

2020 Complaints and Inquiries Log

Complaints

The complaints in the table below are those issues that if true, would violate the policy. A full investigation into the issue was conducted which included interviews with the complainant, respondent, and witnesses as well as a complete document review. At the end of the investigation, a determination was made as to whether the Non-Discrimination Policy was violated. If the Policy was violated the complaint was referred to the sanctioning authority to impose appropriate sanctions for the violation.

Complaint Basis	Disposition
Sex Discriminaiton	Mediated
Sexual Harassment	Violation of Policy
Age Discriminaiton	No Violation of Policy
Sex Discriminaiton	Violation of Policy
Sexual Harassment	No Violation of Policy
Sexual Harassment	Violation of Policy
Age Discrimination	No Violation of Policy

See next page for Inquiries

Inquiries

Inquiries are complaints that even if true would not be a violation of the Non-Discrimination Policy and are not reviewed under the policy. After interviewing the complainant, these complaints are referred to the appropriate office/department on campus for resolution. In some cases, the complaint comes to the attention of the Equal Opportunity Director/Title IX Coordinator (EOD) through third party reports. In these cases, if the complainant agrees to meet with the EOD, the EOD explains the Non-Discrimination Policy and the complaint procedure. The complainant has the option to proceed with a complaint or to withdraw the complaint. In either case, referrals are made and the meeting documentation is retained in a confidential manner in the Equal Opportunity Office. In the case of some third party reports, the complainant does not contact the EOD. The EOD makes three attempts to reach out and at the end of 180 days; the report is documented as an Inquiry.

Inquiry Basis	Referral
Unprofessionalism	Supervisor
Sexual Violence	Student Life
Race Discrimination	Student Life
Failed Class	Director
Domestic violence	Campus Advocate
National Origin Discrimination	Complaint Withdrawn
Domestic violence	Campus Advocate
Dating Violence	Unable to contact
Cyber Stalking	Complaint Withdrawn
Emotional Distress	Campus Advocate
Interpersonal Conflict	Student Life
Interpersonal Conflict	Unable to contact
Interpersonal Conflict	Student Life
Sexual Harassment	Unable to contact
Race Discrimination	Unable to contact
unknown	Unable to contact
Sexual Violence	Campus Advocate
Sexual Harassment	Complaint Withdrawn
Sexual Violence	Student Life
Disability Discrimination	Complaint Withdrawn
Abusive Supervisor	Complaint Withdrawn
Addiction Discrimination	Student Life
Dating Violence	Anonymous complaint, not reviewed
Sexual Harassment	Complaint Withdrawn
Disability Discrimination	Complaint dismissed, appeal dismissed
Sexual Harassment	supervisor
Sexual Violence	Counseling services, campus advocate, University Police

Inquiry Basis	Referral
Race Discrimination	Complaint Withdrawn, Human Resources
Color Harassment	Unable to contact
Unfair Hiring	Human Resources
Harassment	Complaint Withdrawn
Sexual Harassment	Complaint Withdrawn, Professor
Addiction Discrimination	Student Life
Sexual Harassment	Unable to contact
Sexual Violence	Unable to contact, Campus Advocate
Sexual Harassment	Unable to contact, Campus Advocate
Program Accessibility	Diversity and Inclusion
Sexual Harassment	Unable to contact, Supervisor
Sexual Harassment	Complaint not filed
Stalking	Unable to contact, University Police
Sexual Violence	Off-campus incident, referred to University Police
Sexual Harassment	Complaint not filed, Director
Stalking	Unable to contact
Domestic violence	Unable to contact, Student Life and Campus Advocate