

North Dakota State University

EOTIX Office-Employee Cases

Annual Report for 2023-2024

Sixty (60) employee cases were received during the 2023-2024 academic year and the outcome of these reports is as follows:

- Anonymous Report - 2
- Appropriate resolution or remedy achieved without formal investigation – 5
- Did not rise to the level of discrimination, harassment, or retaliation – 17
- No Jurisdiction – 6
- Not based on a protected class or protected activity - 3
- Previously investigated - 1
- Reporting Party chose not to pursue - 18
- Responding Party Termed – 3
- Unable to Identify Responding Party - 2
- Cases pending resolution - 1
- Cases handled with formal investigation - 2
 - No violation of Policy 100 – 1
 - No violation of Policy 100 and Policy 156 - 1
- Types of complaints:
 - o Bias - 1
 - o Bullying - 1
 - o Consensual Relationship - 1
 - o Discrimination – 20
 - o Discrimination & Harassment – 5
 - o Discrimination & Retaliation - 3
 - o FERPA - 1
 - o Harassment – 14
 - o Harassment & Retaliation - 1
 - o Not Specified – 1
 - o Retaliation – 3
 - o Sexual Harassment - 3
 - o Sexual Misconduct - 4
 - o Unprofessional Behavior – 1
 - o Unsafe Environment - 1
- Protected Class allegations: (many cases have more than one category listed):
 - o Age – 4
 - o Color - 1
 - o Color, Race, National Origin – 3
 - o Gender Expression/Identity – 2
 - o National Origin - 1
 - o National Origin, Religion – 1
 - o National Origin, Sex – 1
 - o No Protected Class - 2

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- o Not Specified - 4
 - o Physical or Mental Disability – 6
 - o Pregnancy - 1
 - o Religion – 5
 - o Sex – 14
 - o Sex, Sexual Orientation -1
 - o Sexual Orientation – 4
 - o Spousal Relationship - 1
- Protected Activity allegations:
 - o Filing a Complaint – 1
 - o Not a Protected Activity – 2

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EOTIX Office – Employee Cases

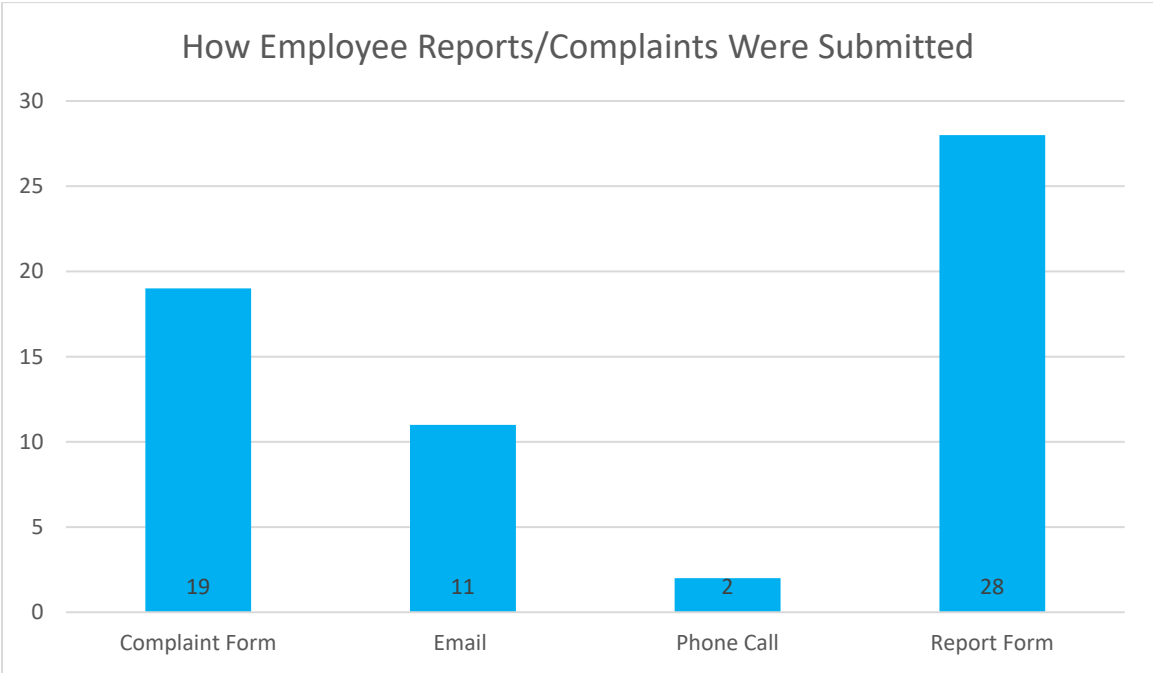
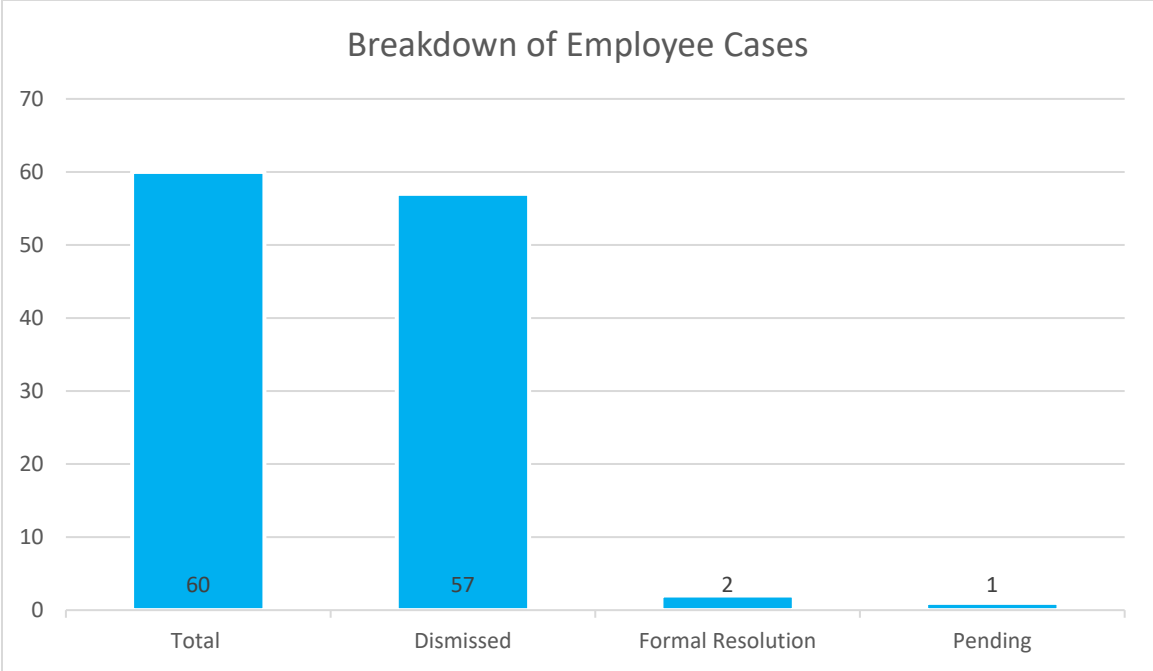
Annual Report for 2023-2024

Four (4) Title IX Reports were received during the 2023-2024 academic year and the outcome of this report is as follows:

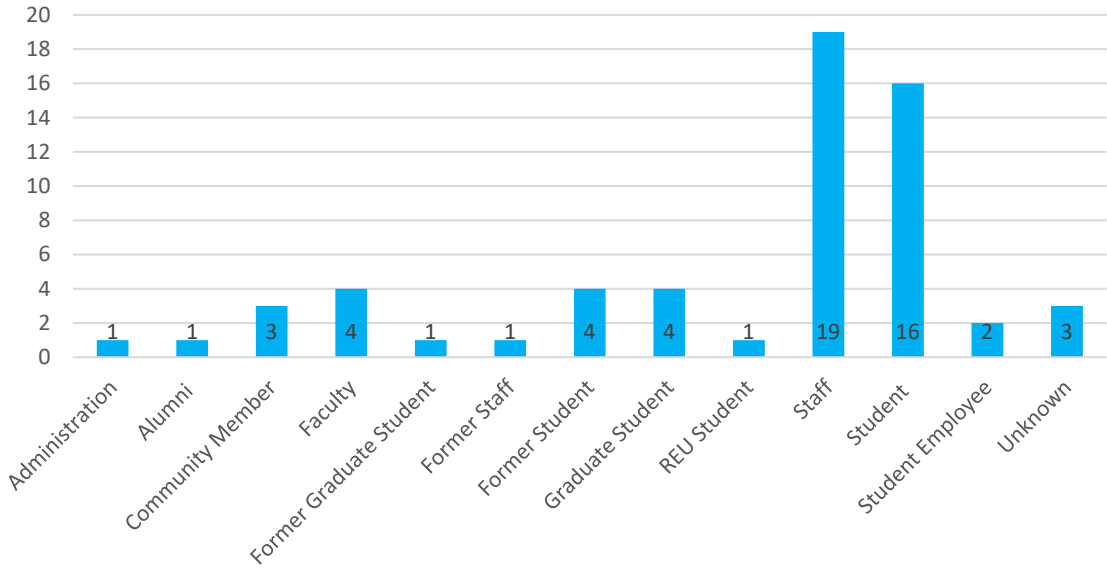
- Reported by Graduate Student – 1
- Reported by Student - 3

Cases handled without a formal investigation - 3

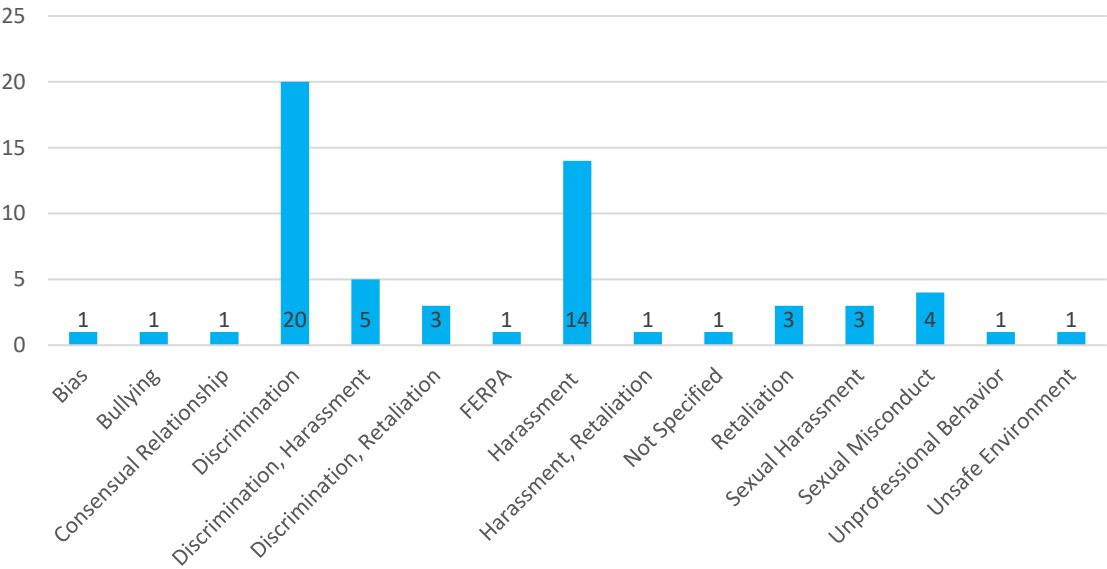
- Cases handled with formal investigation - 1
 - Currently Pending – 0

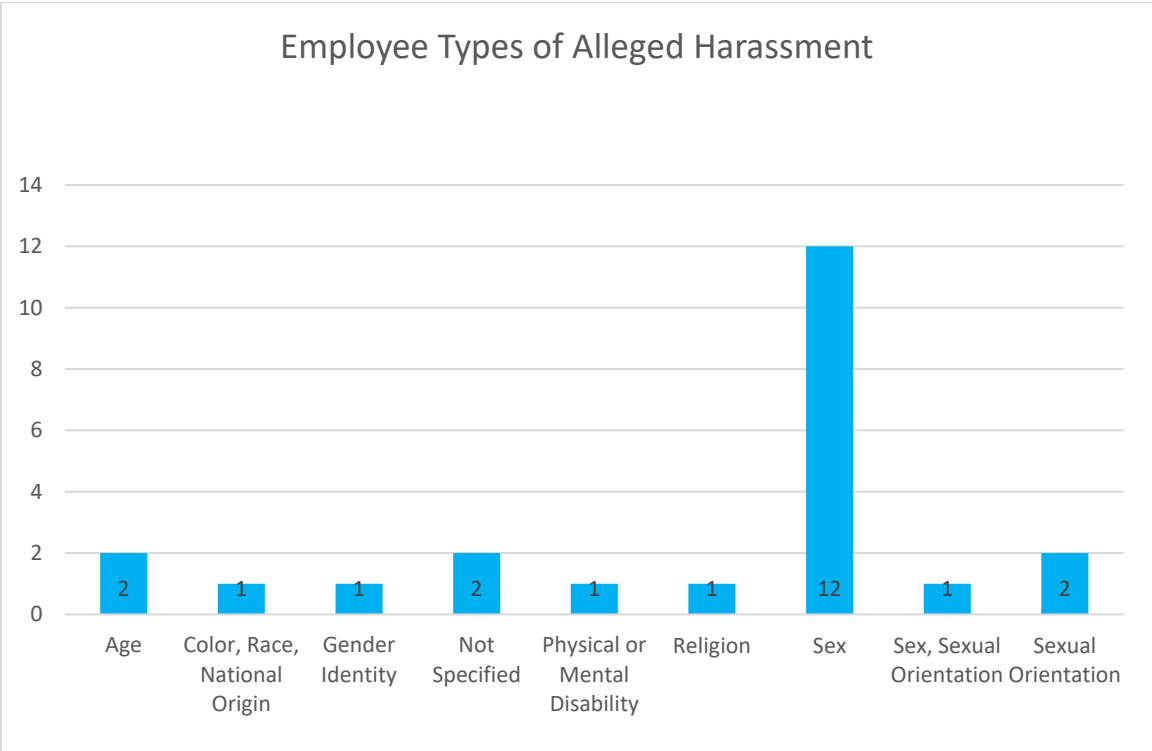
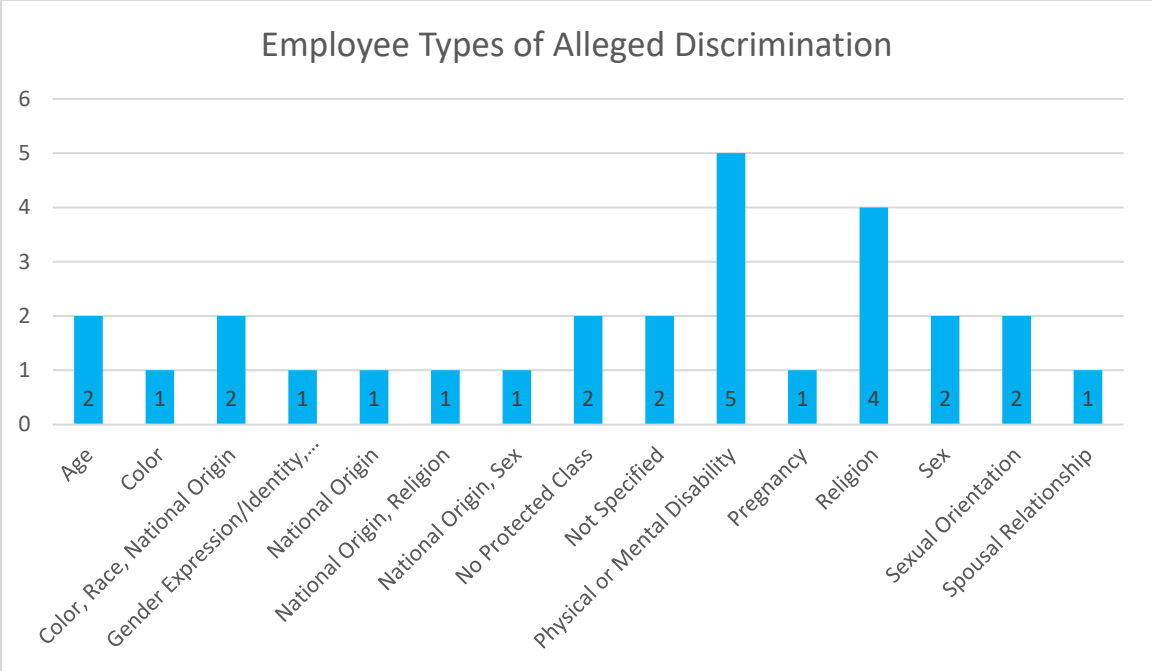


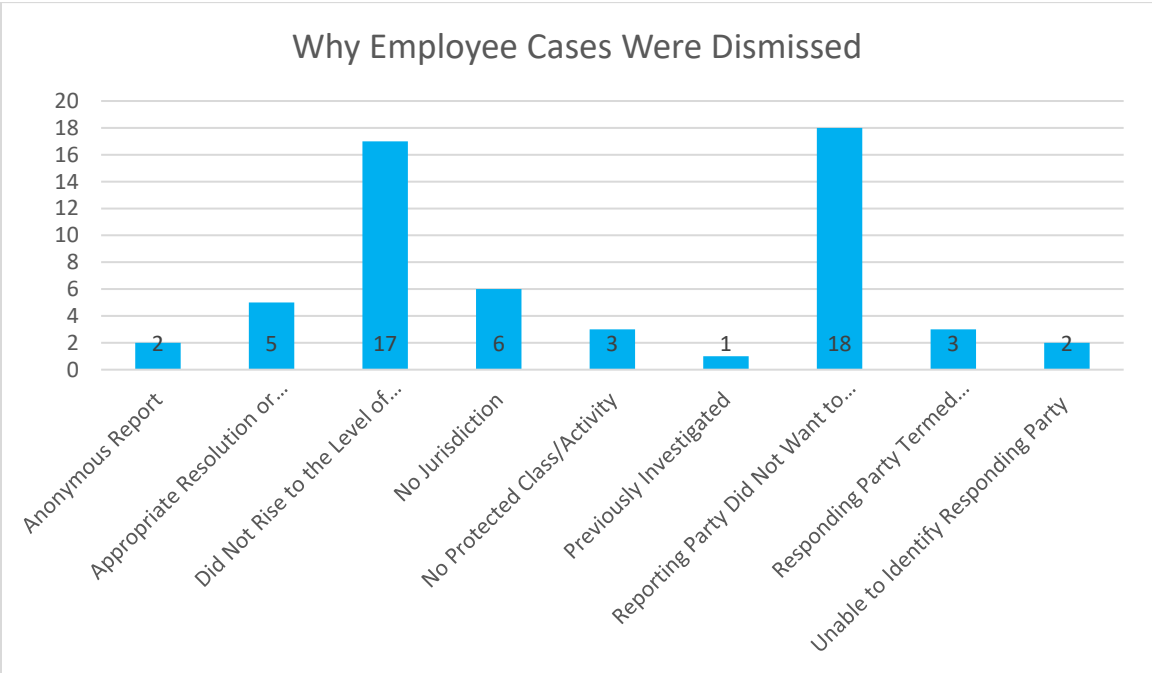
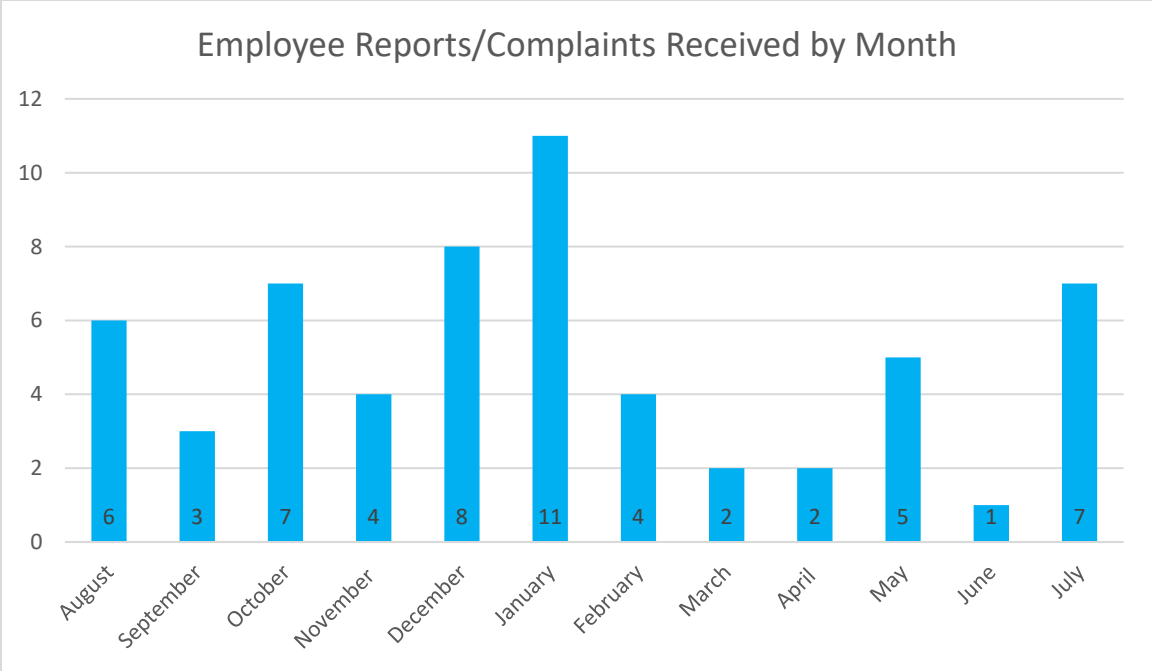
Who Reported Employee Cases



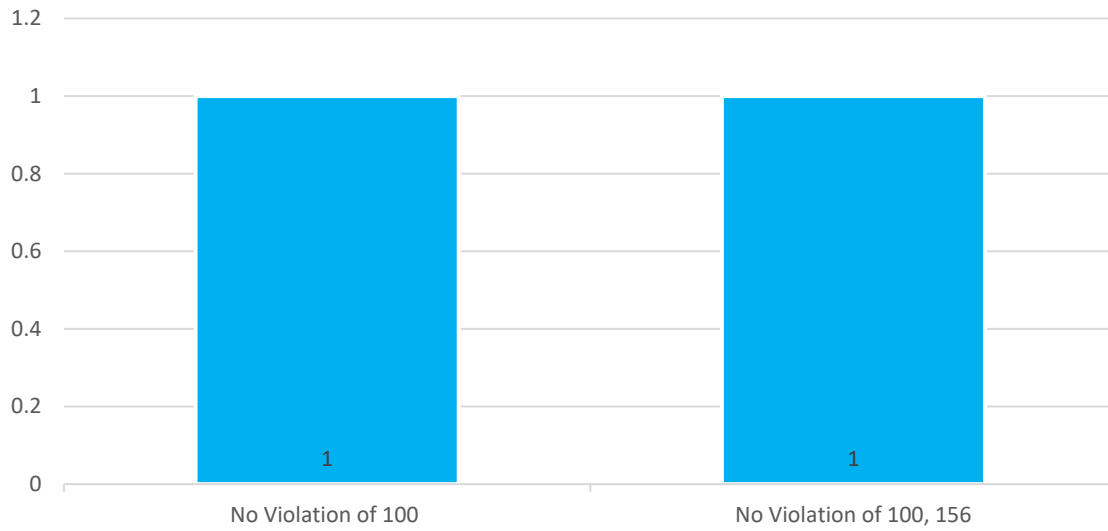
Types of Employee Cases



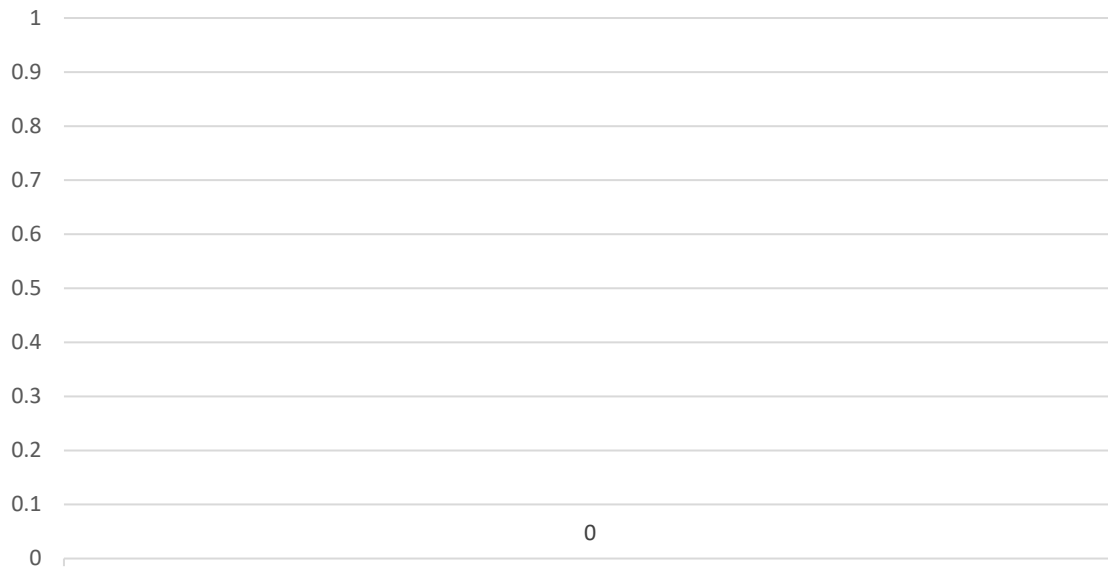




Findings for Employee Cases Formal Resolutions



Employee Sanctions for Policy Violations



Case Resolution

