

North Dakota State University

Equity Office – Employee Cases

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

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

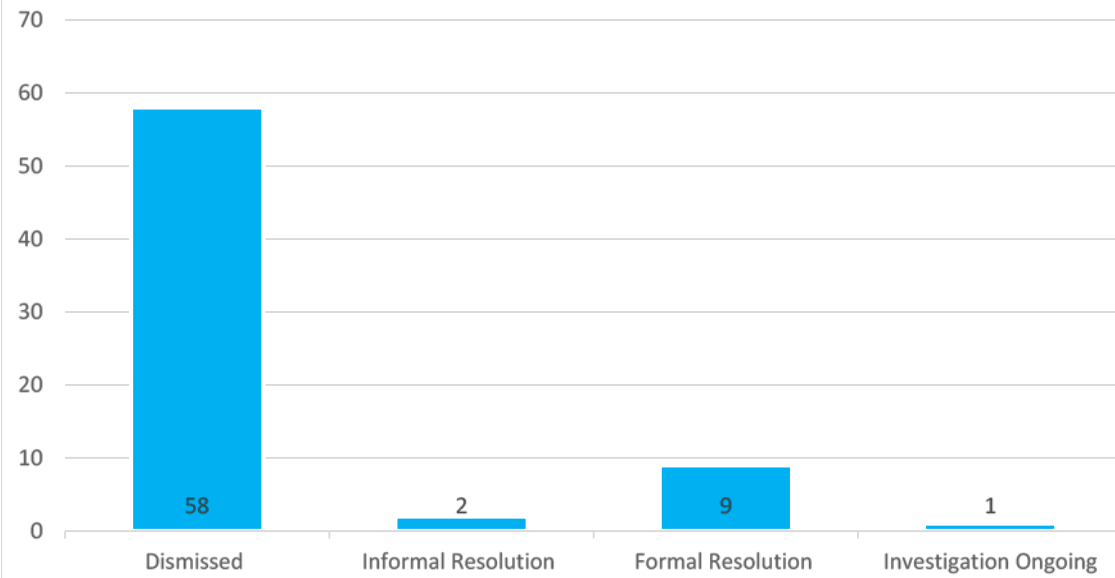
Cases handled without a formal investigation - 28

- 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

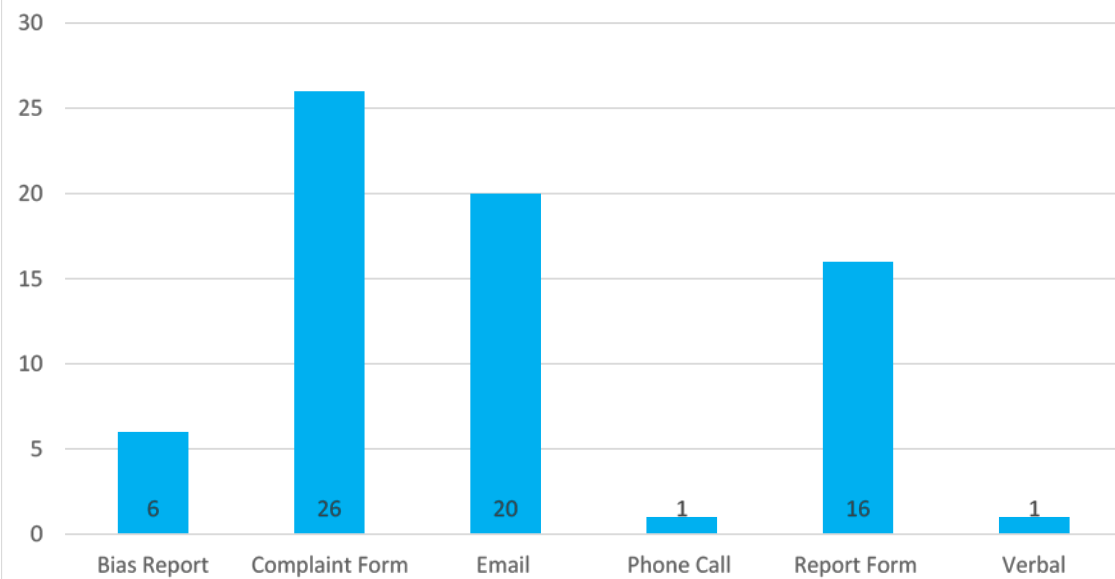
Cases handled with a formal investigation and Review Committee - 6

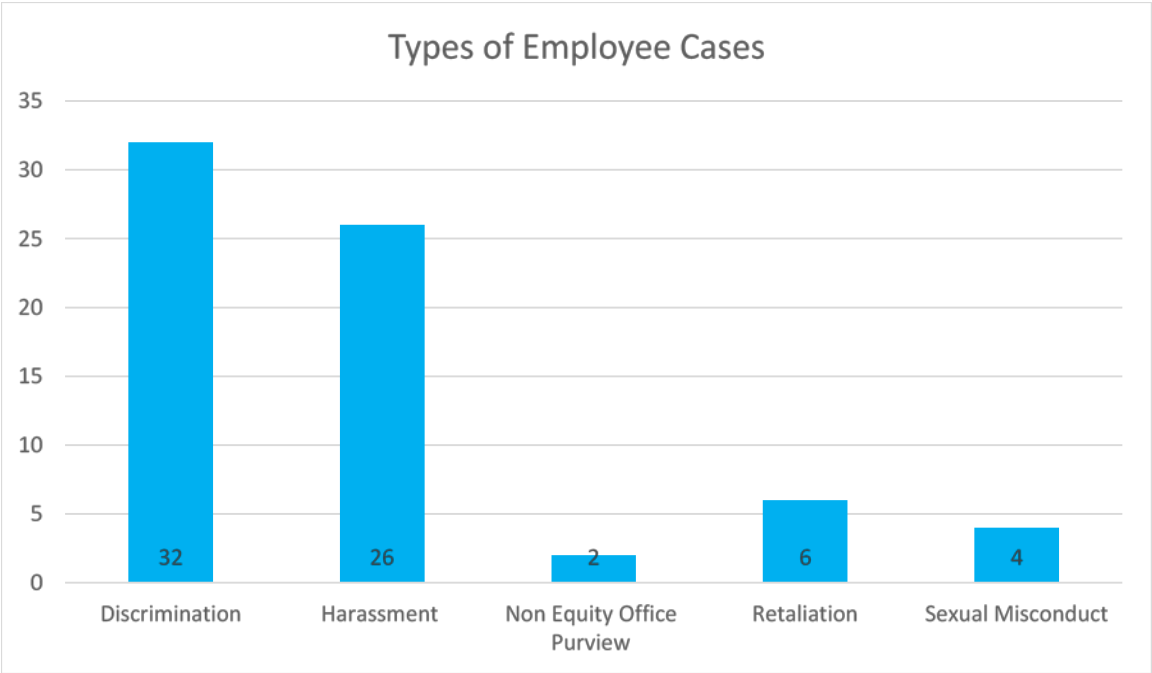
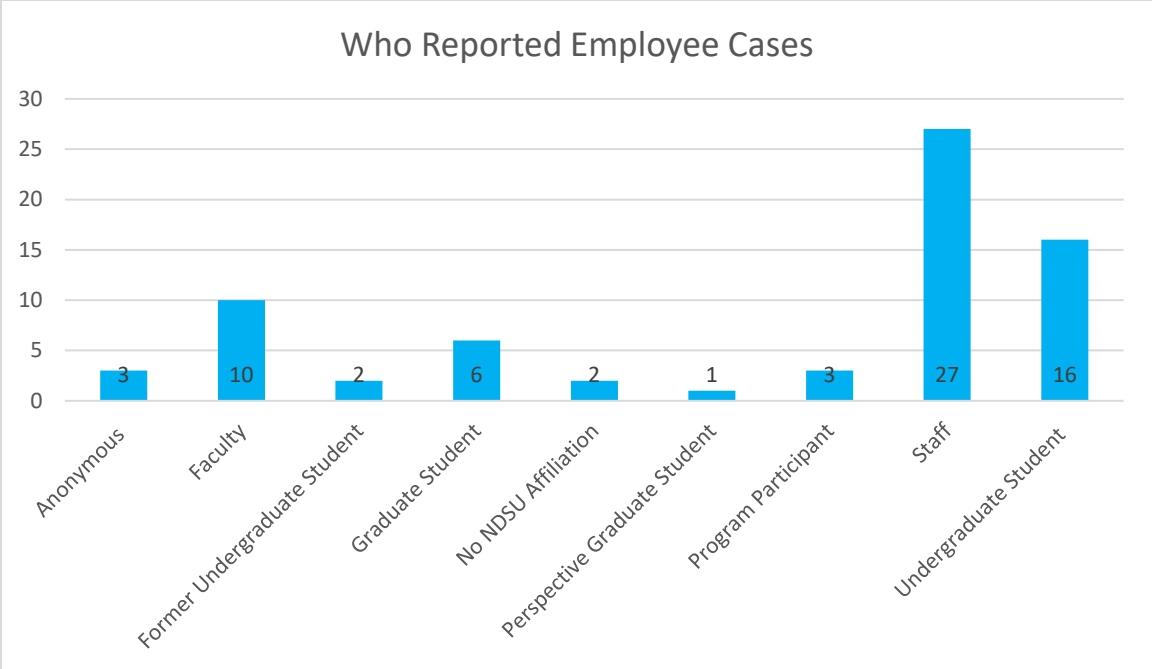
- Not determined a policy violation – 2
- Determined a policy violation – 4
 - Resignations/terminations - 4
- Known cases of recidivism – 0

Breakdown of Employee Cases

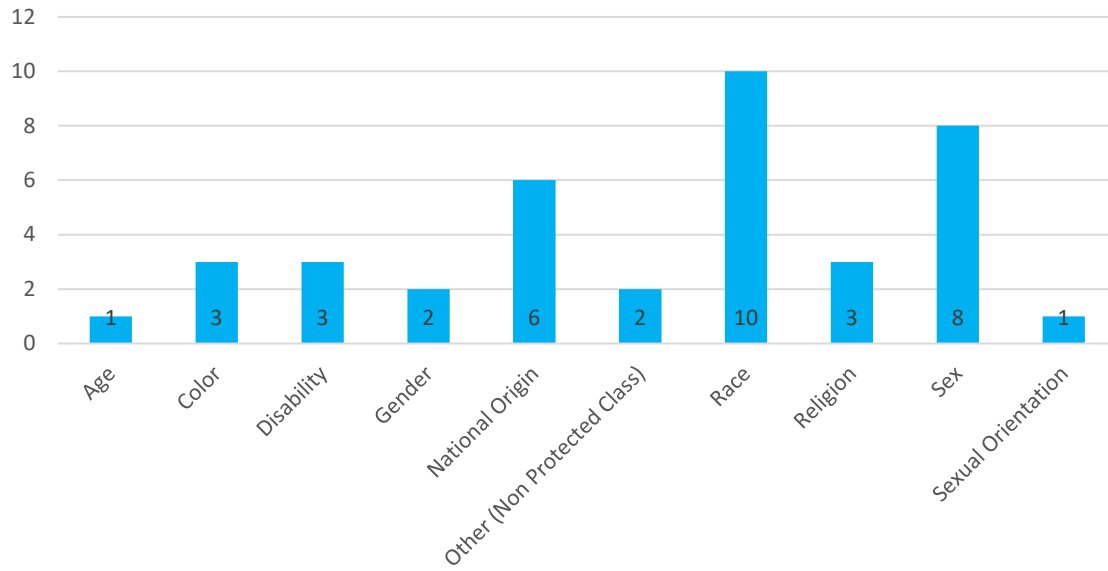


How Employee Reports/Complaints Were Submitted

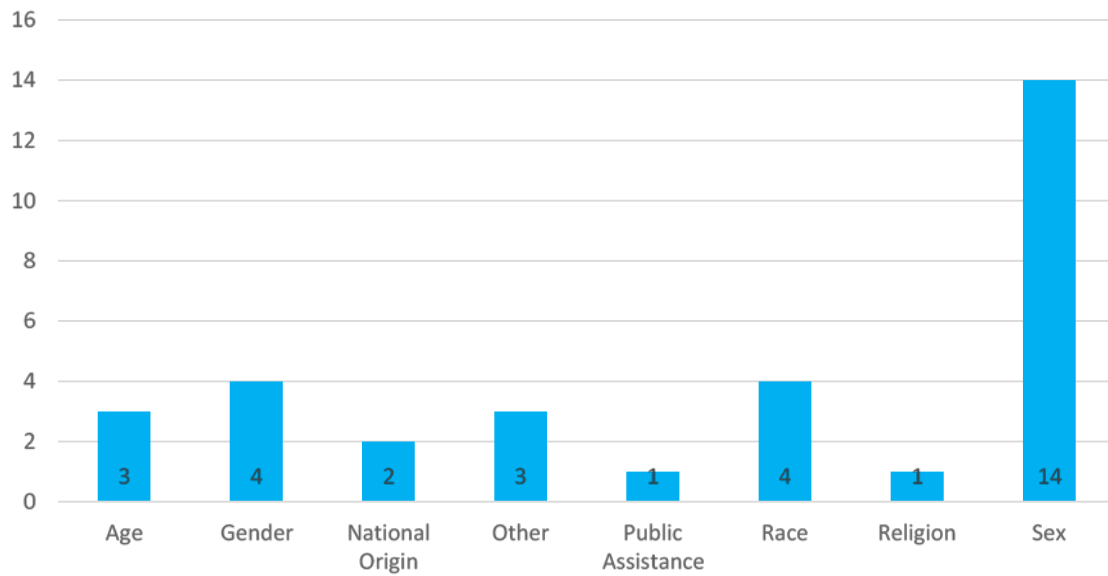




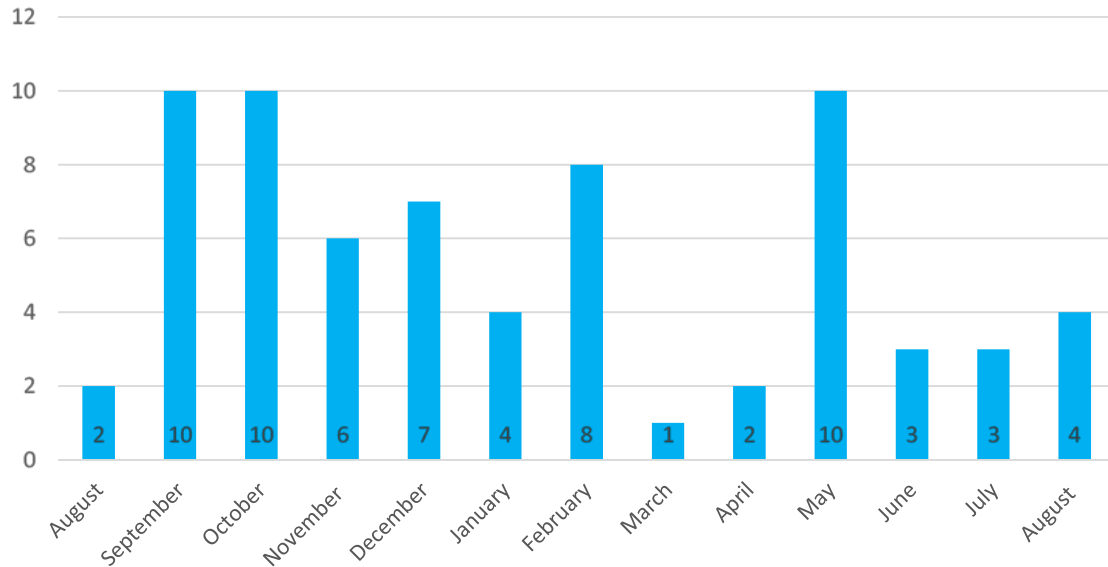
Employee Types of Alleged Discrimination



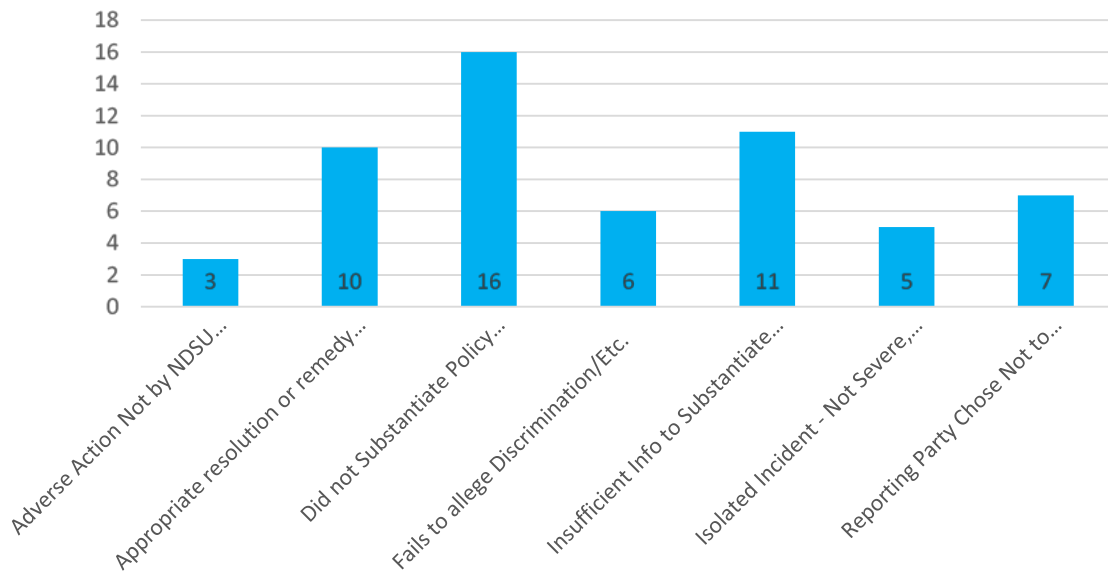
Employee Types of Alleged Harassment



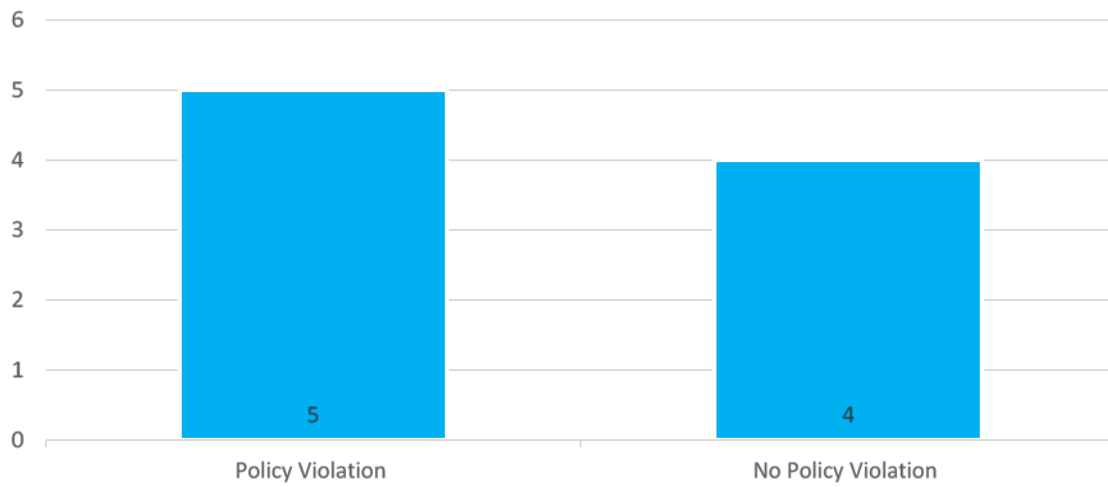
Employee Reports/Complaints Received by Month



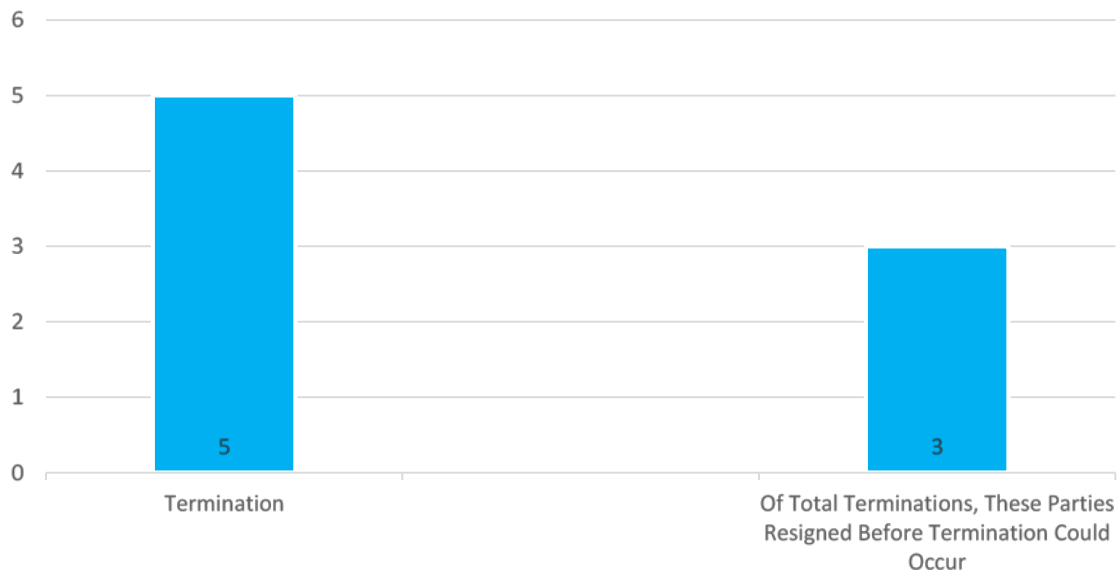
Why Employee Cases Were Dismissed



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



Employee Sanctions for Policy Violations



Employee Case Resolution

