

North Dakota State University

EOTIX Office-Employee Cases

Annual Report for 2022-2023

Fifty (50) employee cases were received during the 2022-2023 academic year and the outcome of these reports is as follows:

- Appropriate resolution or remedy achieved without formal investigation – 1
- Did not rise to the level of discrimination – 9
- Did not rise to the level of discrimination or harassment – 1
- Did not Rise to the Level of Harassment – 1
- Did Not Rise to the Level of Retaliation - 3
- No Jurisdiction – 3
- Not Enough Information - 1
- Not based on a protected class or protected activity - 3
- Reporting Party chose not to pursue - 18
- Unable to Identify Responding Party – 3
- Cases pending resolution - 4
- Cases handled with formal investigation and Review Committee - 3
 - No violation of Policy 100 – 1
 - No violation of Policy 100 and Policy 162 - 1
 - Violation of Policy 100 - 1
- Types of complaints:
 - o Bullying - 4
 - o Collegiality – 1
 - o Consensual Relationship - 1
 - o Discrimination – 25
 - o Discrimination & Harassment – 3
 - o Discrimination, Harassment, & Sexual Misconduct - 1
 - o Harassment – 5
 - o Not Under EO Purview – 2
 - o Pay Equity - 1
 - o Retaliation – 5
 - o Sexual Misconduct - 2
- Protected Class allegations: (many cases have more than one category listed):
 - o Age - 3
 - o Age & Physical or Mental Disability – 1
 - o Color & Race - 1
 - o National Origin & Race – 4
 - o National Origin & Sex - 1
 - o Numerous – 3
 - o Physical or Mental Disability – 5
 - o Physical or Mental Disability, National Origin, & Gender – 1
 - o Physical or Mental Disability, National Origin, & Race – 1
 - o Race – 2

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- o Race, National Origin, & Sex – 2
 - o Sex – 7
 - o Sexual Orientation – 1
 - o Spousal Relationship – 1
 - o Spousal Relationship & Sex – 1
 - o Unknown - 4
- Protected Activity allegations:
 - o Filing a Complaint – 4
 - o Not a Protected Activity – 1

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EOTIX Office – Employee Cases

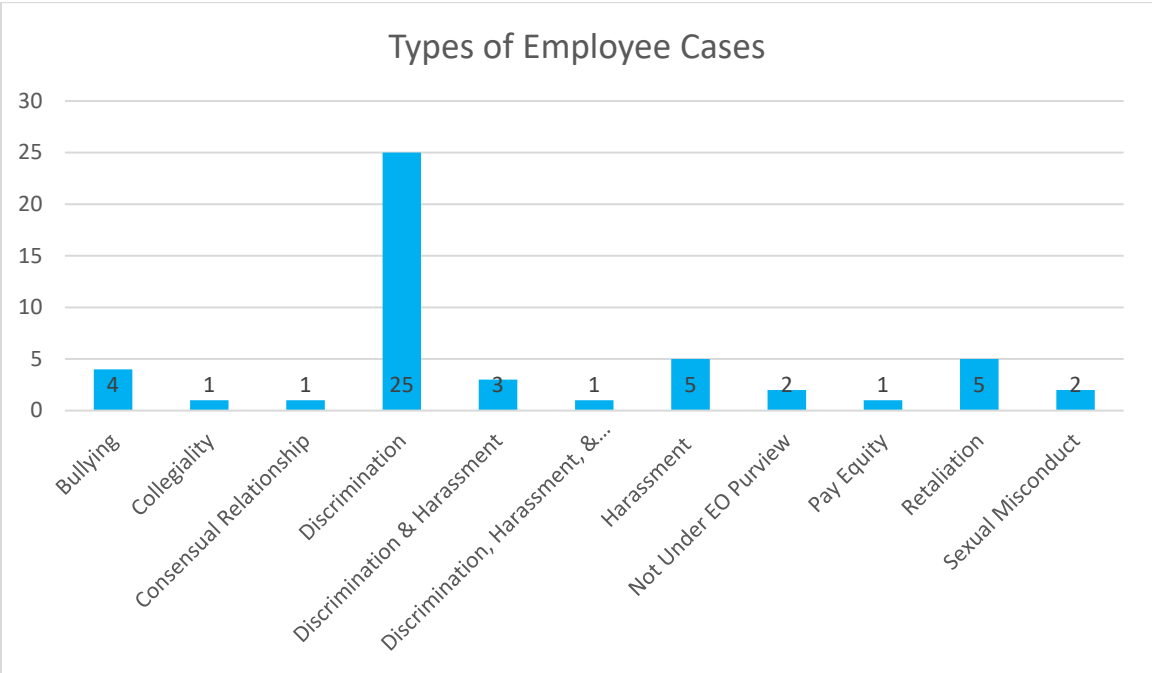
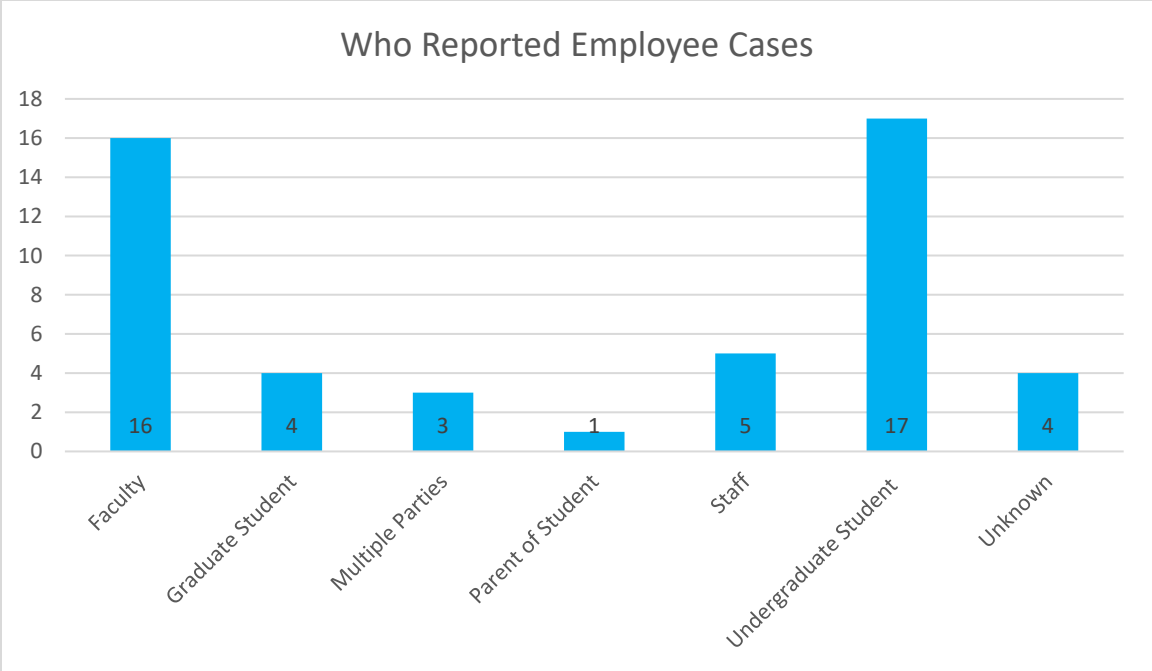
Annual Report for 2022-2023

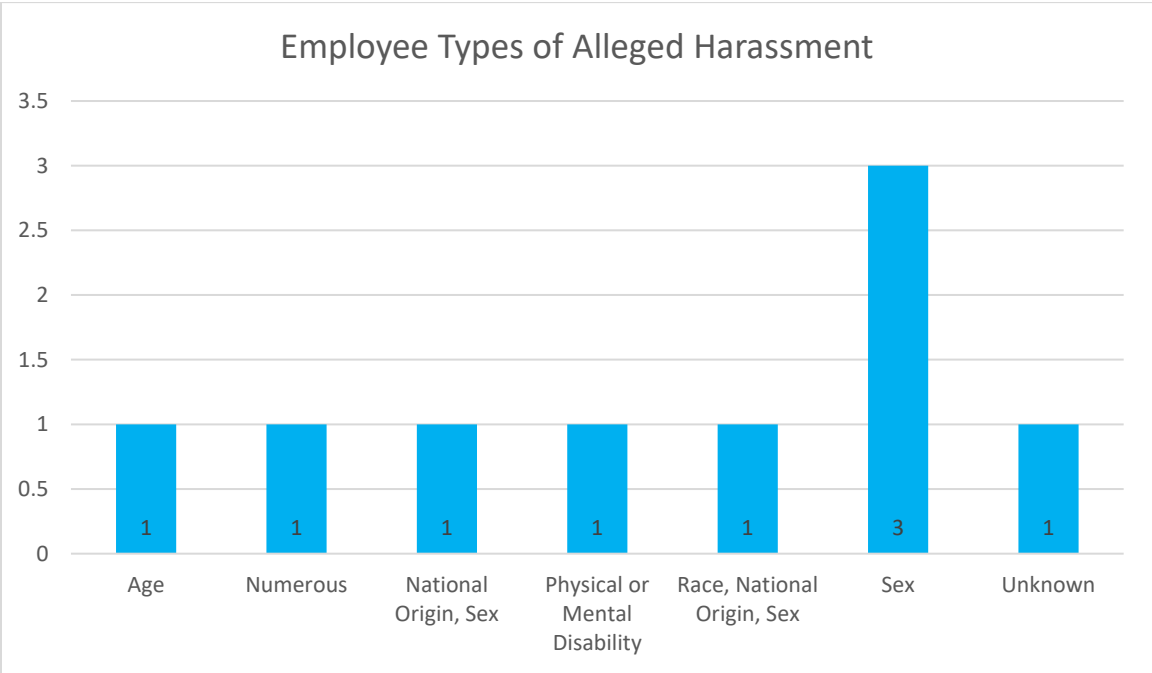
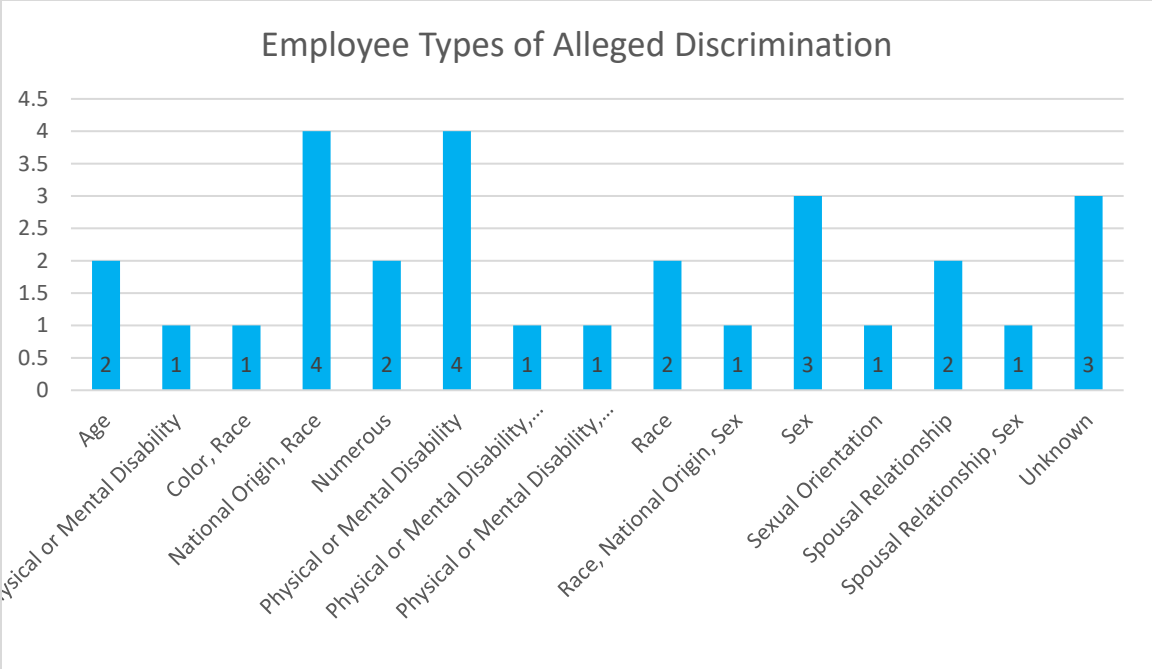
One (1) Title IX Report was received during the 2022-2023 academic year and the outcome of this report is as follows:

- Reported by Faculty Member – 1
- Reported by Graduate Student – 1
- Reported by Student - 1

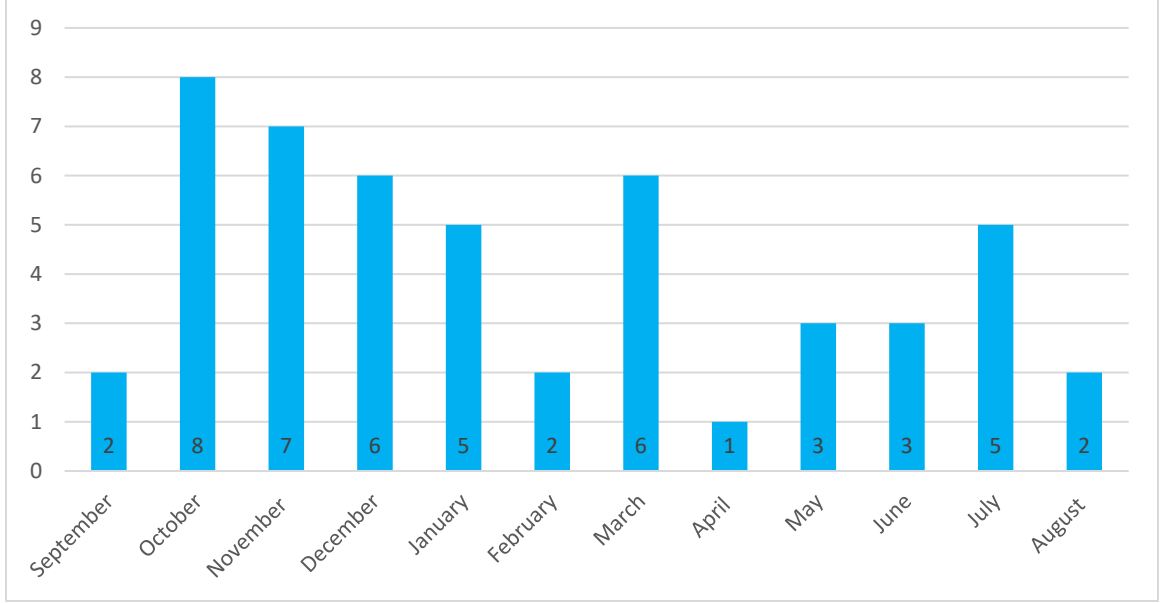
Cases handled without a formal investigation - 0

- Cases handled with formal investigation and Review Committee - 1
 - Currently Pending – 0

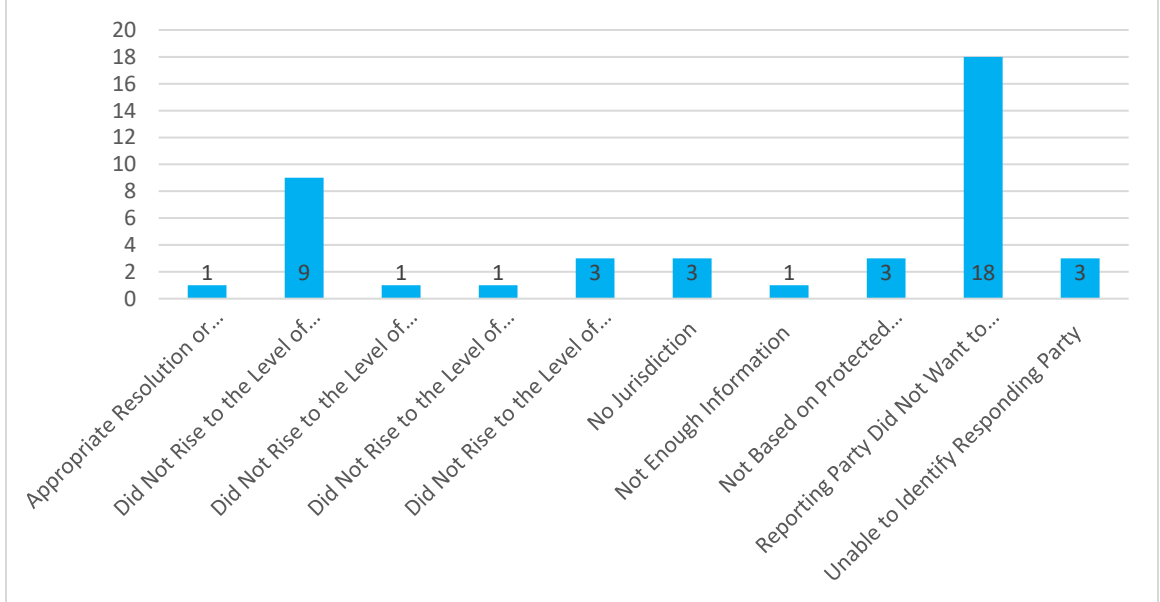




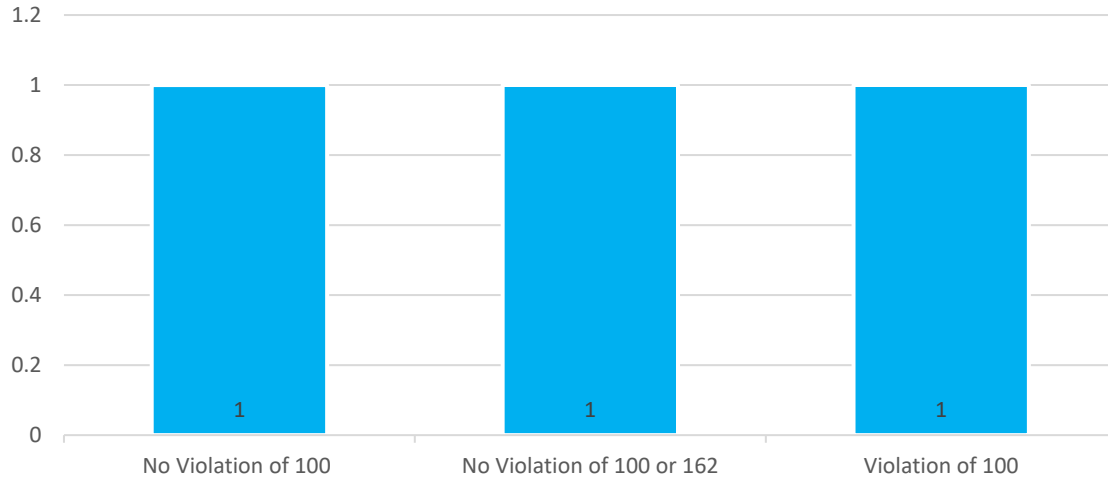
Employee Reports/Complaints Received by Month



Why Employee Cases Were Dismissed



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



Employee Sanctions for Policy Violations



Case Resolution

