

# North Dakota State University

## Equity Office – Employee Cases

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### Annual Report for 2017-2018

Seventy (70) employee cases were received during the 2017-2018 academic year and the outcome of these reports is as follows:

- Adverse action not by NDSU employee/student – 3
- Appropriate resolution or remedy achieved without formal investigation – 10
- Allegations did not substantiate policy violation – 16
- Failed to allege discrimination/harassment/retaliation/sexual misconduct – 6
- Investigation handled through formal resolution – 2
- Insufficient information to substantiate violation – 11
- Isolated incident: not severe, persistent, or pervasive – 5
- Party chose not to pursue – 8
- Cases handled with a formal investigation and Review Committee - 9
  - Not determined a policy violation – 4
  - Determined a policy violation - 5
    - ✓ Resignations/terminations – 5
- Types of complaints: (many cases have more than one category listed)
  - Discrimination – 25
  - Discrimination and harassment – 7
  - Discrimination and retaliation - 4
  - Harassment – 26
  - Retaliation - 2
  - Sexual Misconduct – 4
  - Other – 2
- Protected Class allegations: (many cases have more than one category listed)
  - Age – 5
  - Color – 4
  - Gender - 7
  - National Origin – 10
  - Physical or mental disability – 6
  - Public Assistance - 1
  - Race – 23
  - Religion – 5
  - Sex – 29
  - Sexual orientation – 1
  - Status as a US Veteran - 2
  - Not a protected class – 9
- Known cases of recidivism – 1

# North Dakota State University

## Title IX Report – Employee Cases

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### Annual Report for 2017-2018

Thirty four (34) Title IX Reports were received during the 2017-2018 academic year and the outcome of these reports is as follows:

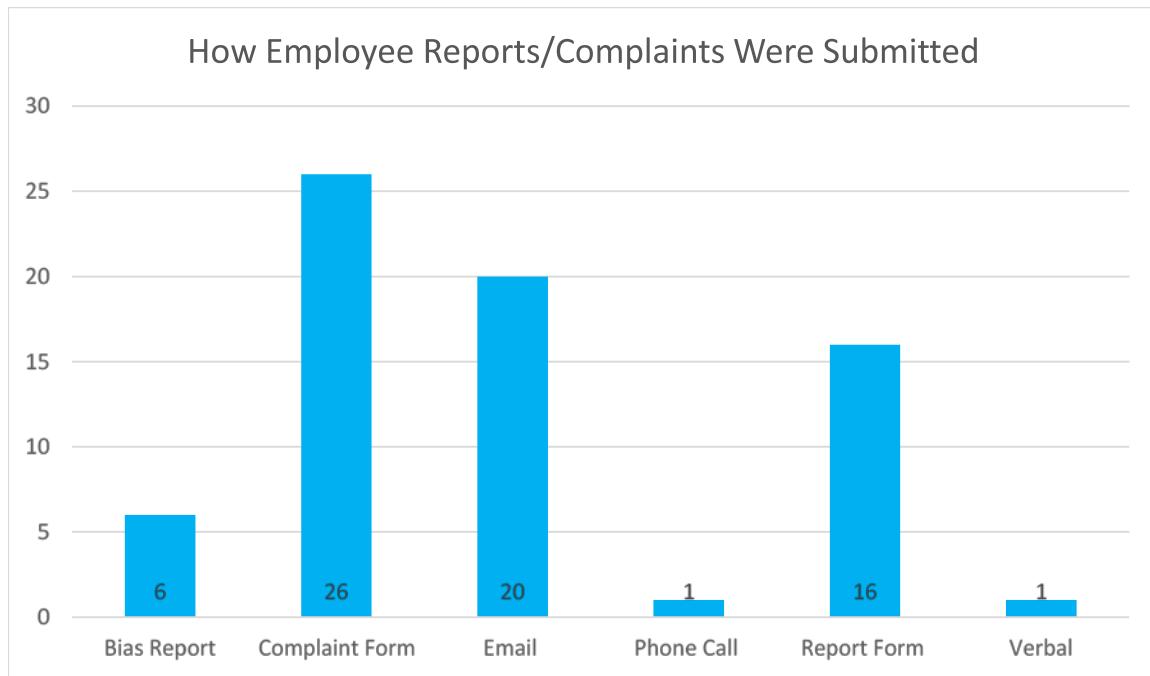
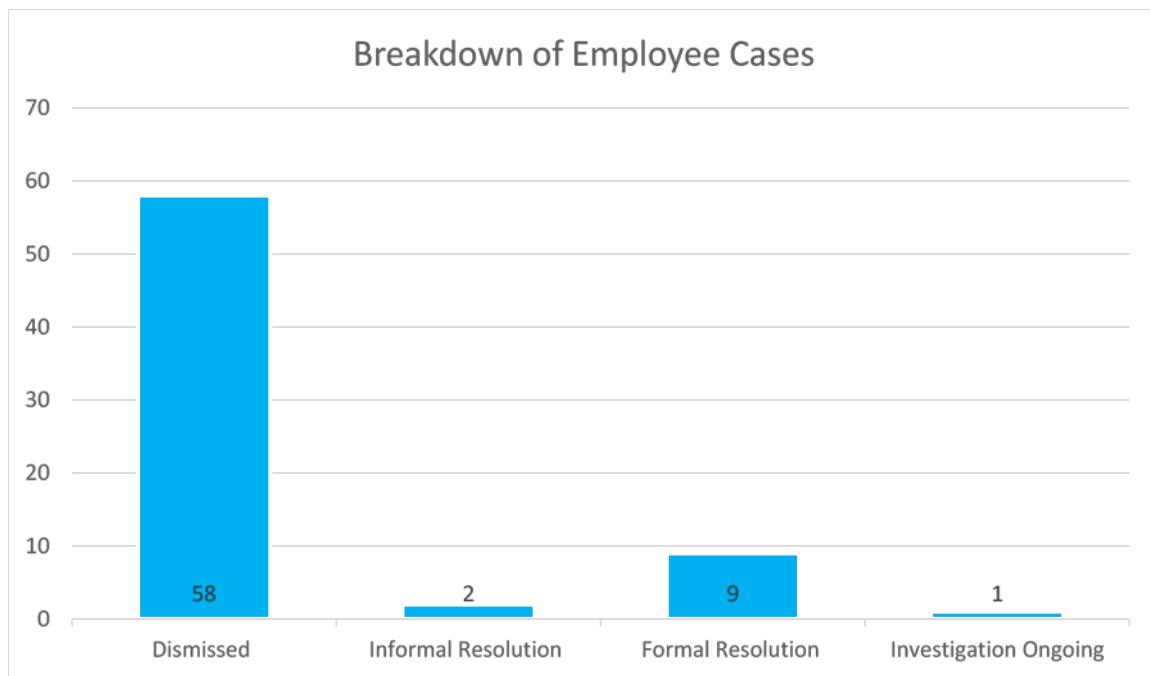
- Responding Party not affiliated with NDSU – 3
- Reporting Party anonymous - 3

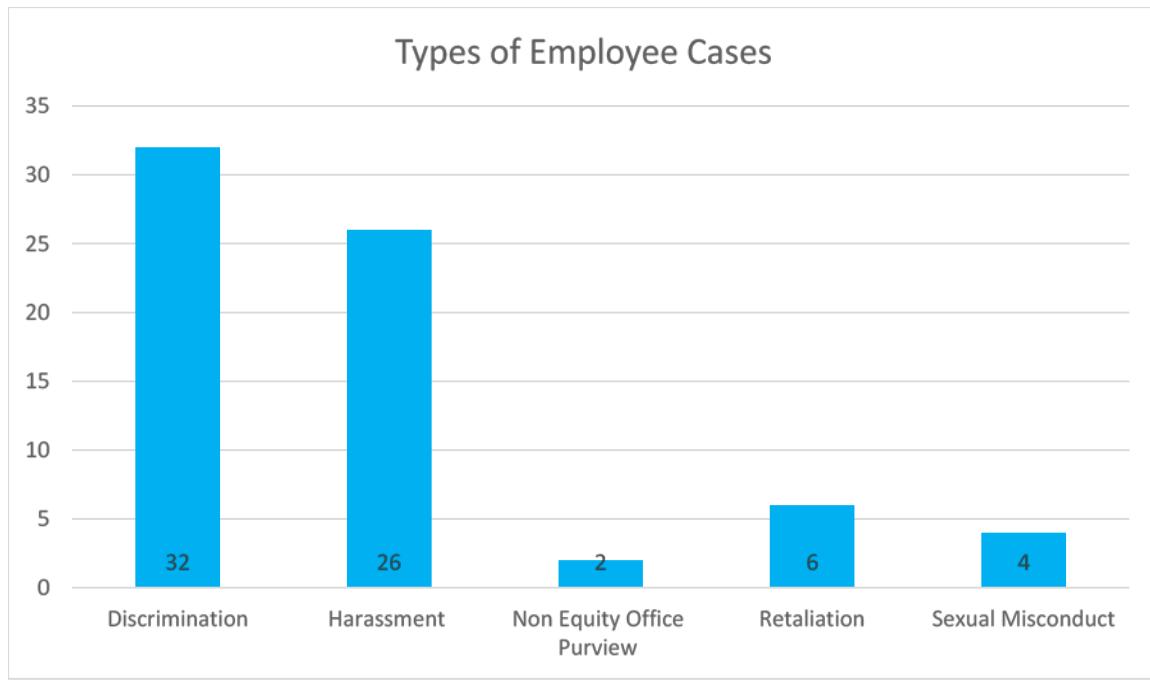
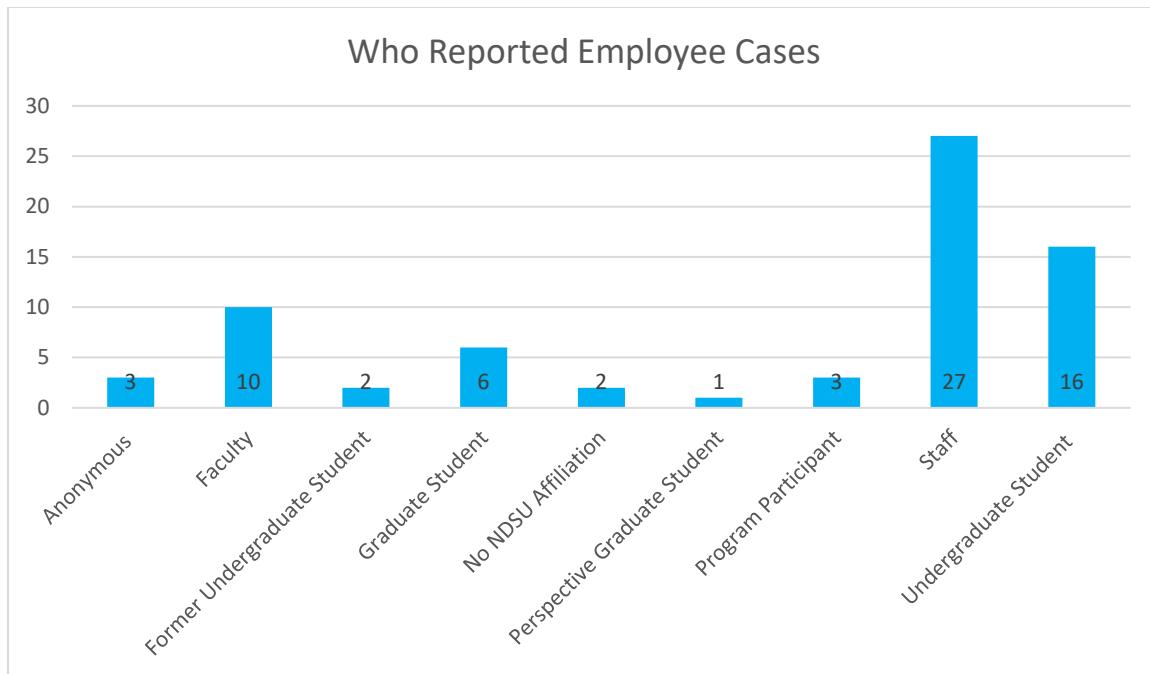
Cases handled without a formal investigation - 28

- Did not substantiate a policy violation – 6
- Appropriate resolution or remedy achieved without investigation – 7
- Failed to allege discrimination/harassment/retaliation/sexual misconduct – 1
- Investigation handled through Informal Resolution – 2
- Insufficient information to substantiate policy violation – 5
- Isolated Incident: not severe, persistent, or pervasive – 3
- Party chose not to pursue - 4

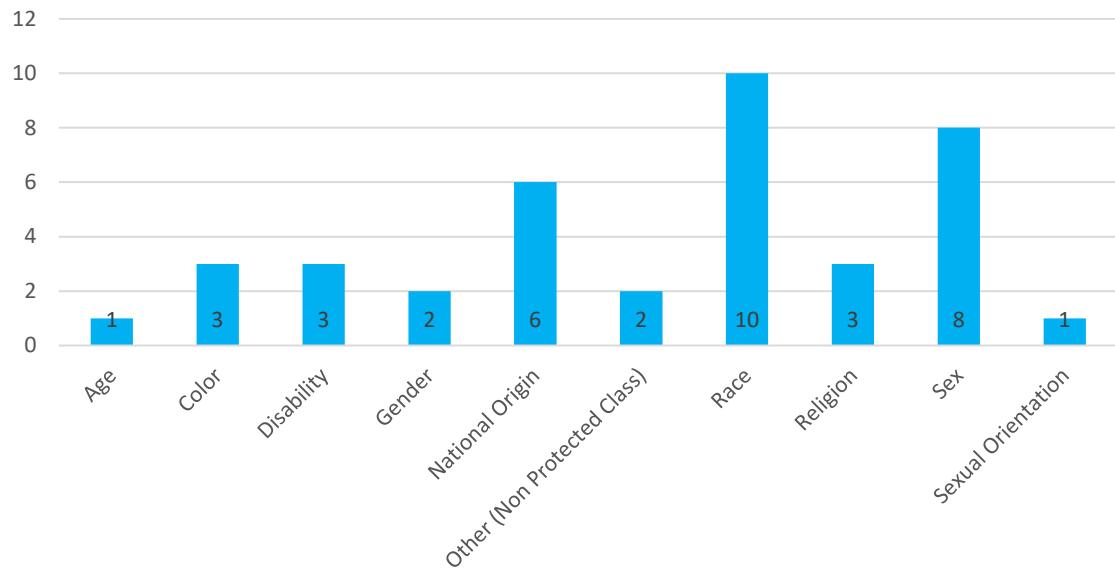
Cases handled with a formal investigation and Review Committee - 6

- Not determined a policy violation – 2
- Determined a policy violation – 4
  - Resignations/terminations - 4
- Known cases of recidivism – 0

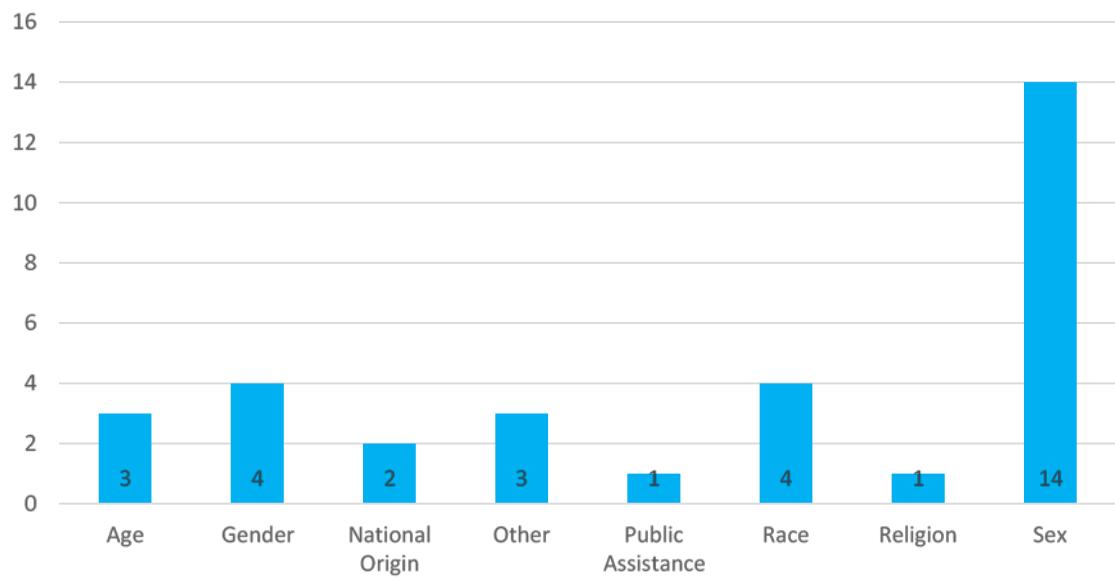


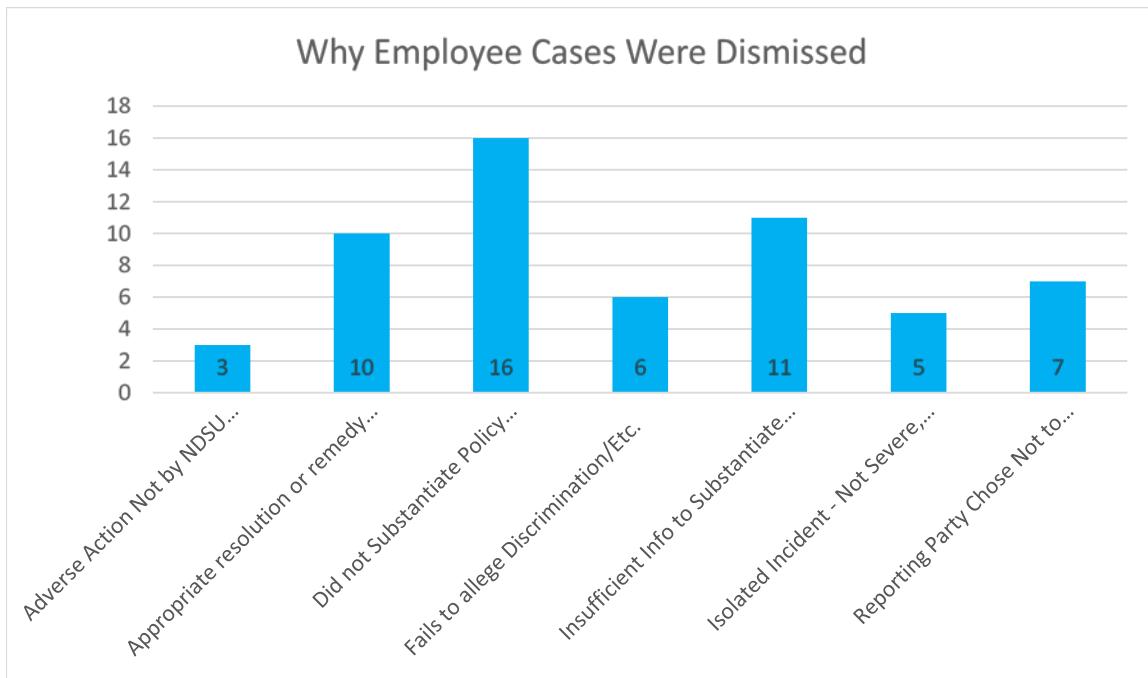
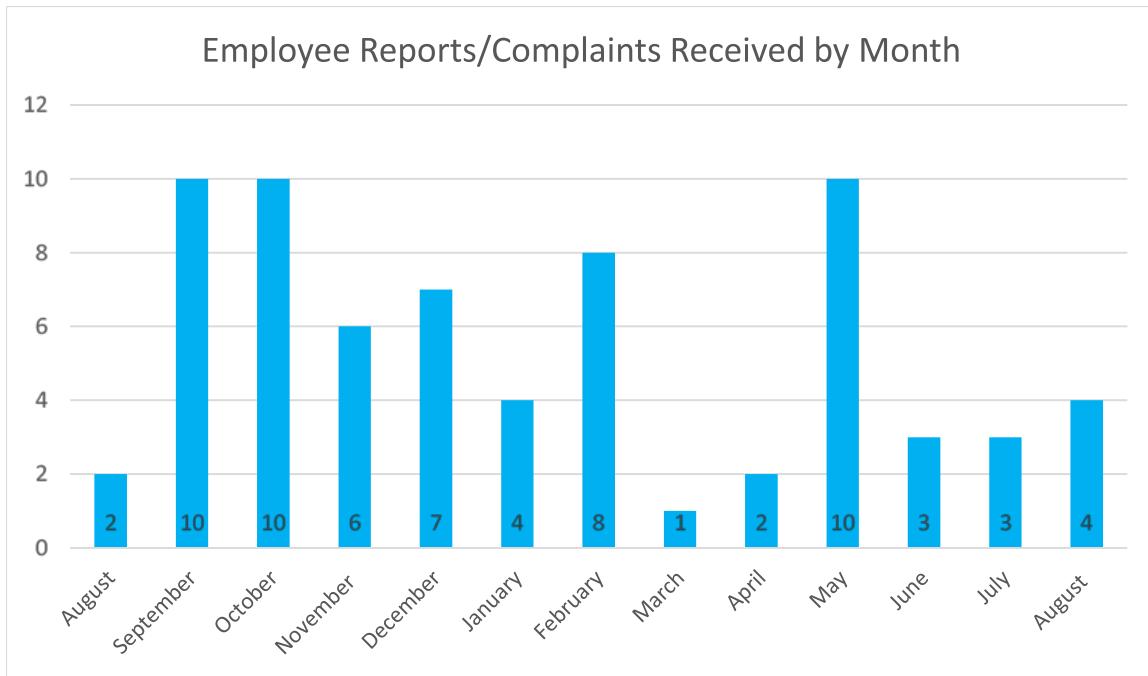


### Employee Types of Alleged Discrimination

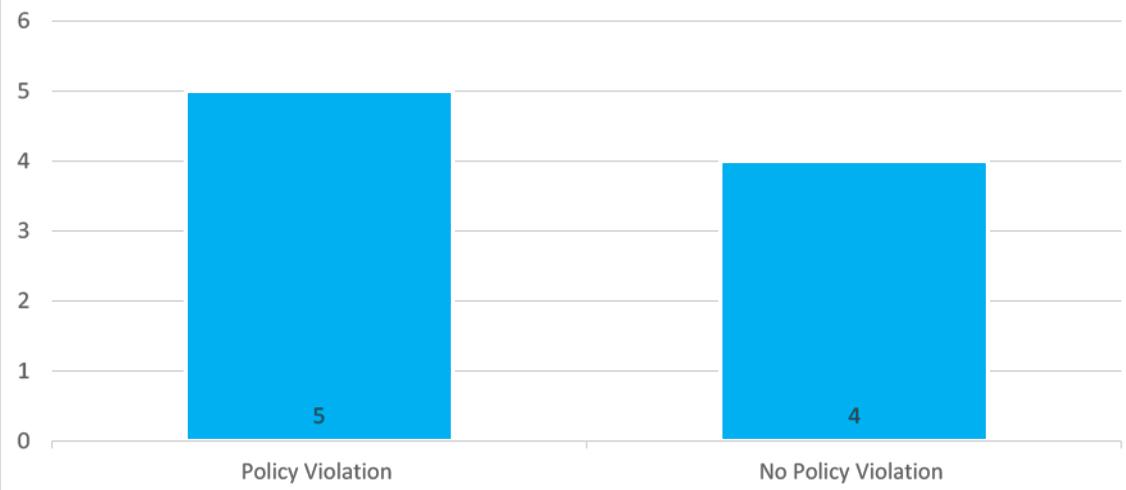


### Employee Types of Alleged Harassment





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



Employee Sanctions for Policy Violations

