

# Missouri University of Science and Technology

# Office of Equity & Title IX

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## 2023-2024 Annual Report



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## 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. Missouri S&T is committed to promoting a safe living and learning environment for everyone.

## 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.

The University of Missouri policies that guide the equity and Title IX processes are linked below and are available online at [https://www.umsystem.edu/ums/rules/collected\\_rules/equal\\_employment\\_educational\\_opportunity](https://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/equity/titleix/equity-faqs>

Title IX FAQs and Process Guide - <https://www.umsystem.edu/ums/equity/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 |     |
|------------------|-----|
| 2023-2024        | 136 |
| 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   | 7 (4.5%)     | 23 (16.3%)  |
| Staff   | 25 (15.9%)   | 29 (20.6%)  |
| Student   | 117 (74.5%)  | 76 (53.9%)  |
| Student Organization                                | 0 (0%)       | 1 (0.7%)    |
| Third Party   | 7 (4.5%)     | 9 (6.4%)    |
| University  | 1 (0.6%)     | 3 (2.1%)    |
| TOTAL   | 157          | 141         |

*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 of Missouri 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 a 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 in Table 2b.

| Table 2b: Unnamed party classification |              |             |
|--|--------------|-------------|
| Type                                   | Complainants | Respondents |
| Faculty                                | 0            | 1           |
| Staff                                  | 2            | 2           |
| Student                                | 9            | 17          |
| Student Org                            | 0            | 0           |
| Third Party                            | 3            | 4           |
| University Entity                      | 0            | 0           |
| TOTAL                                  | 14           | 24          |

Info 3. Number of alleged violations

| Table 3: Alleged Violations |     |
|-----------------------------|-----|
| 2023-2024                   | 202 |
| 2022-2023                   | 158 |
| 2021-2022                   | 202 |
| 2020-2021                   | 113 |

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.

| Table 4: Location of incidents |            |            |            |            |
|--------------------------------|------------|------------|------------|------------|
| Location                       | 2023-2024  | 2022-2023  | 2021-2022  | 2020-2021  |
| On Campus                      | 98 (72.1%) | 66 (62.9%) | 82(64.6%)  | 57 (61.3%) |
| Off Campus                     | 23 (16.9%) | 31 (29.5%) | 30 (23.6%) | 18 (19.4%) |
| Electronic                     | 12 (8.8%)  | 7 (6.6%)   | 11 (8.7%)  | 17 (18.3%) |
| Undisclosed                    | 3 (2.2%)   | 1 (1.0%)   | 4 (3.1%)   | 1 (1.1%)   |
| <b>TOTAL</b>                   | <b>136</b> | <b>105</b> | <b>127</b> | <b>93</b>  |

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.

## 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                         | 2023-2024  | 2022-2023  | 2021-2022  | 2020-2021  |
| Student                          | 33 (24.3%) | 36 (34.3%) | 39 (30.7%) | 41 (44.1%) |
| Staff                            | 79 (58.1%) | 50 (47.6%) | 64 (50.4%) | 16 (17.2%) |
| Faculty                          | 9 (6.6%)   | 8 (7.6%)   | 6 (4.7%)   | 13 (14.0%) |
| Anonymous                        | 2 (1.5%)   | 2 (1.9%)   | 0          | 12 (12.9%) |
| University Police                | 8 (5.9%)   | 6 (5.7%)   | 1 (0.8%)   | 7 (7.5%)   |
| Third Party                      | 5 (3.7%)   | 3 (2.9%)   | 17 (13.4%) | 4 (4.3%)   |
| <b>TOTAL</b>                     | <b>136</b> | <b>105</b> | <b>127</b> | <b>93</b>  |

## 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                 | 2023-2024  | 2022-2023  | 2021-2022  | 2020-2021  |
| August                | 21 (15.4%) | 13 (12.4%) | 5 (3.9%)   | 8 (8.6%)   |
| September             | 21 (15.4%) | 16 (15.2%) | 18 (14.2%) | 21 (22.6%) |
| October               | 15 (11.0%) | 7 (6.7%)   | 14 (11.0%) | 15 (16.1%) |
| November              | 6 (4.4%)   | 8 (7.6)    | 11 (8.7%)  | 3 (3.2%)   |
| December              | 3 (2.2%)   | 10 (9.5%)  | 10 (7.9%)  | 2 (2.2%)   |
| January               | 6 (4.4%)   | 5 (4.8%)   | 8 (6.3%)   | 2 (2.2%)   |
| February              | 13 (9.6%)  | 7 (6.7%)   | 12 (9.4%)  | 8 (8.6%)   |
| March                 | 11 (8.1%)  | 10 (9.5%)  | 9 (7.1%)   | 9 (9.7%)   |
| April                 | 14 (10.3%) | 11 (10.5%) | 26 (20.5%) | 10 (10.8%) |
| May                   | 11 (8.1%)  | 7 (6.7%)   | 7 (5.5%)   | 7 (7.5%)   |
| June                  | 3 (2.2%)   | 8 (7.6%)   | 0          | 4 (4.3%)   |
| July                  | 12 (8.8%)  | 3 (2.8%)   | 7 (5.5%)   | 4 (4.3%)   |
| <b>TOTAL</b>          | <b>136</b> | <b>105</b> | <b>127</b> | <b>93</b>  |

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

| Table 6b: Duration between incident and reported date |              |              |              |             |
|---|--------------|--------------|--------------|-------------|
|   | 2023-2024    | 2022-2023    | 2021-2022    | 2020-2021   |
| Day of incident date                                  | 38 (27.9%)   | 36 (34.0%)   | 32 (25.2%)   | 35 (37.6%)  |
| By the day after incident                             | 63 (46.3%)   | 46 (43.4%)   | 44 (34.6%)   | 49 (52.7%)  |
| Within 1 week (7 days)                                | 94 (69.1%)   | 71 (67.0%)   | 68 (53.5%)   | 63 (67.7%)  |
| Within 2 weeks (14 days)                              | 106 (77.9%)  | 78 (73.6%)   | 72 (56.7%)   | 67 (72.0%)  |
| Within 1 month (30 days)                              | 110 (80.9%)  | 80 (75.5%)   | 85 (66.9%)   | 72 (77.4%)  |
| Within 6 months (180 days)                            | 124 (91.2%)  | 94 (88.7%)   | 107 (84.3%)  | 82 (88.2%)  |
| Within 1 year (365 days)                              | 129 (94.9%)  | 99 (93.4%)   | 110 (86.6%)  | 88 (94.6%)  |
| Within 2 years (730 days)                             | 136 (100.0%) | 103 (97.2%)  | 113 (89.0%)  | 90 (96.8%)  |
| Within 5 years (1,825 days)                           | 136 (100.0%) | 105 (100.0%) | 127 (100.0%) | 91 (97.8%)  |
| Within 10 years (3,650 days)                          | 136 (100.0%) | 105 (100.0%) | 127 (100.0%) | 92 (98.9%)  |
| More than 10 years                                    | 136 (100.0%) | 105 (100.0%) | 127 (100.0%) | 93 (100.0%) |
| <b>Total Number of Reports</b>                        | <b>136</b>   | <b>105</b>   | <b>127</b>   | <b>93</b>   |

## 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.



| Table 7: Types of reported allegations from 136 reports |                    |
|---|--------------------|
| Allegations   | 202 (100.0%)       |
| <b>Sexual Harassment under Title IX (600.020)</b>       | <b>55 (27.2%)</b>  |
| Hostile Environment                                     | 29 (14.4%)         |
| Stalking  | 9 (4.5%)           |
| Dating Violence   | 6 (3.0%)           |
| Fondling  | 5 (2.5%)           |
| Rape/Attempted Rape                                     | 5 (2.5%)           |
| Domestic Violence                                       | 1 (0.5%)           |
| <b>Equity Discrimination and Harassment (600.010)</b>   | <b>142 (70.3%)</b> |
| Unclassified Discrimination                             | 26 (12.9%)         |
| National Origin Discrimination                          | 14 (6.9%)          |
| Hostile Environment                                     | 14 (6.9%)          |
| Sex Discrimination                                      | 12 (5.9%)          |
| Sexual Harassment – Workplace                           | 10 (5.0%)          |
| Race Discrimination                                     | 10 (5.0%)          |
| Sexual Orientation Discrimination                       | 7 (3.5%)           |
| Color Discrimination                                    | 6 (3.0%)           |
| Sexual Harassment – Unclassified                        | 6 (3.0%)           |
| Disability Discrimination                               | 6 (3.0%)           |
| Retaliation   | 6 (3.0%)           |
| Age Discrimination                                      | 5 (2.5%)           |
| Rape  | 4 (2.0%)           |
| Gender Identity Discrimination                          | 4 (2.0%)           |
| Religious Discrimination                                | 3 (1.5%)           |
| Domestic Violence                                       | 3 (1.5%)           |
| Dating Violence   | 2 (1.0%)           |
| Fondling  | 1 (0.5%)           |
| Sodomy  | 1 (0.5%)           |
| Unclassified Sexual Assault                             | 1 (0.5%)           |
| False Reporting   | 1 (0.5%)           |
| <b>Other allegations</b>                                | <b>5 (2.5%)</b>    |
| Violation of applicable laws or ordinances              | 2 (1.0%)           |
| Larceny/Theft   | 1 (0.5%)           |
| Damages/Vandalism                                       | 1 (0.5%)           |
| Endangering Behavior-Physical Abuse                     | 1 (0.5%)           |

Allegation definitions of are available online:

[CRR 600.010](#) and [CRR 600.020](#)

Other allegations relate to other University policies including, but not limited to:

[CRR 330.110 Standards of Faculty Conduct](#) and [CRR 200.010 Standard of Conduct](#)

## 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.

| <b>Table 8: Interventive actions for complainants and respondents</b> | <b>2023-2024<br/>Total 54</b> |
|---|-------------------------------|
| <b>Supportive Measures</b>  | <b>54</b>                     |
| Adjustment of course assignments and/or exam                          | 31 (57.4%)                    |
| Mutual no contact restrictions  | 21 (38.9%)                    |
| Altering on-campus housing assignment                                 | 1 (1.9%)                      |
| Academic Support  | 1 (1.9%)                      |
| <b>Emergency Removal</b>  | <b>0</b>                      |
| <b>Interim suspension of a student organization</b>                   | <b>0</b>                      |
| <b>Administrative leave for an employee</b>                           | <b>0</b>                      |

## 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 on or after August 14, 2020, the equity resolution process is 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).

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. The Formal Complaint may be dismissed if
    - The conduct does not constitute sexual harassment under CRR 600.020.
    - The conduct did not occur in the University's education program or activity.
    - 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:
    - Complainant withdrew formal complaint.
    - Respondent is no longer with the university.
    - Circumstances prevent the University from gathering evidence sufficient to reach a determination.
- **Informal Resolution** – Informal resolution options are mutual voluntary processes using alternative dispute resolution mechanisms. 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. If successful, the investigation process ends with no findings issued.
  - **Voluntary permanent separation** - The respondent voluntarily agrees to permanently withdraw from the University of Missouri System.
  - **Administrative resolution** – If both parties choose administrative resolution, the resolution will be determined by a single decision maker.
- **Hearing Panel Resolution** – A panel of three decision makers decide whether a violation has occurred and determine sanctions and/or remedial actions.

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.
  - **Reluctant complainant/Request not to pursue** – If the impacted party chooses not to participate in the process, a complaint has not been filed, or the party requests the matter not be investigated, the resolution process is concluded.
  - **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** – Summary resolution is a 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** –Conflict resolution is 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** – Administrative resolution is 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** –Hearing panel resolution is when the decision of whether a violation has occurred and findings on sanctions and remedial actions are made by a panel of three decision makers.

| Table 9a: Title IX - Resolution based upon Respondent type (Policy 600.030) |           |  |          |          |             |           |
|---|-----------|--|----------|----------|-------------|-----------|
|   | Student   | Student Organization                                 | Faculty  | Staff    | Third Party | Total     |
| Formal Complaint not filed  | 23        | An organization may not be charged under CRR 600.020 | 2        | 1        | 2           | 28        |
| Dismissal   | 3         |  | 3        | 0        | 0           | 6         |
| Informal Res- Facilitated Dialogue  | 6         |  | 0        | 0        | 0           | 6         |
| Hearing Panel Resolution  | 0         |  | 1        | 0        | 0           | 1         |
| <b>Total</b>  | <b>32</b> |  | <b>6</b> | <b>1</b> | <b>2</b>    | <b>41</b> |

Note: Decision not yet rendered - Decision not yet rendered indicates that a decision has not yet been made and the process is ongoing at the time of report publication.

Note: Both complainant and respondent have the right to appeal decisions regarding dismissal, administrative resolution, or hearing panel resolution findings. In one case, the complainant appealed a dismissal by the Title IX Coordinator. The dismissal determination was upheld by an Equity Resolution Appellate Officer.

| Table 9b: Equity - Resolution based upon Respondent type (Policy 600.040 / 600.050) |           |                      |           |           |           |             |            |
|---|-----------|----------------------|-----------|-----------|-----------|-------------|------------|
|   | Student   | Student Organization | Faculty   | Staff     | UM System | Third Party | Total      |
| Formal Complaint not filed  | 38        | 1                    | 14        | 22        | 3         | 4           | 82         |
| Out of Jurisdiction   | 1         | 0                    | 0         | 1         |           | 3           | 5          |
| Summary Resolution  | 1         | 0                    | 1         | 5         | 0         | 0           | 7          |
| Conflict Resolution   | 1         | 0                    | 1         | 0         | 0         |             | 2          |
| Administrative Resolution   | 2         | 0                    | 0         | 0         | 0         |             | 2          |
| Hearing Panel Resolution  | 1         | 0                    | 2         |           |           |             | 3          |
| <b>Total</b>  | <b>44</b> | <b>1</b>             | <b>18</b> | <b>28</b> | <b>3</b>  | <b>7</b>    | <b>101</b> |

Note: One case with a single respondent has resolutions for both TIX and Equity. This explains why there are 142 resolutions for 141 respondents as indicated in Tables 9a and 9b.

Note: Both complainant and respondent have the right to request reconsideration of a summary resolution as well as appeal decisions regarding administrative resolution or hearing panel resolution findings. In one



case, a complainant requested reconsideration of the summary resolution. The summary resolution was upheld by the Equity Resolution Officer.

When cases are resolved, it may conditionally trigger referrals to other departments, such as Human Resources or Community Standards, 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.

Info 10. Responsibility

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                                  | 3                                 | 1                               |
| Faculty                                  | 3                                 | 1                               |
| Staff                                    | 0                                 | 0                               |
| University                               | 0                                 | 0                               |
| Total                                    | 6                                 | 2                               |

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

No respondent requested an appeal.

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

Remedial actions are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant following a finding, where the Respondent is found responsible for a violation, so to restore access and mitigate the impact of the concern adjudicated.

| Table 10b: Sanctions and Remedial Actions | Frequency |
|---|-----------|
| Required Education / Training             | 3 (50.0%) |
| Expulsion                                 | 1 (16.7%) |
| Loss of Supervisory Responsibility        | 1 (16.7%) |
| Written Warning                           | 1 (16.7%) |
| Total                                     | 6         |

Note: There were no findings for remedial actions during the reporting period.

# 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.

| Table 11: Student respondents |    |
|-------------------------------|----|
| # of reports                  | 76 |
| # of respondents              | 76 |
| # allegations                 | 99 |

## Info 12. Types of reported allegations

| Table 12: Types of reported allegations for student respondents |            |
|---|------------|
| Allegations   | 99         |
| Sexual harassment under Title IX (600.020)                      | 42 (42.4%) |
| Hostile Environment   | 19         |
| Stalking  | 7          |
| Dating Violence   | 5          |
| Fondling  | 5          |
| Rape/Attempted Rape   | 5          |
| Domestic Violence   | 1          |
| Equity Discrimination and Harassment (600.010)                  | 52 (52.5%) |
| Unclassified Discrimination                                     | 8          |
| National Origin Discrimination                                  | 2          |
| Hostile Environment   | 12         |
| Sex Discrimination  | 2          |
| Sexual Harassment – Workplace                                   | 1          |
| Race Discrimination   | 1          |
| Sexual Orientation Discrimination                               | 3          |
| Color Discrimination  | 1          |
| Sexual Harassment – Unclassified                                | 5          |
| Age Discrimination  | 1          |
| Rape  | 4          |
| Gender Identity   | 1          |
| Religious Discrimination  | 2          |
| Domestic Violence   | 3          |
| Dating Violence   | 2          |
| Fondling  | 1          |
| Sodomy  | 1          |
| Unclassified Sexual Assault                                     | 1          |
| False Reporting   | 1          |
| Other allegations   | 5 (5.1%)   |
| Violation of applicable laws or ordinances                      | 2          |
| Larceny/Theft   | 1          |
| Damages/Vandalism   | 1          |
| Endangering Behavior-Physical Abuse                             | 1          |

## Info 13. Incident locations

| Table 13: Incident location |            |
|-----------------------------|------------|
| Location                    | 2023-2024  |
| On Campus                   | 54 (71.1%) |
| Off Campus                  | 15 (19.7%) |
| Electronic                  | 7 (9.2%)   |
| Undisclosed                 | 0 (0.0%)   |
| <b>TOTAL</b>                | <b>76</b>  |

## Info 14. Month incidents reported

| Table 14: Month of report |            |
|---------------------------|------------|
| Month                     | 2023-2024  |
| August                    | 13 (17.1%) |
| September                 | 15 (19.7%) |
| October                   | 8 (10.5%)  |
| November                  | 6 (7.9%)   |
| December                  | 2 (2.6%)   |
| January                   | 2 (2.6%)   |
| February                  | 10 (13.2%) |
| March                     | 7 (9.2%)   |
| April                     | 6 (7.9%)   |
| May                       | 4 (5.3%)   |
| June                      | 2 (2.6%)   |
| July                      | 1 (1.3%)   |
| <b>TOTAL</b>              | <b>76</b>  |

## Info 15. Person type of reporter

| Table 15: Reporter |            |
|--------------------|------------|
| Reporter           | 2023-2024  |
| Student            | 25 (32.9%) |
| Staff              | 38 (50.0%) |
| Faculty            | 5 (6.6%)   |
| Anonymous          | 0 (0.0%)   |
| University Police  | 5 (6.6%)   |
| Third Party        | 3 (3.9%)   |
| <b>TOTAL</b>       | <b>76</b>  |



## Info 16. Person type of complainant

| Table 16: Complainant |            |
|-----------------------|------------|
| Complainant           | 2023-2024  |
| Student               | 73 (90.1%) |
| Staff                 | 5 (6.2%)   |
| Faculty               | 0          |
| Third Party           | 2 (2.5%)   |
| UM System             | 1 (1.2%)   |
| <b>TOTAL</b>          | <b>81</b>  |



## Info 17. Case resolution

| Table 17a: Resolution based upon Respondent type (Policy 600.030) |           |
|---|-----------|
|   | 2023-2024 |
| Formal Complaint not filed  | 23        |
| Dismissal   | 3         |
| Informal Res- Facilitated Dialogue                                | 6         |
| <b>Total</b>  | <b>32</b> |

| Table 17b: Resolution based upon Respondent type (Policy 600.040 / 600.050) |           |
|---|-----------|
|   | 2023-2024 |
| Formal Complaint not filed  | 39        |
| Summary Resolution  | 1         |
| Conflict Resolution   | 1         |
| Administrative Resolution   | 2         |
| Hearing Panel Resolution  | 1         |
| <b>Total</b>  | <b>44</b> |



# Missouri S&T Faculty Respondents

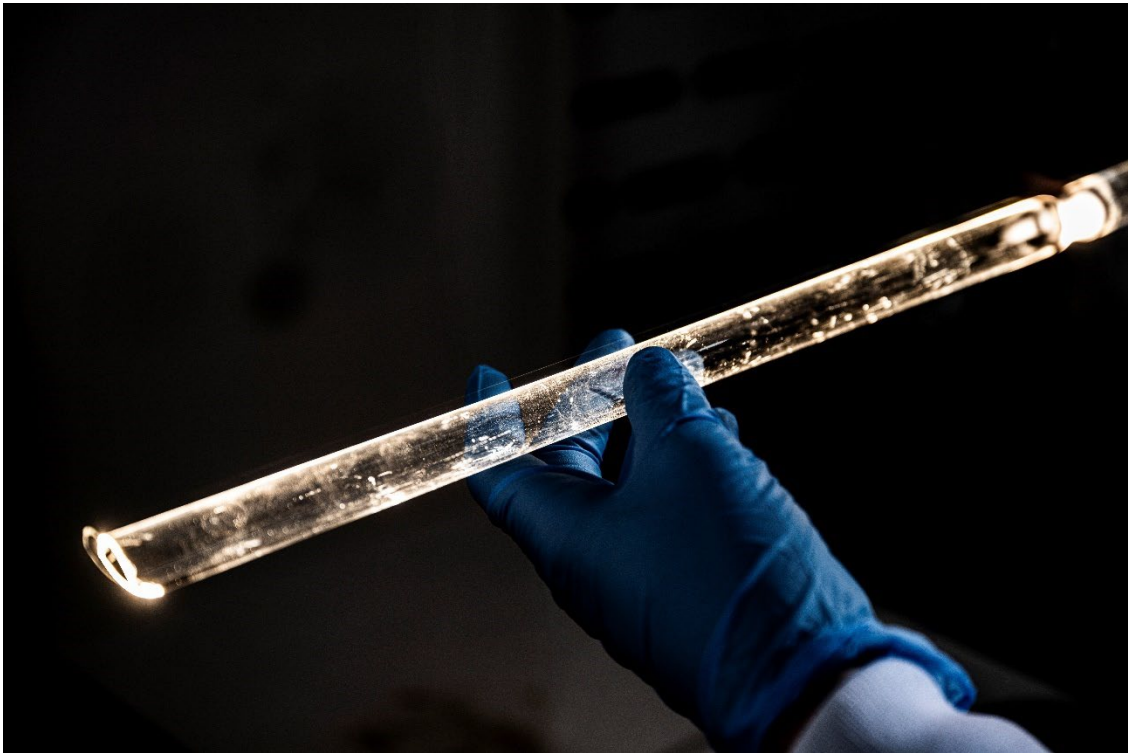
## Info 18. Faculty Respondents

The number of cases reflects where one or more respondent is a faculty member. In some cases where there is more than one respondent, the case will be counted for each respondent type.

| Table 18: Faculty respondents |    |
|-------------------------------|----|
| # of reports                  | 21 |
| # of respondents              | 23 |
| # allegations                 | 30 |

## Info 19. Allegations reported

| Table 19: Types of reported allegations for faculty respondents |            |
|---|------------|
| Allegations   | 30         |
| Sexual harassment under Title IX (600.020)                      | 8 (26.7%)  |
| Hostile Environment   | 7          |
| Stalking  | 1          |
| Equity Discrimination and Harassment (600.010)                  | 22 (73.3%) |
| Unclassified Discrimination                                     | 6          |
| National Origin Discrimination                                  | 4          |
| Sex Discrimination  | 1          |
| Sexual Harassment – Workplace                                   | 4          |
| Race Discrimination   | 2          |
| Disability Discrimination                                       | 2          |
| Retaliation   | 2          |
| Religious Discrimination  | 1          |



## Info 20. Incident locations

| Table 20: Incident location |             |
|-----------------------------|-------------|
| Location                    | 2023-2024   |
| On Campus                   | 17 ( 81.0%) |
| Off Campus                  | 2 (9.5%)    |
| Electronic                  | 2 (9.5%)    |
| Undisclosed                 | 0           |
| <b>TOTAL</b>                | <b>21</b>   |

## Info 21. Month incidents reported

| Table 21: Month of report |           |
|---------------------------|-----------|
| Month                     | 2023-2024 |
| August                    | 3 (14.3%) |
| September                 | 2 (9.5%)  |
| October                   | 5 (23.8%) |
| November                  | 0         |
| December                  | 0         |
| January                   | 2 (9.5%)  |
| February                  | 2 (9.5%)  |
| March                     | 0         |
| April                     | 3 (14.3%) |
| May                       | 1 (4.8%)  |
| June                      | 1 (4.8%)  |
| July                      | 2 (9.5%)  |
| <b>TOTAL</b>              | <b>21</b> |

## Info 22. Person type of reporter

| Table 22: Reporter |            |
|--------------------|------------|
| Reporter           | 2023-2024  |
| Student            | 2 (9.5%)   |
| Staff              | 16 (76.2%) |
| Faculty            | 3 (14.3%)  |
| Anonymous          | 0          |
| University Police  | 0          |
| Third Party        | 0          |
| <b>TOTAL</b>       | <b>21</b>  |

## Info 23. Person type of complainant

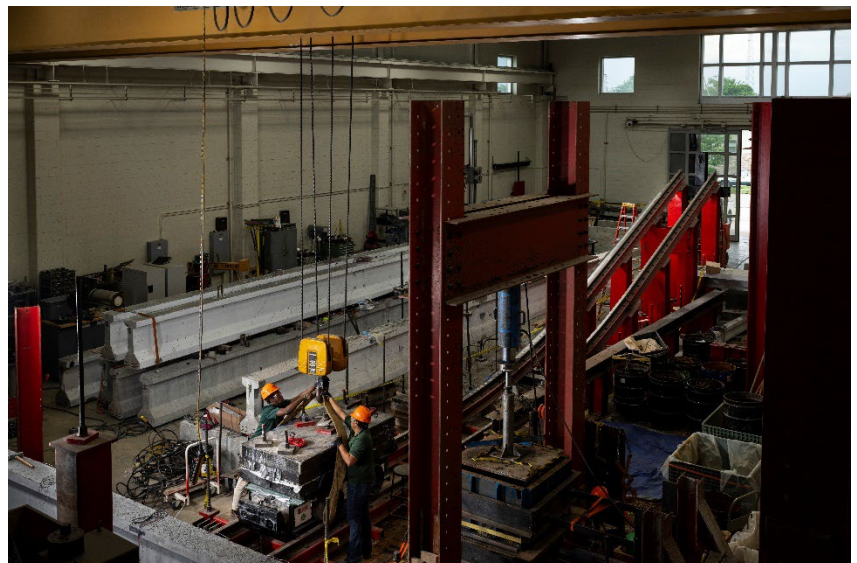
| Table 23: Complainant |            |
|-----------------------|------------|
| Complainant           | 2023-2024  |
| Student               | 19 (86.4%) |
| Staff                 | 0          |
| Faculty               | 3 (13.6%)  |
| UM System             | 0          |
| Third Party           | 0          |
| <b>TOTAL</b>          | <b>22</b>  |

## Info 24. Case resolution

| Table 24a: Resolution based upon Respondent type (Policy 600.030) |           |
|---|-----------|
|   | 2023-2024 |
| Formal Complaint not filed  | 2         |
| Dismissal   | 3         |
| Hearing Panel Resolution  | 1         |
| <b>Total</b>  | <b>6</b>  |

| Table 24b: Resolution process based upon Respondent type (Policy 600.040 / 600.050) |           |
|---|-----------|
|   | 2023-2024 |
| Formal Complaint not filed  | 14        |
| Summary Resolution  | 1         |
| Conflict Resolution   | 1         |
| Hearing Panel Resolution  | 2         |
| <b>Total</b>  | <b>18</b> |

Note: One case with a single respondent has resolutions for both TIX and Equity. This explains why there are 24 resolutions for 23 respondents as indicated in Tables 24a and 24b.



## Missouri S&T Staff Respondents

### Info 25. Staff respondents

The number of cases reflects where one or more respondent is a staff member. In some cases where there is more than one respondent, the case will be counted for each respondent type.

**Table 25: Staff respondents**

|                  |    |
|------------------|----|
| # of reports     | 26 |
| # of respondents | 29 |
| # allegations    | 53 |

### Info 26. Allegations reported

**Table 26: Types of reported allegations for staff respondents**

| Allegations   | 53                |
|---|-------------------|
| <b>Sexual harassment under Title IX (600.020)</b>     | <b>3 (5.7%)</b>   |
| Hostile Environment                                   | 3                 |
| <b>Equity Discrimination and Harassment (600.010)</b> | <b>50 (94.3%)</b> |
| Unclassified Discrimination                           | 8                 |
| National Origin Discrimination                        | 3                 |
| Sex Discrimination                                    | 8                 |
| Sexual Harassment – Workplace                         | 5                 |
| Race Discrimination                                   | 4                 |
| Sexual Orientation Discrimination                     | 3                 |
| Color Discrimination                                  | 4                 |
| Sexual Harassment – Unclassified                      | 1                 |
| Disability Discrimination                             | 3                 |
| Retaliation   | 4                 |
| Age Discrimination                                    | 4                 |
| Gender Identity Discrimination                        | 3                 |





## Info 27. Incident locations

| Table 27: Incident locations |            |
|------------------------------|------------|
| Location                     | 2023-2024  |
| On Campus                    | 20 (76.9%) |
| Off Campus                   | 1 (3.9%)   |
| Electronic                   | 3 (11.6%)  |
| Undisclosed                  | 2 (7.7%)   |
| <b>TOTAL</b>                 | <b>26</b>  |

## Info 28. Months incidents reported

| Table 28: Month of report |           |
|---------------------------|-----------|
| Month                     | 2023-2024 |
| August                    | 3 (11.5%) |
| September                 | 3 (11.5%) |
| October                   | 2 (7.7%)  |
| November                  | 0         |
| December                  | 1 (3.8%)  |
| January                   | 1 (3.8%)  |
| February                  | 0         |
| March                     | 3 (11.5%) |
| April                     | 4 (15.5%) |
| May                       | 5 (19.2%) |
| June                      | 0         |
| July                      | 4 (15.5%) |
| <b>TOTAL</b>              | <b>26</b> |

## Info 29. Person type of reporter

| Table 29: Reporter |            |
|--------------------|------------|
| Reporter           | 2023-2024  |
| Student            | 5 (19.2%)  |
| Staff              | 19 (73.2%) |
| Faculty            | 1 (3.8%)   |
| Anonymous          | 1 (3.8%)   |
| University Police  | 0          |
| Third Party        | 0          |
| <b>TOTAL</b>       | <b>26</b>  |

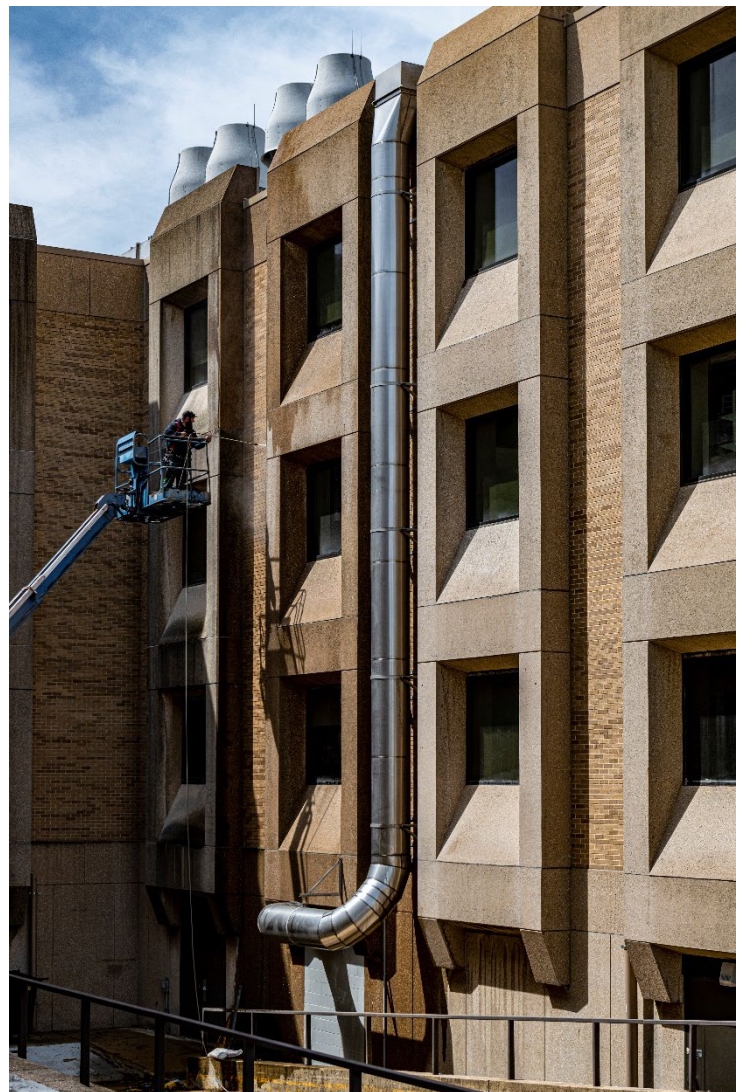
## Info 30. Person type of complainant

| Table 30: Complainant |            |
|-----------------------|------------|
| Complainant           | 2023-2024  |
| Student               | 13 (34.2%) |
| Staff                 | 19 (50.0%) |
| Faculty               | 5 (13.2%)  |
| Third Party           | 1 (2.6%)   |
| UM System             | 0          |
| <b>TOTAL</b>          | <b>38</b>  |

## Info 31. Case resolution

| Table 31a: Resolution based upon Respondent type (Policy 600.030) |           |
|---|-----------|
|   | 2023-2024 |
| Formal Complaint not filed  | 1         |
| <b>Total</b>  | <b>1</b>  |

| Table 31b: Resolution based upon Respondent type (Policy 600.040 / 600.050) |           |
|---|-----------|
|   | 2023-2024 |
| Formal Complaint not filed  | 22        |
| Out of Jurisdiction   | 1         |
| Summary Resolution  | 5         |
| <b>Total</b>  | <b>28</b> |





# University of Missouri Entity Respondents

## Info 32. University of Missouri Entity Respondents

The number of cases reflects where one or more respondent is an Entity of the University of Missouri. In some cases where there is more than one respondent, the case will be counted for each respondent type.

| Table 32: University of Missouri Entity Respondents |   |
|---|---|
| # of reports  | 3 |
| # of respondents                                    | 3 |
| # allegations                                       | 4 |

## Info 33. Allegations reported

| Table 33: Types of reported allegations for University of Missouri respondents |            |
|--|------------|
| Allegations  | 4          |
| Sexual harassment under Title IX (600.020)                                     | 0          |
| Equity Discrimination and Harassment (600.010)                                 | 4 (100.0%) |
| Sex Discrimination   | 1          |
| Race Discrimination  | 2          |
| Disability Discrimination  | 1          |



## Info 34. Incident locations

| Table 34: Incident locations |           |
|------------------------------|-----------|
| Location                     | 2023-2024 |
| On Campus                    | 3 (100%)  |
| Off Campus                   | 0         |
| Electronic                   | 0         |
| Undisclosed                  | 0         |
| <b>TOTAL</b>                 | <b>3</b>  |

## Info 35. Month incidents reported

| Table 35: Month of report |           |
|---------------------------|-----------|
| Month                     | 2023-2024 |
| August                    | 1 (33.3%) |
| September                 | 0         |
| October                   | 0         |
| November                  | 0         |
| December                  | 0         |
| January                   | 0         |
| February                  | 1 (33.3%) |
| March                     | 0         |
| April                     | 1 (33.3%) |
| May                       | 0         |
| June                      | 0         |
| July                      | 0         |
| <b>TOTAL</b>              | <b>3</b>  |

## Info 36. Person type of reporter

| Table 36: Reporter |           |
|--------------------|-----------|
| Reporter           | 2023-2024 |
| Student            | 1 (33.3%) |
| Staff              | 1 (33.3%) |
| Faculty            | 0         |
| Anonymous          | 1 (33.3%) |
| University Police  | 0         |
| Third Party        | 0         |
| <b>TOTAL</b>       | <b>3</b>  |

## Info 37. Person type of complainant

| Table 37: Complainant |           |
|-----------------------|-----------|
| Complainant           | 2023-2024 |
| Student               | 2 (66.7%) |
| Staff                 | 0         |
| UM System             | 0         |
| Faculty               | 0         |
| Third Party           | 1 (33.3%) |
| <b>TOTAL</b>          | <b>3</b>  |

## Info 38. Case resolution

| Table 38a: Resolution based upon Respondent type (Policy 600.030)  |           |
|--|-----------|
|  | 2023-2024 |
| The University of Missouri cannot be charged with sexual harassment under a Title IX violation as the policy states that a respondent is an individual who has been reported to be the perpetrator of conduct. |           |

| Table 38b: Resolution based upon Respondent type (Policy 600.030) |           |
|---|-----------|
|   | 2023-2024 |
| Formal Complaint not filed  | 3         |
| <b>Total</b>  | <b>3</b>  |





# Student Organization Respondents

## Info 39. Student Organization Respondents

The number of cases reflects where one or more respondent is a student organization. In some cases where there is more than one respondent, the case will be counted for each respondent type.

## Info 40. Allegations reported

| Table 39: Student Organization Respondents |   |
|--|---|
| # of reports                               | 1 |
| # of respondents                           | 1 |
| # allegations                              | 1 |

| Table 40: Types of reported allegations for Student Organizations |            |
|---|------------|
| Allegations   | 1          |
| Sexual harassment under Title IX (600.020)                        | 0          |
| Equity Discrimination and Harassment (600.010)                    | 1 (100.0%) |
| Hostile Environment   | 1          |



## Info 41. Incident locations

| Table 41: Incident locations |           |
|------------------------------|-----------|
| Location                     | 2023-2024 |
| On Campus                    | 1 (100%)  |
| Off Campus                   | 0         |
| Electronic                   | 0         |
| Undisclosed                  | 0         |
| <b>TOTAL</b>                 | <b>1</b>  |

## Info 42. Month incidents reported

| Table 42: Month of report |           |
|---------------------------|-----------|
| Month                     | 2023-2024 |
| August                    | 0         |
| September                 | 0         |
| October                   | 0         |
| November                  | 0         |
| December                  | 0         |
| January                   | 0         |
| February                  | 0         |
| March                     | 1 (100%)  |
| April                     | 0         |
| May                       | 0         |
| June                      | 0         |
| July                      | 0         |
| <b>TOTAL</b>              | <b>1</b>  |

## Info 43. Person type of reporter

| Table 43 Reporter |           |
|-------------------|-----------|
| Reporter          | 2023-2024 |
| Student           | 0         |
| Staff             | 0         |
| Faculty           | 0         |
| Anonymous         | 0         |
| University Police | 1 (100%)  |
| Third Party       | 0         |
| <b>TOTAL</b>      | <b>1</b>  |

## Info 44. Person type of complainant

| Table 56: Complainant |           |
|-----------------------|-----------|
| Complainant           | 2023-2024 |
| Student               | 1 (100%)  |
| Staff                 | 0         |
| Faculty               | 0         |
| Third Party           | 0         |
| UM Entity             | 0         |
| <b>TOTAL</b>          | <b>1</b>  |

## Info 45. Case resolution

| Table 45a: Resolution based upon Respondent type (Policy 600.030)  |           |
|--|-----------|
|  | 2023-2024 |
| A student organization cannot be charged with sexual harassment under a Title IX violation as the policy states that a respondent is an individual who has been reported to be the perpetrator of conduct. |           |

| Table 45b: Resolution based upon Respondent type (Policy 600.040 / 600.050) |           |
|---|-----------|
|   | 2023-2024 |
| Formal Complaint not filed  | 1         |
| <b>Total</b>  | <b>1</b>  |





# 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

The number of cases reflects where one or more respondent is a third party respondent. In some cases where there is more than one respondent, the case will be counted for each respondent type.

| Table 46: Third Party Respondents |    |
|-----------------------------------|----|
| # of reports                      | 9  |
| # of respondents                  | 9  |
| # allegations                     | 15 |

## Info 47. Allegations reported

| Table 47: Types of reported allegations for third party respondents |            |
|---|------------|
| Allegations   | 15         |
| Sexual harassment under Title IX (600.020)                          | 2 (13.3%)  |
| Stalking  | 1          |
| Dating Violence   | 1          |
| Equity Discrimination and Harassment (600.010)                      | 13 (86.7%) |
| Unclassified Discrimination   | 4          |
| National Origin Discrimination                                      | 5          |
| Hostile Environment   | 1          |
| Race Discrimination   | 1          |
| Sexual Orientation Discrimination                                   | 1          |
| Color Discrimination  | 1          |



## Info 48. Incident locations

| Table 48: Incident locations |           |
|------------------------------|-----------|
| Location                     | 2023-2024 |
| On Campus                    | 3 (33.3%) |
| Off Campus                   | 5 (55.6%) |
| Electronic                   | 0         |
| Undisclosed                  | 1 (11.1%) |
| <b>TOTAL</b>                 | <b>9</b>  |

## Info 49. Month incidents reported

| Table 49: Month of report |           |
|---------------------------|-----------|
| Month                     | 2023-2024 |
| August                    | 1 (11.1%) |
| September                 | 1 (11.1%) |
| October                   | 0         |
| November                  | 0         |
| December                  | 0         |
| January                   | 1 (11.1%) |
| February                  | 0         |
| March                     | 0         |
| April                     | 0         |
| May                       | 1 (11.1%) |
| June                      | 0         |
| July                      | 5 (55.6%) |
| <b>TOTAL</b>              | <b>9</b>  |

## Info 50. Person type of reporter

| Table 50: Reporter |           |
|--------------------|-----------|
| Reporter           | 2023-2024 |
| Student            | 0         |
| Staff              | 5 (55.6%) |
| Faculty            | 0         |
| Anonymous          | 0         |
| University Police  | 2 (22.2%) |
| Third Party        | 2 (22.2%) |
| <b>TOTAL</b>       | <b>9</b>  |

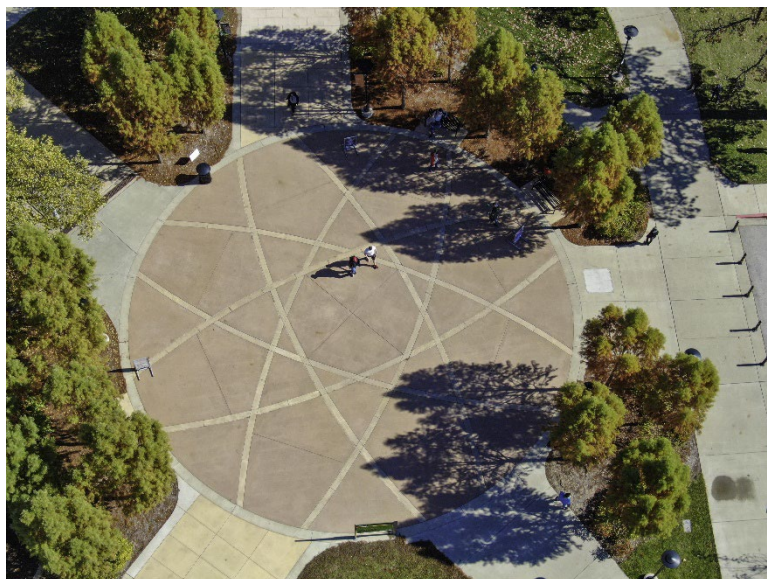
## Info 51. Person type of complainant

| Table 51: Complainant |           |
|-----------------------|-----------|
| Complainant           | 2023-2024 |
| Student               | 9 (69.2%) |
| Staff                 | 1 (7.7%)  |
| Faculty               | 0         |
| Third Party           | 3 (23.1%) |
| <b>TOTAL</b>          | <b>13</b> |

## Info 52. Case resolution

| Table 52a: Resolution based upon Respondent type (Policy 600.030) |           |
|---|-----------|
|   | 2023-2024 |
| Formal Complaint not filed  | 2         |
| <b>Total</b>  | <b>2</b>  |

| Table 52b: Resolution based upon Respondent type (Policy 600.040 / 600.050) |           |
|---|-----------|
|   | 2023-2024 |
| Formal Complaint not filed  | 4         |
| Out of Jurisdiction   | 3         |
| <b>Total</b>  | <b>7</b>  |



## 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](mailto:equity@mst.edu)

Phone: (573) 341-7734

All media inquiries:

Missouri S&T Marketing and Communications

Email: [news@mst.edu](mailto: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](http://equity.mst.edu)

Email: [equity@mst.edu](mailto:equity@mst.edu)

Reporting form is available online at [equity.mst.edu](http://equity.mst.edu).

