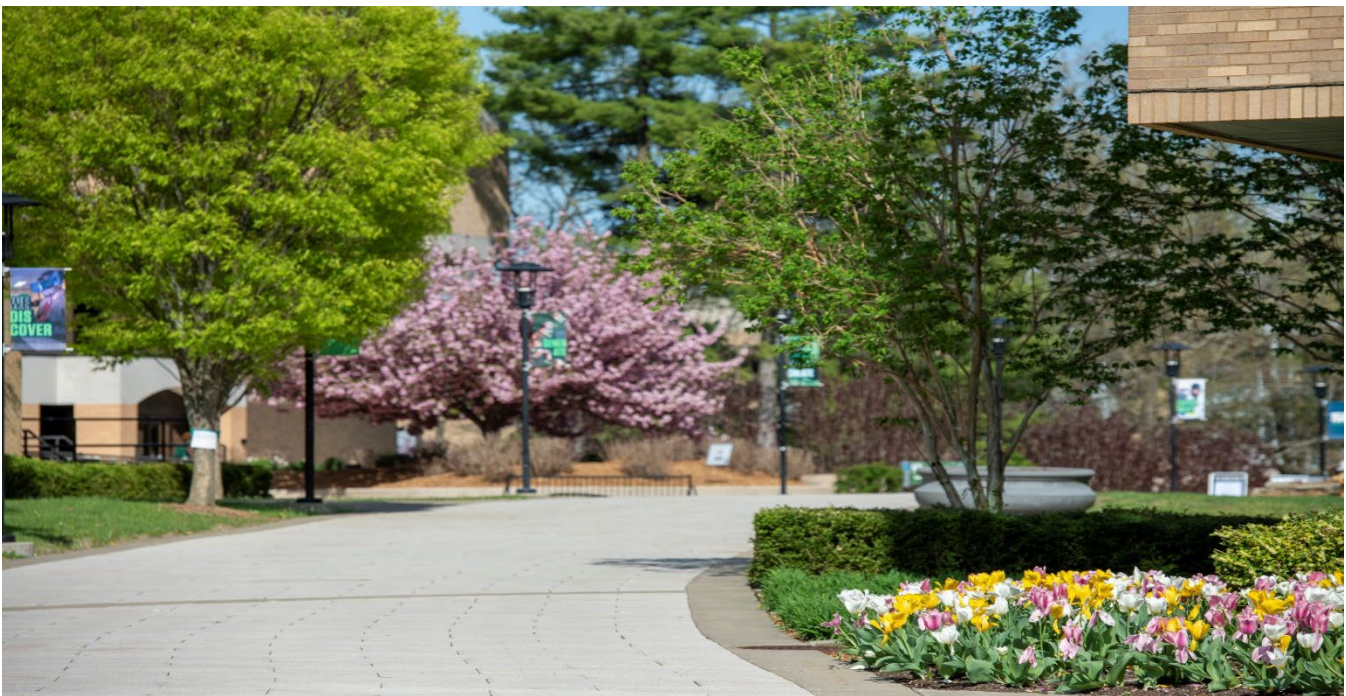
Equity FAQs and Process Guide- <https://www.umsystem.edu/ums/dei/titleix/equity-faqs>

Title IX FAQs and Process Guide - <https://www.umsystem.edu/ums/dei/titleix/faqs>

Annual Report Overview

For reporting purposes, an academic calendar of August 1 through July 31 is used.

This Annual Report is structured to include an overview of all reported incidents and resolutions during the academic year, followed by detailed data based on respondent type. For subsequent sections, where data is broken down by respondent's person type and there is more than one respondent for an incident, data fields, including but not limited to location, reporting date, and who submitted the report, will be counted for each person type.



Summary Overview – Reports of discrimination and harassment

Info 1. Number of reports submitted to Equity & Title IX

Table 1: Reports	
2022-2023	105
2021-2022	127
2020-2021	93

A *report* to Equity & Title IX is any information indicating that one or more person(s) may have violated policy. Upon receipt of a report, ETIX begins a preliminary inquiry, contacting the complainant, offering supportive measures, explaining how to file a complaint formally, and gathering information to make a threshold decision if the report describes a possible violation.

A report may be made through an online form, in-person, by email, by mail, or on the phone.

Info 2. Person types involved in reports

Complainant is the term for an individual who allegedly has been subjected to discrimination or harassment in violation of the University's policies.

Respondent refers to a faculty member, staff, student, student organization, third party, or a University of Missouri entity such as a campus department or other institutional entity alleged to have violated the University's Anti-Discrimination Policies.

Table 2a: Person type by complainant and respondent		
Type	Complainants	Respondents
Faculty	3 (2.6%)	8 (7.2%)
Staff	13 (11.3%)	18 (16.2%)
Student	91 (79%)	65 (58.6%)
Student Organization	0 (0%)	1 (.9%)
Third Party	6 (5.2%)	14 (12.6%)
University	2 (1.7%)	5 (4.5%)
TOTAL	115	111

Faculty includes all regular and non-regular staff appointments as defined in [Sections 310.020](#) and [310.035](#) of the Collected Rules and Regulations.

Staff includes all administrative, service and support staff, which includes all regular employees, variable hour employees, non-regular employees, per diem employees, and subsidiary employees as defined in [Section 320.050, subsections B and C](#) of the Collected Rules and Regulations. Additionally, it includes when academic administrators are acting in their administrative, at-will role.

Student is a person having once been admitted to the University who has not completed a course of study and who intends to or does continue a course of study in or through one of the Universities of the University System. Student status continues whether or not the University's academic programs are in session.

Student organization is a recognized student organization which has received official recognition in accordance with [Section 250.010](#) of the Collected Rules and Regulations.

Third party refers to non-university affiliated individual or groups such as visitors, guests, contractors, or service providers.

University refers to the University of Missouri, one of the universities within the University of Missouri System, or one of its/their educational programs, departments, or other institutional entities where the alleged behavior is conducted by a person not acting as an individual actor but rather as a member of such groups.

There can be multiple complainants and respondents involved in a single incident or report. Each respondent is analyzed separately to determine whether policy has been violated.

To provide the most accurate analysis for data, we have further classified individuals whose identities were unnamed or anonymous (i.e., their names were unknown or not provided to ETIX), based on information available to us. Typically, even without an individual's name, there is sufficient information in an incident report to determine that they are most likely a student, staff, faculty member, third party, etc. Unconfirmed individuals were classified as noted below.

Table 2b: Unnamed party classification		
Type	Complainants	Respondents
Faculty	0	1
Staff	0	2
Student	7	8
Student Org	0	0
Third Party	3	11
University Entity	0	0
TOTAL	10	22

Info 3. Number of alleged violations

Table 3: Alleged Violations	
2020-2021	113
2021-2022	202
2022-2023	158

A report may include more than one allegation. This would explain why the number of allegations may exceed the number of reports received in any given reporting period.

Info 4. Where reported incidents occurred

Only one category per report is included in this data, notating the primary location of each incident.

On campus generally includes properties owned and operated by the University of Missouri/Missouri S&T, in addition to properties owned or controlled by a student organization that is officially recognized by the University.

Off campus is for locations not categorized as on campus.

Electronic references when an incident takes place in a non-physical location and through an electronic means such as email or social media platforms.

Undisclosed means we were unable to further specify, which may happen when a complainant does not respond to ETIX outreach and the location was not included in the initial report, or if a complainant chooses not to disclose that information.

Table 4: Location of incidents			
Location	2022-2023	2021-2022	2020-2021
On Campus	66 (63%)	82(64.6%)	57 (61.3%)
Off Campus	31 (30%)	30 (23.6%)	18 (19.4%)
Electronic	7 (6%)	11 (8.7%)	17 (18.3%)
Undisclosed	1 (1%)	4 (3.1%)	1 (1.1%)
TOTAL	105	127	93

Info 5. Person type of reporter

This table shows the type of person who submitted the initial report. Reports may be made by anyone.

Table 5: Person type of reporter			
Reporter	2022-2023	2021-2022	2020-2021
Student	36 (34%)	39 (30.7%)	41 (44.1%)
Staff	50 (48.1%)	64 (50.4%)	16 (17.2%)
Faculty	8 (7.5%)	6 (4.7%)	13 (14.0%)
Anonymous	2 (1.9%)	0	12 (12.9%)
University Police	6 (5.7%)	1 (0.8%)	7 (7.5%)
Third Party	3 (2.8%)	17 (13.4%)	4 (4.3%)
TOTAL	105	127	93

Info 6. Report frequency by month

All reports submitted to ETIX from August 1 through July 31 are counted in this Annual Report. These numbers are based on the date of the report received, *not* the date of the alleged incident. Thus, not every incident included in this Annual Report occurred during the academic year indicated, and not every incident occurred while the parties were associated with the University.

Table 6a: Report date			
Month	2022-2023	2021-2022	2020-2021
August	13 (12.4%)	5 (3.9%)	8 (8.6%)
September	16 (15.2%)	18 (14.2%)	21 (22.6%)
October	7 (6.7%)	14 (11.0%)	15 (16.1%)
November	8 (7.6%)	11 (8.7%)	3 (3.2%)
December	10 (9.5%)	10 (7.9%)	2 (2.2%)
January	5 (4.8%)	8 (6.3%)	2 (2.2%)
February	7 (6.7%)	12 (9.4%)	8 (8.6%)
March	10 (9.5%)	9 (7.1%)	9 (9.7%)
April	11 (10.5%)	26 (20.5%)	10 (10.8%)
May	7 (6.7%)	7 (5.5%)	7 (7.5%)
June	8 (7.6%)	0	4 (4.3%)
July	3 (2.8%)	7 (5.5%)	4 (4.3%)
TOTAL	105	127	93

Some incident dates were estimated in cases where limited information was provided by the parties.

Table 6b: Duration between incident and reported date			
	2022-2023	2021 - 2022	2020 - 2021
Day of incident date	36 (34%)	32 (25.2%)	35 (37.6%)
By the day after incident	46 (43%)	44 (34.6%)	49 (52.7%)
Within 1 week (7 days)	71 (67%)	68 (53.5%)	63 (67.7%)
Within 2 weeks (14 days)	78 (74%)	72 (56.7%)	67 (72.0%)
Within 1 month (30 days)	80 (75%)	85 (66.9%)	72 (77.4%)
Within 6 months (180 days)	94 (89%)	107 (84.3%)	82 (88.2%)
Within 1 year (365 days)	99 (93%)	110 (86.6%)	88 (94.6%)
Within 2 years (730 days)	103 (97%)	113 (89.0%)	90 (96.8%)
Within 5 years (1825 days)	105 (100%)	127 (100.0%)	91 (97.8%)
Within 10 years (3,650 days)	105 (100%)	127 (100.0%)	92 (98.9%)
More than 10 years	105 (100%)	127 (100.0%)	93 (100.0%)
Total Number of Reports	105	127	93

Info 7. Allegations reported

A report may include more than one allegation. Table 7 represents the types and volume of allegations reported for the reporting period. These numbers represent accusations/allegations, not ultimate findings of responsibility.

Unclassified includes reports that contain insufficient details to further classify the alleged behavior, often because a third party who reported to ETIX did not provide that level of information initially and/or because the complainant chose not to disclose further details.

The chart is divided to show allegations regarding incidents which happened prior to and after the policy changes that were effective on August 14, 2020.

Table 7: Types of reported allegations : 158 allegations from 105 reports			
Allegations regarding incidents prior to August 14, 2020	2 (1.3%)	Allegations regarding incidents on or after August 14, 2020	156 (99%)
Sex discrimination, sexual harassment, sexual misconduct (600.020)	1 (.6%)	Sexual harassment under Title IX (600.020)	40 (25.3%)
Unclassified	1 (.6%)	Hostile Environment	10 (6.3%)
Equity Discrimination and Harassment (600.010)	1 (.6%)	Rape/Attempted Rape	7 (4.4%)
National Origin	1 (.6%)	Fondling	5 (3.2%)
		Stalking	5 (3.2%)
		Domestic Violence	4 (2.5%)
		Dating Violence	3 (1.9%)
		Sexual Assault- unclassified	3 (1.9%)
		Sexual Harassment - unclassified	1 (.6%)
		Retaliation	1 (.6%)
		Statutory Rape	1 (.6%)
		Equity Discrimination and Harassment (600.010)	113 (71.5%)
		National Origin Discrimination	15 (9.5%)
		Retaliation	12 (7.6%)
		Hostile Environment	10 (6.3%)
		Race Discrimination	10 (6.3%)
		Color Discrimination	10 (6.3%)
		Unclassified Discrimination	9 (5.7%)
		Sexual Orientation Discrimination	9 (5.7%)
		Sex Discrimination	7 (4.4%)
		Disability Discrimination	6 (3.8%)
		Rape	4 (2.5%)
		Gender Expression Discrimination	4 (2.5%)
		Ancestry Discrimination	4 (2.5%)
		Domestic Violence	3 (1.9%)
		Age Discrimination	3 (1.9%)
		Unclassified Sexual Assault	2 (1.3%)
		Fondling	1 (.6%)
		Incest	1 (.6%)
		Religious Discrimination	1 (.6%)
		Dating Violence	1 (.6%)
		Stalking	1 (.6%)
		Other allegations	3 (1.9%)
		Policy Violations	3 (1.9%)

Definitions of these allegations are available online:

New policies, effective August 14, 2020:
[CRR 600.010](#) and [CRR 600.020](#)

Previous policies, effective March 1, 2017:
[CRR 600.010](#) and [CRR 600.020](#)

Info 8. Interventive actions

Supportive measures are non-disciplinary, non-punitive, individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or respondent before or after the filing of a complaint. These measures are designed to restore or preserve equal access to university's education programs, activities, or employment without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the university's education environment or deter discrimination and harassment.

Emergency removal is the removal of a student respondent from the university's education program or activity on an emergency basis, if after conducting an individualized safety and risk analysis, there is a determination that an immediate threat to the physical health or safety of any student, or other individual arising from the allegations of discrimination or harassment justifies the removal.

Interim suspension of a student organization is the suspension of a recognized student organization who is a respondent on an interim basis, including its operations, university recognition, access to and use of campus facilities and services for which it might otherwise be eligible, pending the completion of the equity process when it is believed that the presence of the organization on campus would seriously disrupt the University or constitute a danger to the health, safety, or welfare of the members of the university community.

Administrative leave is the leave of a university employee in accordance with the University Human Resource policies.

Table 8: Interventive actions for complainants and respondents	2022-2023 Total 56
Supportive Measures	56
Mutual no contact restrictions	20
Adjustment of course assignments and/or exam	20
Adjusting work schedule/work assignments	5
Referral for care management services	4
Referral for counseling or supportive service	3
Referral to academic support services and other services (students)	2
Altering on-campus housing assignment	2
Emergency Removals	0
Interim suspension of a student organization	0
Administrative leave	0

Info 9. Respondent case resolution

Once a report is submitted, ETIX begins a preliminary inquiry to determine if any policies may have been violated. At the end of the preliminary inquiry a determination is made whether to move forward with a full investigation or to close the case. ETIX begins processing a report following equity resolution processes as defined by the Collected Rules and Regulations of the University of Missouri.

In order to move forward with a formal investigation, a complaint stating the allegations must be filed by the complainant, Equity Officer, or Title IX Coordinator. The respondent is notified of the allegations and an investigation is launched. Cases may be resolved either by formal resolution or informal resolution. The formal and informal resolution options vary depending on the resolution process required by policy. For more information about the process and resolution options, please refer to the [Equity Process Guide](#) and [Title IX Process Guide](#).

For matters that occurred prior to August 14, 2020, the equity resolution process was determined based on the respondent's affiliation with the University during the incident. Equity resolution processes were determined based upon whether the respondent was a student, student organization, faculty, staff, or an entity of the University.

For matters on or after August 14, 2020, the equity resolution process was based on whether there was a violation for sexual harassment under Title IX (600.020) or if it involved equal opportunity concerns based upon a protected class (600.010).

Below are the resolution options for incidents which occurred prior to August 14, 2020:

- **Referral to other process** - If a violation does not meet the criteria for a violation under a policy related to discrimination or harassment as defined by Sections 600.010 or 600.020 of the Collected Rules and Regulations, but may be a violation of another university or campus policy, the incident may be referred the appropriate department, such as Human Resources or Community Standards.
- **Does not describe a policy violation** - At the end of the preliminary inquiry if it is determined that even if what is reported were true, there would be no policy violation. This includes incidents which fall outside of the University's jurisdiction.
- **Summary resolution** – If the Equity Officer or Title IX Coordinator determines that there is insufficient basis to proceed with the Complaint, then the process will end.
- **Conflict resolution** – A voluntary process using alternative dispute resolution mechanisms such as mediation or facilitated dialogue. If successful, the investigation process ends with no findings issued. Conflict resolution includes voluntary permanent separation where the respondent voluntarily agrees to permanently withdraw from the University System.
- **Administrative Resolution** – The resolution of a complaint by making a finding on allegations and sanctions without a hearing, typically by a single decision maker.
- **Hearing Panel Resolution** – The decision of whether a violation has occurred and findings on sanctions is made by a panel of three decision makers.
- **Request to not pursue** – An impacted party may request that the matter not be investigated. This resolution option is available only for sex discrimination, sexual harassment, and sexual misconduct.

For incidents that occur on or after August 14, 2020, the following resolution options are available.

Reports of sexual harassment under Title IX (600.020) may be resolved as follows:

- **Formal complaint not filed** – In cases where a formal complaint is not filed, the process ends. A formal complaint may not be filed for a variety of reasons, including:

- **Could not pursue, insufficient information to act** – Sometimes ETIX is not able to gather sufficient information to determine if a policy was violated. An example is when a report is submitted anonymously but does not contain detailed information.
- **Reluctant complainant/Request not to pursue** – If the impacted party chooses not to participate in the process, a formal complaint has not been filed, or the party requests the matter not be investigated, the resolution process is concluded.
- **Dismissal** -
 - During or upon completion of the investigation, the Title IX Coordinator will review the Formal Complaint and the investigative report, if available, to determine if the Formal Complaint is subject to dismissal.
 - Dismissal – Does not constitute sexual harassment under CRR 600.020.
 - Dismissal – Did not occur in the University's education program or activity.
 - Dismissal – The conduct did not occur against a person in the United States.
 - A Formal Complaint may also be dismissed at any time during the investigation or hearing in the following circumstances:
 - Dismissal – Complainant withdrew formal complaint.
 - Dismissal – Respondent is no longer with the university.
 - Dismissal – Circumstances prevent the University from gathering evidence sufficient to reach a determination.
- **Informal Resolution** – A voluntary process using alternative dispute resolution mechanisms. If successful, the investigation process ends with no findings issued. Informal resolution is never available to resolve allegations that an employee sexually harassed a student. Informal resolution includes:
 - **Mediation/Facilitated dialogue** – A neutral facilitator will foster a dialogue with the Parties to an effective resolution.
 - **Voluntary permanent separation** - The respondent voluntarily agrees to permanently withdraw from the University of Missouri System.
 - **Administrative resolution** – If all parties choose administrative resolution, the resolution will be determined by a single decision maker.
- **Hearing Panel Resolution** – The decision of whether a violation has occurred and findings on sanctions and remedial actions are made by a panel of three decision makers.

Reports of discrimination and/or harassment based on a protected class under equity (600.010) may be resolved as follows:

- **No complaint filed** –
 - **Could not pursue, insufficient information to act** – Sometimes ETIX is not able to gather sufficient information to determine if a policy was violated. An example is when a report is submitted anonymously but does not contain detailed information.
 - **Conclusion of preliminary inquiry, no policy violation** – At the end of the preliminary inquiry, the Equity Officer determines that based upon the information gathered, the report does not describe a violation of the University's Anti-Discrimination policies.
- **Referral to other process** - If a violation does not meet the criteria for a violation under a policy related to discrimination or harassment as defined by Sections 600.010 of the Collected Rules and Regulations but may be a violation of another university or campus policy, the incident may be referred to the appropriate department, such as Human Resources or Community Standards.
- **Out of jurisdiction** – Out of jurisdiction is determined when matters that occurred are beyond the University of Missouri premises, not at university sponsored or at university supervised functions, or for matters that occurred in other settings including off campus but and for which the behavior reported did not have a nexus to the university's educational programs, activities, or employment.

- **Summary resolution** – Resolution of the Complaint upon a determination by the Equity Officer that there is an insufficient basis to proceed with the Complaint based upon the evidence gathered through investigation that the Respondent violated the University's Anti-Discrimination Policies.
- **Conflict resolution** – A voluntary process using alternative dispute resolution mechanisms. If successful, the investigation process ends with no findings issued. Conflict resolution is never available to resolve allegations that an employee sexually harassed or engaged in sexual misconduct with a student. Conflict resolution includes:
 - **Mediation/Facilitated dialogue** – A neutral facilitator will foster a dialogue with the Parties to an effective resolution.
 - **Voluntary permanent separation** - The respondent voluntarily agrees to permanently withdraw from the University of Missouri System.
- **Administrative Resolution** – The resolution of a complaint by making a finding on allegations and sanctions without a hearing, typically by a single decision maker.
- **Hearing Panel Resolution** – The decision of whether a violation has occurred and findings on sanctions and remedial actions are made by a panel of three decision makers.
- **Decision not yet rendered** – A decision has not yet been made and the process is ongoing.

Table 9a: Resolution process based upon Respondent type	
Incidents prior to August 14, 2020	Student
Out of Jurisdiction	1
Insufficient Information	1
Total	2

Table 9b: Resolution process based upon Respondent type (Policy 600.020)						
Incidents after August 14, 2020	Student	Student Organization	Faculty	Staff	3rd Party	Total
Formal Complaint not filed	21	0	0	2	3	26
Dismissal	0	0	0	0	0	0
Informal Res- Facilitated Dialogue	3	0	0	1	0	4
Informal Res-Permanent Separation	0	0	0	0	0	0
Informal Res-Administrative Resolution	0	0	0	0	0	0
Hearing Panel Resolution	1	0	0	0	0	1
Total	25	0	0	3	3	31

Table 9c: Resolution process based upon Respondent type (Policy 600.010)							
Incidents after August 14, 2020	Student	Student/Organization	Faculty	Staff	UM System	3rd Party	Total
Formal Complaint not filed	32	1	5	11	3	6	58
Referral to other process	1	0	0	0	0	0	1
Out of Jurisdiction	1	0	1	1		5	8
Summary Resolution	1	0	1	1	0	0	3
Conflict Resolution	2	0	0	0	1		3
Voluntary Permanent Separation	0	0	0	0			0
Administrative Resolution	1	0	0	2	1		4
Hearing Panel Resolution	0	0	1				1
Total	38	1	8	15	5	11	78

Info 10. Responsibility

The equity and Title IX resolution processes are university processes and not criminal processes. Respondents determined to have violated policy are found *responsible*. A determination of responsible or not responsible is found in cases that are resolved through administrative resolution and hearing panel resolution.

Table 10a: Respondents found responsible		
Respondent	# Cases Where a Decision Was Made	# Respondents Found Responsible
Student	2	1
Faculty	0	1
Staff	2	0
University	1	0
Total	5	2

resolution or hearing panel resolution findings.

Table 10b lists the sanctions imposed when a respondent was found responsible. Often, respondents receive more than one sanction at a time, thus there may be more sanctions listed than respondents found responsible.

Table 10b: Sanctions	Frequency
Training and education	2
Residence hall expulsion	1
Loss of privileges campus activities	1
Disciplinary probation	1
Loss of endowed professorship	1
Loss of sole supervisor to graduate students for two years	1
Written warning about disparaging remarks and general behavior	1

In Table 10, the respondent was found responsible for at least one violation of policy in the matter resolved.

One respondent requested an appeal. Findings were upheld in that case.

Note: Both complainant and respondent have the right to appeal decisions regarding administrative



Missouri S&T Student Respondents

Info 11. Student respondents

The number of cases reflects where one or more respondent is a student. In some cases where there is more than one respondent, the case will be counted for each respondent type. For example, if a case has two respondents and one is a student and the other is a third party, the case will be counted in both sections for student and third parties.

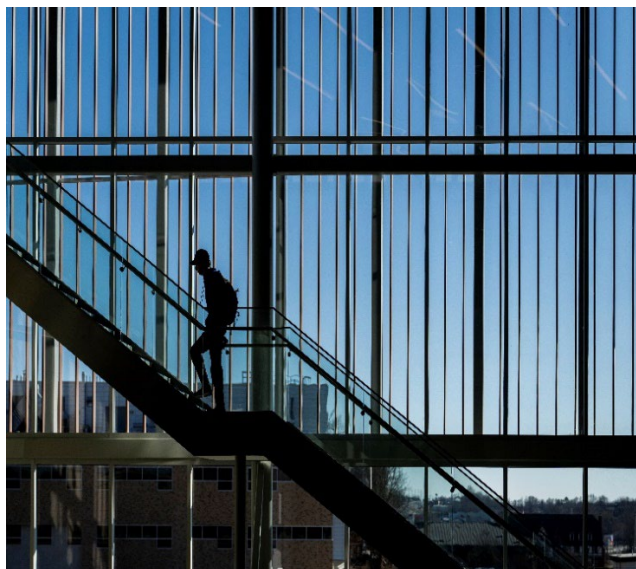
Table 11: Student respondents

# of reports	63
# of respondents	65
# allegations	84

Info 12. Types of reported allegations

Table 12: Types of reported allegations for student respondents

Allegations regarding incidents prior to August 14, 2020	2 (2.4%)	Allegations regarding incidents on or after August 14, 2020	82 (97.6%)
Sex discrimination, sexual harassment, sexual misconduct (600.020)	1 (50%)	Sexual harassment under Title IX (600.020)	33 (40.24%)
Unclassified	1	Hostile Environment	8 (24.24%)
Equity Discrimination and Harassment (600.010)	1 (50%)	Rape/Attempted Rape	6 (18.2%)
National Origin	1	Stalking	5 (15.2%)
		Fondling	4 (12.12%)
		Domestic Violence	3 (9.1%)
		Unclassified	3 (9.1%)
		Dating Violence	3 (9.1%)
		Retaliation	1 (3%)
		Equity Discrimination and Harassment (600.010)	49 (60%)
		Hostile Environment	10 (20.4%)
		Retaliation	7 (14.3%)
		Sexual Orientation Discrimination	6 (12.2%)
		Race Discrimination	5 (10.2%)
		Color Discrimination	4 (8.2%)
		Unclassified Discrimination	4 (8.2%)
		Gender Expression Discrimination	3 (6.1%)
		Domestic Violence	2 (4%)
		Rape	2 (4%)
		Disability	1 (2%)
		Fondling	1 (2%)
		National Origin	1 (2%)
		Sex Discrimination	1 (2%)
		Stalking	1 (2%)
		Unclassified Sexual Harassment	1 (2%)



Info 13. Incident locations

Table 13: Incident location	
Location	2022-2023
On Campus	36 (57.1%)
Off Campus	21 (33.3%)
Electronic	5 (7.9%)
Undisclosed	1 (1.6%)
TOTAL	63

Info 16. Person type of complainant

Table 16: Complainant	
Complainant	2022-2023
Student	60 (92.3%)
Staff	2 (3.1%)
Faculty	0
Third Party	3 (4.6%)
TOTAL	65

Info 14. Month incidents reported

Table 14: Month of report	
Month	2022-2023
August	9 (14.3%)
September	11 (17.6%)
October	3 (4.8%)
November	7 (11.1%)
December	6 (9.5%)
January	4 (6.3%)
February	3 (4.8%)
March	5 (7.9%)
April	6 (9.5%)
May	4 (6.3%)
June	4 (6.3%)
July	1 (1.6%)
TOTAL	63

Info 17. Allegation resolution

Table 17a: Resolution process based upon Respondent type (Policy 600.020)	
Incidents after August 14, 2020	Student
Formal Complaint not filed	21 (84%)
Dismissal	0
Informal Res- Facilitated Dialogue	3 (12%)
Hearing Panel Resolution	1 (4%)
Total	25

Info 15. Person type of reporter

Table 15: Reporter	
Reporter	2022-2023
Student	29 (46%)
Staff	24 (38%)
Faculty	3 (4.8%)
Anonymous	2 (3.2%)
University Police	4 (6.4%)
Third Party	1 (1.6%)
TOTAL	63

Table 17b: Resolution process based upon Respondent type (Policy 600.010)	
Incidents after August 14, 2020	Student
Formal Complaint not filed	32 (84.2)
Referral to other process	1 (2.6%)
Out of Jurisdiction	1 (2.6%)
Summary Resolution	1 (2.6%)
Conflict Resolution	2 (5.26)
Administrative Resolution	1 (2.6%)
Total	38

Missouri S&T Faculty Respondents

Info 18. Faculty Respondents

Table 18: Faculty respondents	
# of reports	8
# of respondents	8
# allegations	14

Info 19. Allegations reported

Table 19: Types of reported allegations for faculty respondents			
Allegations regarding incidents prior to August 14, 2020		0	
Allegations regarding incidents on or after August 14, 2020		14 (100.0%)	
Equity Discrimination and Harassment (600.010)		11 (100.0%)	
National Origin Discrimination		6 (54.5%)	
Disability Discrimination		2 (18.2%)	
Sex Discrimination		1 (9.1%)	
Discrimination-Color		1 (9.1%)	
Retaliation		1 (9.1%)	
Other allegations		3	
Violation of University Policies		3	



Info 20. Incident locations

Table 20: Incident location	
Location	2022-2023
On Campus	7 (87.5%)
Off Campus	0
Electronic	1 (12.5%)
Undisclosed	0
TOTAL	8

Info 21. Month incidents reported

Table 21: Month of report	
Month	2022-2023
August	1(12.5%)
September	0
October	1(12.5%)
November	1(12.5%)
December	2(25%)
January	0
February	1(12.5%)
March	1(12.5%)
April	0
May	1(12.5%)
June	0
July	0
TOTAL	8

Info 22. Person type of reporter

Table 22: Reporter	
Reporter	2022-2023
Student	2(25%)
Staff	4(50%)
Faculty	1(12.5%)
Anonymous	0
University Police	0
Third Party	1(12.5%)
TOTAL	8

Info 23. Person type of complainant

Table 23: Complainant	
Complainant	2022-2023
Student	6 (75%)
Staff	0
Faculty	0
UM System	1 (12.5%)
Third Party	1 (12.5%)
TOTAL	8

Info 24. Allegation resolution

Table 24: Resolution process based upon Respondent type (Policy 600.010)	
Incidents after August 14, 2020	Faculty
Formal Complaint not filed	5 (62.50%)
Out of Jurisdiction	1 (12.50%)
Summary Resolution	1 (12.50%)
Hearing Panel Resolution	1 (12.50%)
Total	8

Missouri S&T Staff Respondents

Info 25. Staff respondents

Table 25: Staff respondents	
# of reports	15
# of respondents	18
# allegations	38

Info 26. Allegations reported

Table 26: Types of reported allegations for staff respondents			
Allegations regarding incidents prior to August 14, 2020		0	
Allegations regarding incidents on or after August 14, 2020		38 (100%)	
Sexual harassment under Title IX (600.020)		3 (100%)	
Hostile Environment		2 (67.7%)	
Fondling		1 (33.3%)	
Equity Discrimination and Harassment (600.010)		35 (92%)	
National Origin Discrimination		7 (11.4%)	
Race Discrimination		4 (11.4%)	
Sex Discrimination		4 (11.4%)	
Color Discrimination		4 (11.4%)	
Unclassified Discrimination		3 (8.6%)	
Ancestry Discrimination		3 (17.1%)	
Age Discrimination		3 (8.6%)	
Disability Discrimination		2 (5.7%)	
Sexual Orientation Discrimination		2 (5.7%)	
Retaliation		3 (8.6%)	



Info 27. Incident locations

Table 27: Incident locations	
Location	2022-2023
On Campus	12 (80%)
Off Campus	2 (13.3%)
Electronic	1 (6.7%)
Undisclosed	0
TOTAL	15

Info 28. Months incidents reported

Table 28: Month of report	
Month	2022-2023
August	2 (13.3%)
September	2 (13.3%)
October	1 (6.7%)
November	0
December	1 (6.7%)
January	1 (6.7%)
February	0
March	3 (20%)
April	0
May	1 (6.7%)
June	3 (20%)
July	1 (6.7%)
TOTAL	15

Info 29. Person type of reporter

Table 29: Reporter	
Reporter	2022-2023
Student	1 (6.7%)
Staff	13 (86.6)
Faculty	1 (6.7%)
Anonymous	0
University Police	0
Third Party	0
TOTAL	15

Info 30. Person type of complainant

Table 30: Complainant	
Complainant	2022-2023
Student	11 (42.3%)
Staff	11 (42.3%)
Faculty	2 (7.7%)
Third Party	1 (4%)
UM System	0
TOTAL	25

Info 31. Allegation resolution

Table 31a: Resolution process based upon Respondent type (Policy 600.020)	
Incidents after August 14, 2020	Staff
Formal Complaint not filed	2 (66.7%)
Informal Res- Facilitated Dialogue	1 (33.3%)
Total	3

Table 31b: Resolution process based upon Respondent type (Policy 600.010)	
Incidents after August 14, 2020	Staff
Formal Complaint not filed	11 (73.3%)
Out of Jurisdiction	1 (6.6%)
Summary Resolution	1 (6.6%)
Administrative Resolution	2 (13.3)
Total	15

University of Missouri Entity Respondents

Info 32. University of Missouri Entity Respondents

Table 32: University of Missouri Entity Respondents	
# of reports	5
# of respondents	5
# allegations	6

Info 33. Allegations reported

Table 33: Types of reported allegations for University of Missouri respondents			
Allegations regarding incidents prior to August 14, 2020	0	Allegations regarding incidents on or after August 14, 2020	6 (100.0%)
		Equity Discrimination and Harassment (600.010)	6 (100.0%)
		Unclassified Discrimination/Harassment	2 (33.3%)
		Disability Discrimination	1 (16.7%)
		Religion Discrimination	1 (16.7%)
		Ancestry Discrimination	1 (16.7%)
		National Origin	1 (16.7%)



Info 34. Incident locations

Table 34: Incident locations	
Location	2022-2023
On Campus	5 (100%)
Off Campus	0
Electronic	0
Undisclosed	0
TOTAL	5

Info 35. Month incidents reported

Table 35: Month of report	
Month	2022-2023
August	0
September	1 (20%)
October	1 (20%)
November	0
December	0
January	0
February	0
March	1 (20%)
April	0
May	1 (20%)
June	1 (20%)
July	0
TOTAL	5

Info 36. Person type of reporter

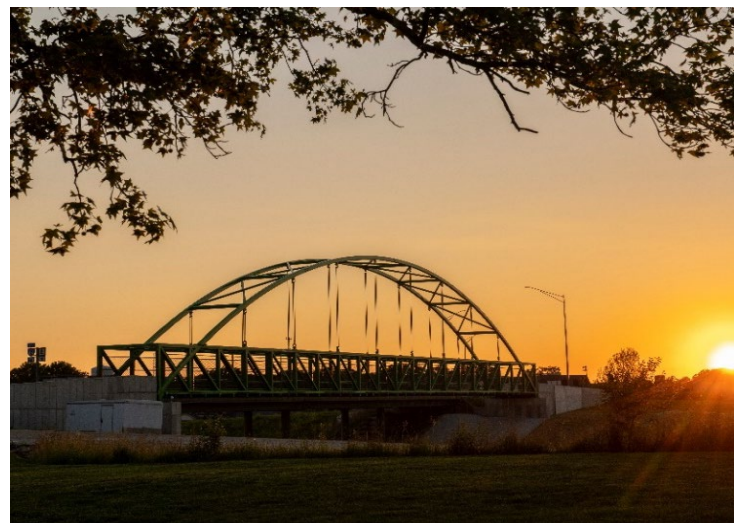
Table 36: Reporter	
Reporter	2022-2023
Student	1 (20%)
Staff	4 (80%)
Faculty	0
Anonymous	0
University Police	0
Third Party	0
TOTAL	5

Info 37. Person type of complainant

Table 37: Complainant	
Complainant	2022-2023
Student	2 (40%)
Staff	2 (40%)
UM System	1 (20%)
Faculty	0
Third Party	0
TOTAL	5

Info 38. Allegation resolution

Table 38:4/11 Resolution process based upon Respondent type (Policy 600.010)	
Incidents after August 14, 2020	UM System
Formal Complaint not filed	3 (60%)
Conflict Resolution	1 (20%)
Administrative Resolution	1 (20%)
Total	5



Student Organization Respondents

Info 39. Student Organization Respondents

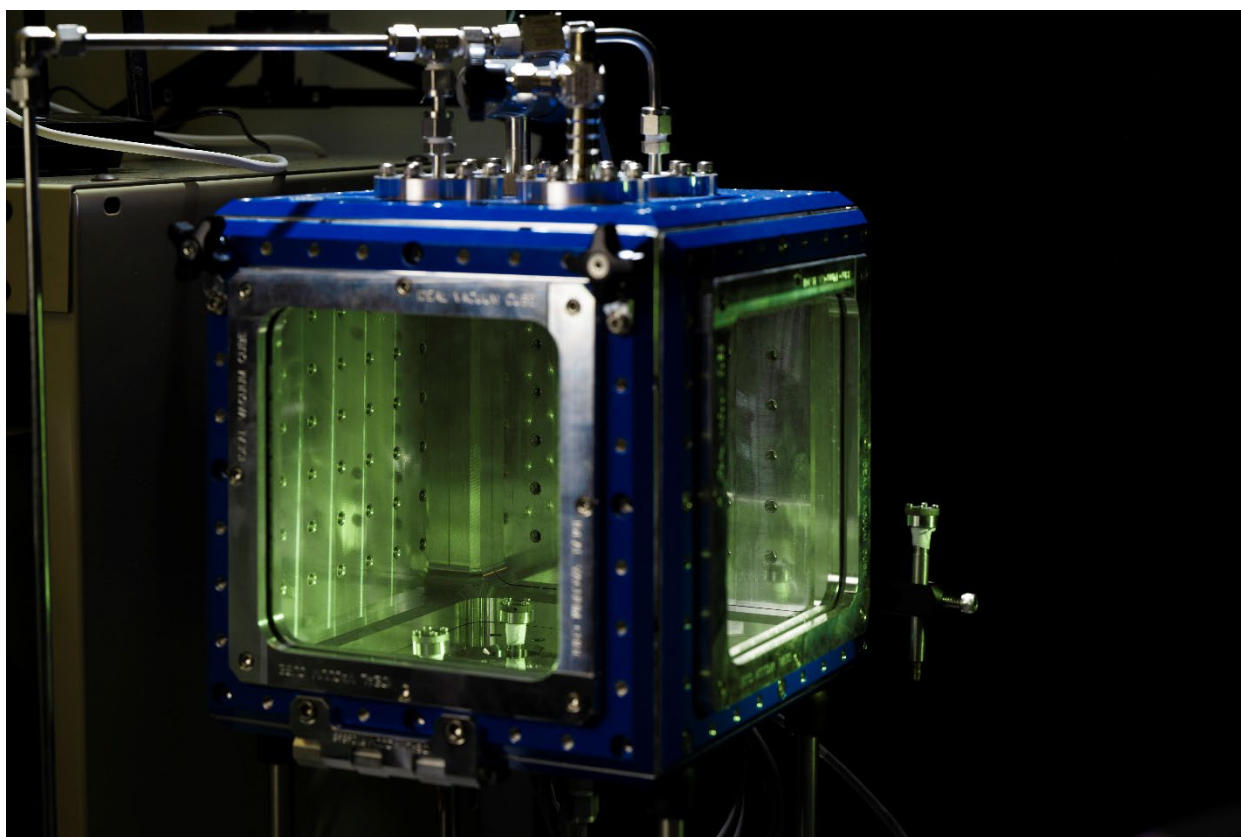
Table 39: Student Organization Respondents

# of reports	1
# of respondents	1
# allegations	1

Info 40. Allegations reported

Table 40: Types of Reported Allegations for Student Organization Respondents

Allegations regarding incidents prior to August 14, 2020	0	Allegations regarding incidents on or after August 14, 2020	1 (100.0%)
		Equity Discrimination and Harassment (600.010)	0
		Other allegations	1 (100%)
		Retaliation	1 (100%)



Info 41. Incident locations

Table 41: Incident locations	
Location	2022-2023
On Campus	1 (100%)
Off Campus	0
Electronic	0
Undisclosed	0
TOTAL	1

Info 42. Month incidents reported

Table 42: Month of report	
Month	2022-2023
August	0
September	1 (100%)
October	0
November	0
December	0
January	0
February	0
March	0
April	0
May	0
June	0
July	0
TOTAL	1

Info 43. Person type of reporter

Table 43 Reporter	
Reporter	2022-2023
Student	1 (100%)
Staff	0
Faculty	0
Anonymous	0
University Police	0
Third Party	0
TOTAL	1

Info 44. Person type of complainant

Table 44: Complainant	
Complainant	2022-2023
Student	1 (100%)
Staff	0
Faculty	0
Third Party	0
UM Entity	0
TOTAL	1

Info 45. Allegation resolution

Table 45: Resolution process based upon Respondent type (Policy 600.010)	
Incidents after August 14, 2020	Student Organization
Formal Complaint not filed	1 (100%)



Third Party Respondents

Third party refers to non-university affiliated individual or groups such as visitors, guests, contractor, or service provider.

When a respondent is a third party, the ability of the University to investigate, determine responsibility, and issue sanctions is limited because the University has limited to no jurisdiction over the third party. When appropriate and if the identity of the third party is known, a third party may be trespassed from university property.

Info 46. Third Party Respondents

Table 46: Third Party Respondents	
# of reports	14
# of respondents	14
# allegations	15

Info 47. Allegations reported

Table 47: Types of Reported Allegations for Third Party Respondents			
Allegations regarding incidents prior to August 14, 2020	0	Allegations regarding incidents on or after August 14, 2020	15 (100.0%)
		Sexual harassment under Title IX (600.020)	3 (20%)
		Domestic Violence	1 (33.3%)
		Rape/Attempted Rape	1 (33.3%)
		Statutory Rape	1 (33.3%)
		Equity Discrimination and Harassment (600.010)	12 (80%)
		Rape	2 (16.6%)
		Unclassified Sexual Assault	2 (16.6%)
		Race Discrimination	1 (8.3%)
		Sexual Orientation	1 (8.3%)
		Gender Expression	1 (8.3%)
		Dating Violence	1 (8.3%)
		Color	1 (8.3%)
		Incest	1 (8.3%)
		Domestic Violence	1 (8.3%)
		Sex Discrimination	1 (8.3%)

Info 48. Incident locations

Table 48: Incident locations	
Location	2022-2023
On Campus	6 (42.9%)
Off Campus	8 (57.1%)
Electronic	0
Undisclosed	0
TOTAL	14

Info 49. Month incidents reported

Table 49: Month of report	
Month	2022-2023
August	1 (7.1%)
September	1 (7.1%)
October	1 (7.1%)
November	0
December	1 (7.1%)
January	0
February	3 (21.4)
March	1 (7.1%)
April	5 (35.7)
May	0
June	0
July	1 (7.1%)
TOTAL	14

Info 50. Person type of reporter

Table 50: Reporter	
Reporter	2022-2023
Student	2(14.3%)
Staff	6 (42.9%)
Faculty	3 (21.4)
Anonymous	0
University Police	2 (14.3%)
Third Party	1 (7.1%)
TOTAL	14

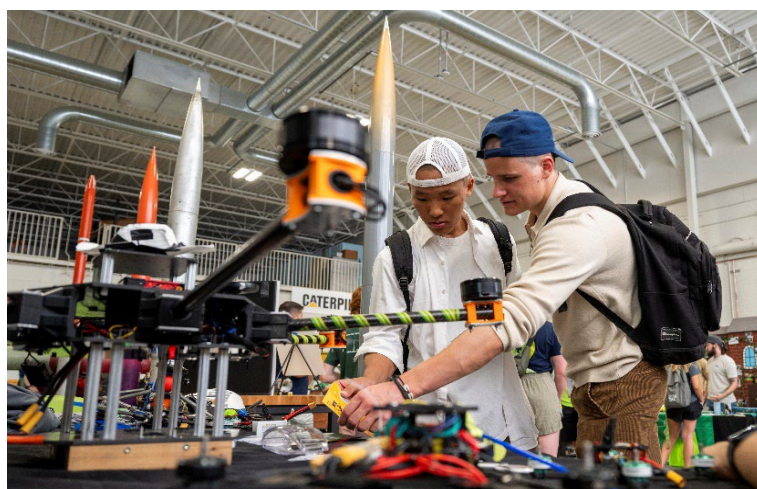
Info 51. Person type of complainant

Table 51: Complainant	
Complainant	2022-2023
Student	14 (87.5%)
Staff	0
Faculty	1 (6.25%)
Third Party	1 (6.25%)
TOTAL	16

Info 52. Allegation resolution

Table 52a: Resolution process based upon Respondent type (Policy 600.020)	
Incidents after August 14, 2020	3rd Party
Formal Complaint not filed	3 (100%)
Total	3

Table 52b: Resolution process based upon Respondent type (Policy 600.010)	
Incidents after August 14, 2020	3rd Party
Formal Complaint not filed	6 (54.5%)
Out of Jurisdiction	5 (45.5%)
Conflict Resolution	
Voluntary Permanent Separation	
Administrative Resolution	
Hearing Panel Resolution	
Total	11



Contact Information

Thank you for reviewing the information in this annual report and for supporting our campus. If you have questions related to information provided in this report or equity and Title IX processes at Missouri S&T, please contact:

Missouri S&T Equity & Title IX

Email: equity@mst.edu

Phone: (573) 341-7734

All media inquiries:

Missouri S&T Marketing and Communications

Email: news@mst.edu

Phone: (573) 341-4328

A report of any form of discrimination or harassment based on a protected class, including sexual harassment, may be made in person, by mail, by telephone, by electronic mail, or online.

Equity & Title IX

900 Innovation Drive, Suite 500

Rolla, MO 65409

Phone: (573) 341-7734

Website: equity.mst.edu

Email: equity@mst.edu

Reporting form is available online at equity.mst.edu.

