

## 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.

<b>Complaint Basis</b>	<b>Disposition</b>
Disability Discrimination	No Violation of Policy
Racial Harassment	No Violation of Policy
Sexual Harassment	Violation of Policy
Sexual Harassment	No Violation of Policy
Sexual Harassment	No Violation of Policy
Sexual Harassment	Violation of Policy
Sexual Harassment	Violation of Policy
Sexual Harassment	No Violation of Policy
Sexual Harassment	Violation of Policy
Sexual Harassment	No Violation of Policy
Sexual Harassment	Violation of Policy
Sexual Harassment	Violation of Policy
Sexual Harassment	No Violation of Policy
Sexual Harassment	Violation of Policy
Sexual Harassment	No Violation of Policy
Sexual Orientation Discrimination	No Violation of Policy
Sexual Orientation Harassment	No Violation of Policy
Sexual Violence	Violation of Policy
Sexual Violence	Violation of Policy
Sexual Violence	No Violation of Policy
Stalking	Violation of Policy
Stalking	No Violation of Policy
Stalking	Violation of Policy

## 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
Disability Discrimination	Student Life
Disability Discrimination	Diversity and Inclusion
Disability Discrimination	Supervisor
Disability Discrimination	Complaint withdrew
Domestic Violence	Campus Advocate
Financial Aid	Student Life, Director
Harassment	Complaint not filed
Harassment	Complaint not filed
Interpersonal Relationships	Complaint not filed
Interpersonal Relationships	Coached on conflict resolution and referred to professor
Interpersonal Relationships	Complaint not filed
Interpersonal Relationships	Human Resources
National Origin Discrimination	Chair, complaint withdrew
National Origin Harassment	Student Life
Race/Racial Profiling	Complaint not filed
Racial Discrimination	Complaint not filed
Racial Discrimination	Human Resources
Racial Discrimination	Withdrew complaint
Racial Discrimination	Student Life
Racial Harassment	Withdrew complaint, department training of diversity and inclusion
Racial Harassment	Withdrew complaint, department training of diversity and inclusion
Religious Discrimination	Complaint not filed
Religious Discrimination	Professor
Schedule Conflict	Human Resources
Sexual Harassment	Director
Sexual Harassment	Diversity and Inclusion
Sexual Harassment	Complaint not filed
Sexual Harassment	Complaint withdrew
Sexual Harassment	Student Life
Sexual Orientation Harassment	Student Life
Sexual Violence	Complaint withdrew
Sexual Violence	Complaint not filed
Sexual Violence	WUPD, Student Life, Campus Advocate
Sexual Violence	Complaint withdrew
Stalking	Complaint not filed
Stalking	Professor
Stalking	WUPD
Theft	Complainant denied allegations and said felt safe