

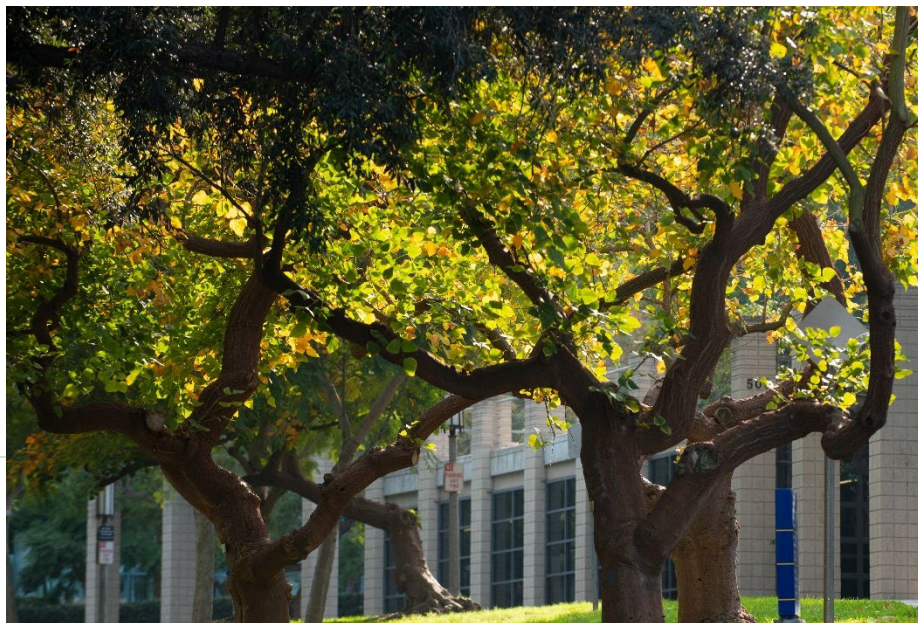


UCI

Division of Equal Opportunity
and Compliance

Annual Report

FY 2021-2022





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DEAR ANTEATERS,

I am pleased to share with you the UCI Division of Equal Opportunity and Compliance (DEOC) Annual Report for fiscal year (FY) 2021-2022. The report provides a comprehensive look at the critical civil rights work and compliance activities of the units within DEOC, including Accessibility, Administrative Policies and Procedures, Compliance, Equal Opportunity and Diversity, Privacy, Public Records, and Whistleblower. As the COVID-19 pandemic continued and a new “normal” ensued, DEOC remained agile and flexible to serve the ever-changing needs of the University campus and medical center community via remote, hybrid, and in-person methods while navigating the various surges of COVID-19.

This past June marked the 50th anniversary of Title IX, the landmark law that prohibits discrimination on the basis of sex. Over the last fiscal year, the Office of Equal Opportunity and Diversity (OEOD) broadened its preventative programming including bolstering the Sexual Harassment Advisor (SHA) program, partnering with Athletics on new equity initiatives, creating novel nondiscrimination workshops for students, and increasing sexual violence prevention work in clinical spaces. Notably, OEOD saw a marked increase in the number of matters reported to OEOD, receiving more than 1,000 reports from students, staff, faculty, volunteers and patients. This is a positive development as the University community continues to expand its utilization of the office for consultation and early resolution of concerns. Additionally, OEOD’s ADA coordinator implemented a vital endeavor to install additional evacuation chairs across the institution which will save lives by allowing people with mobility disabilities to quickly evacuate during disasters.

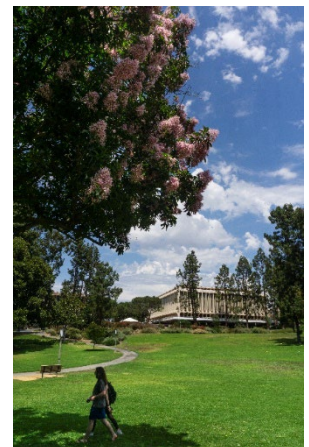
While the Public Records Office (PRO) saw a small decrease in the overall number of requests received, the complexity of the requests increased significantly in terms of the number of pages reviewed and released, and overall number of redactions. In addition, the PRO successfully deployed and implemented a new records request management platform.

As we continued to navigate the COVID-19 pandemic, an OEOD representative served on the campus review team for student requests for religious exception to the SARS-CoV-2 (COVID-19) Vaccination Program Policy. The team reviewed 628 requests for a religious exception to the mandate to receive the initial series of the COVID-19 vaccine and 188 requests for a religious exception for the booster requirement.

In addition to the work highlighted above, this annual report illustrates the key efforts of all DEOC units in collaboration with our campus partners. We thank the members of our community for their continued partnership and contributions to support our mission of equal opportunity, nondiscrimination, and compliance at the University of California, Irvine.

Sincerely,

Kirsten K. Quanbeck
Vice Chancellor
Campus Ethics and Compliance Officer (CECO)
Whistleblower Locally Designated Official (LDO)
ADA Compliance Officer



ACCESSIBILITY

UCI strives to be a fully integrated and accessible university, inclusive of all members of our community, including those with disabilities. This vision is considered through the lens of universal design and with the goal of providing meaningful access in all areas of university life.

The Americans with Disabilities Act (ADA) Coordinator monitors campus compliance with the ADA and state disability laws and regulations, while proactively advising committees, departments, and leaders on the University's obligations and opportunities to provide meaningful access.

In FY 2021-22, the ADA Coordinator worked closely with the Disability Infrastructure Work Group (DIWG) to implement the second year of a five-year plan developed by the DIWG to improve accessibility at UCI with another \$4 million commitment from the University.

In partnership with Emergency Services, the second phase of the University's evacuation chair project was rolled out. UCI drastically increased the accessibility of emergency evacuations from campus buildings by installing an additional 109 evacuation chairs covering 19 campus buildings.

Technical Assistance Provided to UCI Programs and Departments

The New Swan Theater, which performs outdoor Shakespeare works on the UCI campus every summer, switched to a different online box office system in 2022. The ADA Coordinator reviewed the site and provided guidance on aligning ticket pricing with ADA requirements. The New Swan Theater worked collaboratively with the ADA Coordinator to implement this change.

The UCI Emergency Operations Center (EOC) held its first ever tabletop exercise simulating a fire in University Hills. The ADA Coordinator provided technical assistance to Emergency Management by reviewing the planning documents, recruiting volunteers with disabilities, and participating in the tabletop exercise. As a result, Emergency Management revised its procedure for providing paratransit to people with disabilities during emergencies.

Some patients with mobility disabilities require a lift to transfer from their wheelchairs onto exam tables, x-ray tables, and other medical equipment. With technical assistance from the ADA Coordinator, UCI Health purchased and placed patient lifts at 40 outpatient clinics.

Resolution of Accessibility Concerns

UCI continues to eliminate digital, programmatic, and architectural accessibility barriers. In FY 2021-2022, the ADA Coordinator addressed 28 reports of accessibility concerns in these areas. Matters included event accessibility, accessible parking spaces, and accessibility of campus services.

Did you know?

UCI revamped its [Accessibility website](#). Check out the new site and let us know what additional material should be included!



COMPLAINT RESOLUTION

50th Anniversary of Title IX in 2022

June 2022 marked the 50th anniversary of Title IX. Before Title IX, there were few ways for women to address the discrimination they faced at educational institutions including concerns of inequity in selection into graduate programs and classes, in hiring faculty, in athletics, lack of access to reproductive health and pregnancy support, and limited avenues to report sexual harassment or sexual violence. Title IX created the foundational premise that universities should have an equitable and fair environment for all their students and employees in addition to providing rights, options, and resources for those experiencing discrimination or sexual misconduct. It has been incremental and challenging civil rights work, but over time we can see the advancements that have been made, and how with each decade, the simple 5 words—on the basis of sex—have been interpreted and reinterpreted to provide more protections, for more people, including survivors of sexual violence.

Field Safety 201 Workshop

Field research is often the reason why people decide to become scientists. It is fun, exciting, and provides immersive opportunities. Some of the most significant insights and innovations come from experiences in the field. Yet the same aspects that make field work wonderful can also lead to dangerous situations (isolation, remote wilderness settings, lack of control over conditions, increased power dynamics). Recognizing these unique challenges, OEOD, in partnership with the leadership of the UCI Environmental Collaboratory created a new [certificate program](#) for graduate students conducting field research in remote settings. UCI's workshop aims to generate a safe and healthy climate for all researchers and covers general field safety, discrimination and micro-aggressions, sexual harassment and sexual violence, bystander intervention, and campus resources and reporting processes.



Reboot of Sexual Harassment Advisor (SHA) Program

With the support of Deans across the campus and health sciences, OEOD re-launched the [Sexual Harassment Advisor](#) program to provide assistance to students, staff, and faculty with concerns about sexual misconduct. Together, SHAs and OEOD consult on matters arising in various departments and provided important information to community members about their rights, options, and resources.

Leading the Pack in Athletics

OEOD helped lead the UC system in developing a framework for UC to consistently review student Title IX records with the 2022 expansion to the NCAA sexual violence policy requirements for member institutions. OEOD, in partnership with Intercollegiate Athletics (ICA), established a protocol to review records of UCI incoming and transfer athletes, including the creation of a review committee and corresponding training for athletics staff. Additionally, OEOD and ICA developed a campus policy for transgender and nonbinary student participation in athletics, which is one of the first of its kind implemented across higher education institutions. The [Policy on Transgender and Nonbinary Student-Athlete Participation](#) ensures equitable access and meaningful athletic participation on intercollegiate athletics teams at UCI.



Policy Archive

OEOD created a historical archive of UCI's policies and procedures related to sex-based discrimination in order to promote transparency and community access to previous policies. To see the progression and changes to UCI's policies from 1981 to present, visit OEOD's [website](#).

Reports of Discrimination, Sexual Violence & Sexual Harassment

OEOD received over 1,000 reports in FY 2021-22, an all-time high. We believe this is positive as our community is utilizing our services when issues arise and seeking early resolution of their concerns. Many individuals who seek support from OEOD request information, guidance, or consultation on matters of discrimination or sexual harassment. The majority of students, staff, and faculty who choose to pursue a resolution process, utilize informal resolution including:

- Facilitated discussions;
- Policy compliance meetings;
- Educational conversations with a Respondent; and/or
- Training for individuals or units.

In sexual misconduct cases, students may elect to resolve their concerns through an individualized formal agreement of terms, known as an Alternative Resolution process. In cases in which formal investigations are requested or appropriate, OEOD investigators conduct fair, thorough, neutral investigations. Formal investigations take approximately 60-90 business days and include interviews with parties and witnesses and the gathering of evidence to determine whether

University policy was violated based on a preponderance of the evidence (more likely than not). The University will take appropriate action at the conclusion of the process to stop misconduct, prevent further occurrence, and remedy the effects on the Complainant. OEOD also responds to inquiries from state and federal agencies. New this year, OEOD performed records reviews for NCAA athletics requirements for incoming and transfer student-athletes, due diligence assessments for clinicians, and employment references. OEOD anticipates an increase in records reviews in future years due to changes in state and federal law to increase transparency.

OEOD also oversees annual training on sexual violence prevention for students, staff, and faculty. One aspect of this includes the administration of online training programs. In addition, OEOD conducted over 40 trainings by Zoom or in-person methods to help community members obtain their required training credit.

Quick Overview

1,053

Total Reports Received

852

Consultations & Inquiries

169

Alternative & Informal Resolutions

24

Agency & Formal

4

Records Review

9

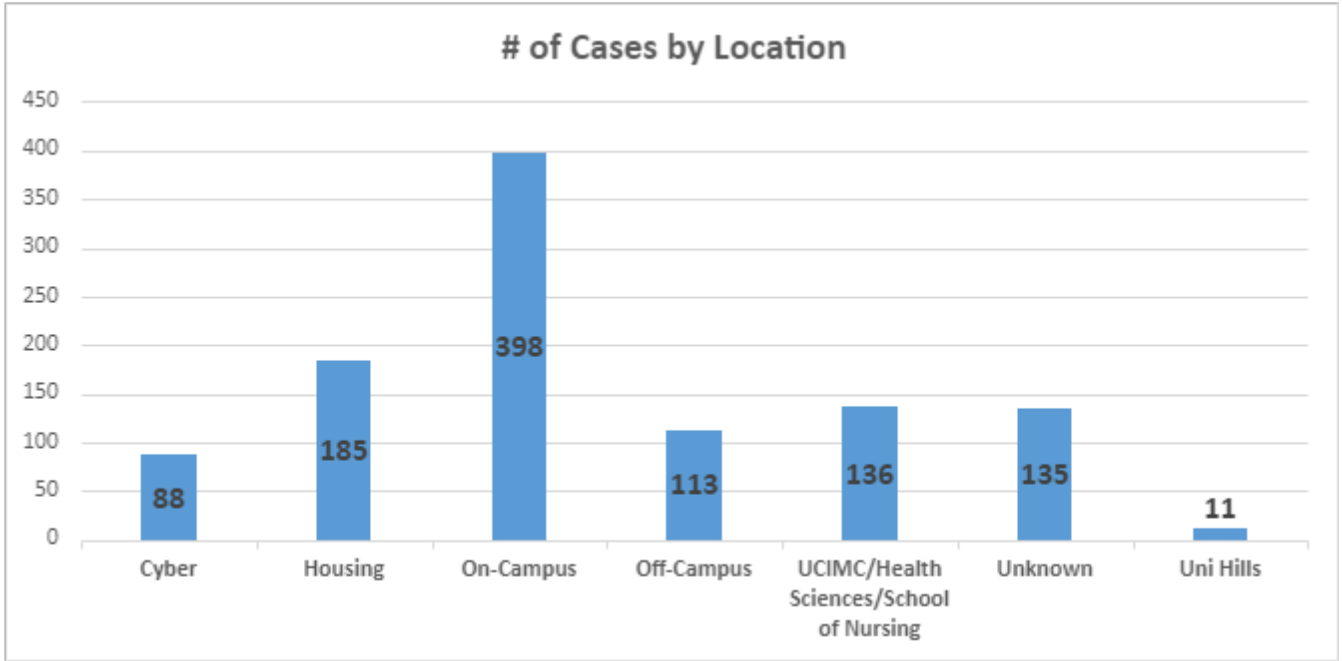
Policy Violations

Did you know?

RESPONSIBLE EMPLOYEES MATTER.

Almost two-thirds of all reports to OEOD come from Responsible Employees.

Received Reports



The following is a breakdown of reports received by Respondent type. Respondents are defined as the person alleged to have engaged in prohibited conduct under University policy.



Report Type & Basis by UCI Respondent¹

Faculty

3

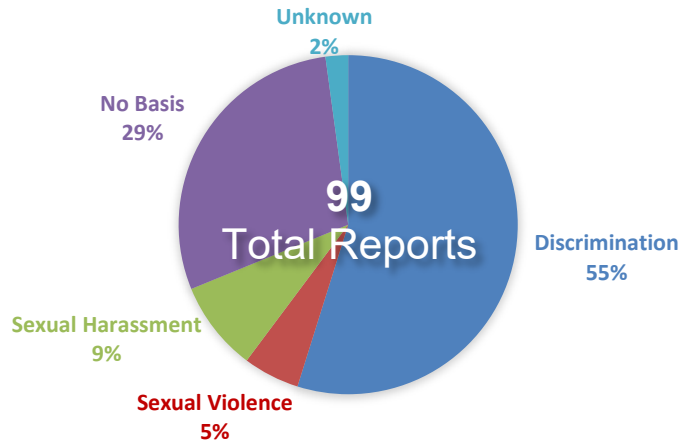
Agency/Formally Investigated

33

Informally Resolved

63

Consultation/Inquiries



Staff

7

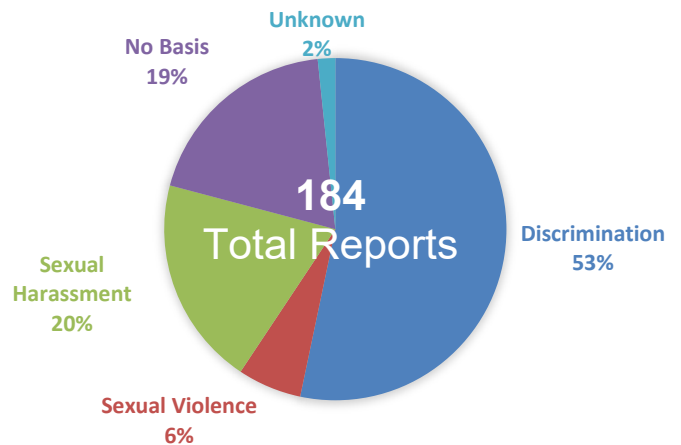
Agency/Formally Investigated

57

Informally Resolved

117

Consultation/Inquiries



Student

11

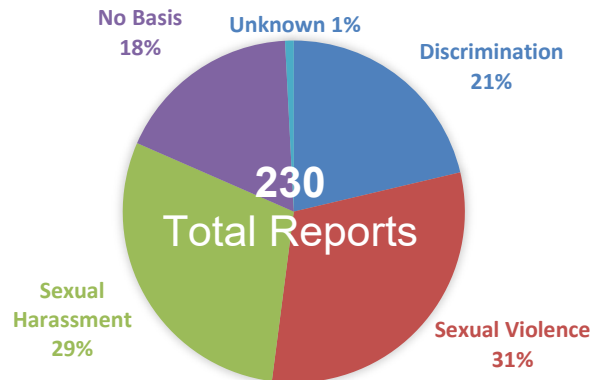
Agency/Formally Investigated

58

Informally Resolved

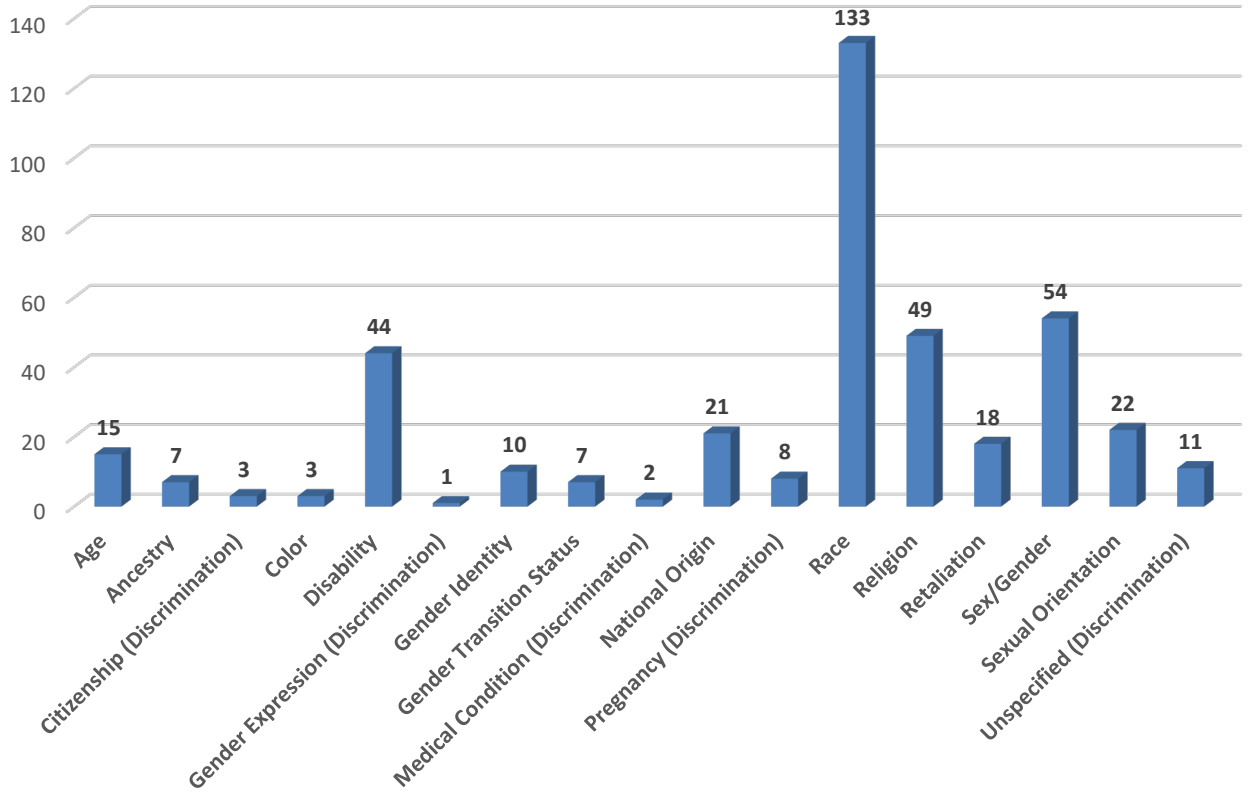
161

Consultation/Inquiries



¹ Some investigations or agency cases may involve more than one Respondent.

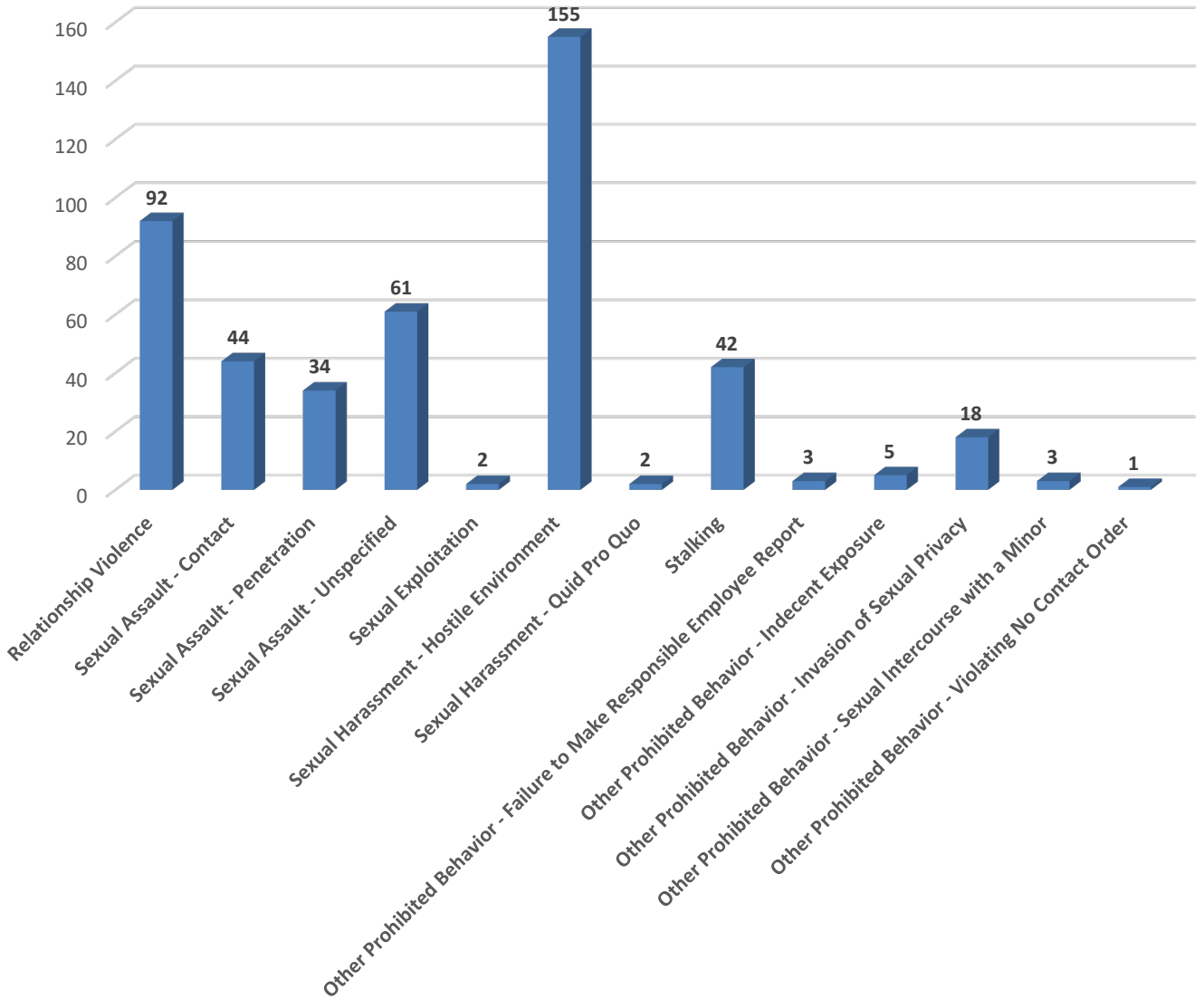
FY 2021-2022: Discrimination Allegations



NOTE: Some reports involve multiple allegations.



FY 2021-22: SVSH Allegations



NOTE: Some reports involve multiple allegations.

Received Reports in Clinical Settings

Starting in 2020, OEOD expanded its Title IX presence within UCI Health, including creating and leading an Incident Response Team (IRT). New in FY 2021-2022, OEOD appointed a Deputy Title IX Officer/Health who acts as a lead liaison and area expert for concerns arising in the health space. The Deputy Title IX Officer/Health has joined the Grievance Committee, contributed to the forthcoming *Management of Patient Discriminatory Conduct Policy*, assisted in securing a \$24,500 grant to create and provide interactive training on bias in healthcare, partnered with departmental committees to create training on compassion and diversity in care provision, and created an individualized assessment for clinician record reviews, a model for the UC system.

UCI Health Overview

133

Total Reports Received

103

Consultations & Inquiries

24

Informal Resolutions

4

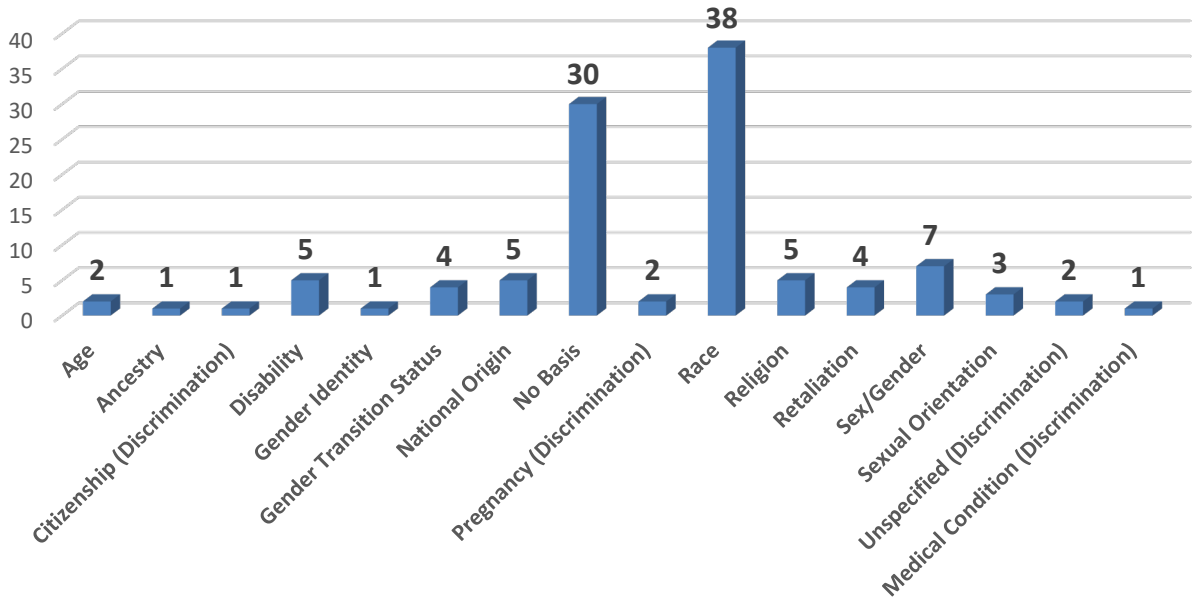
Agency & Formal

1

Policy Violation

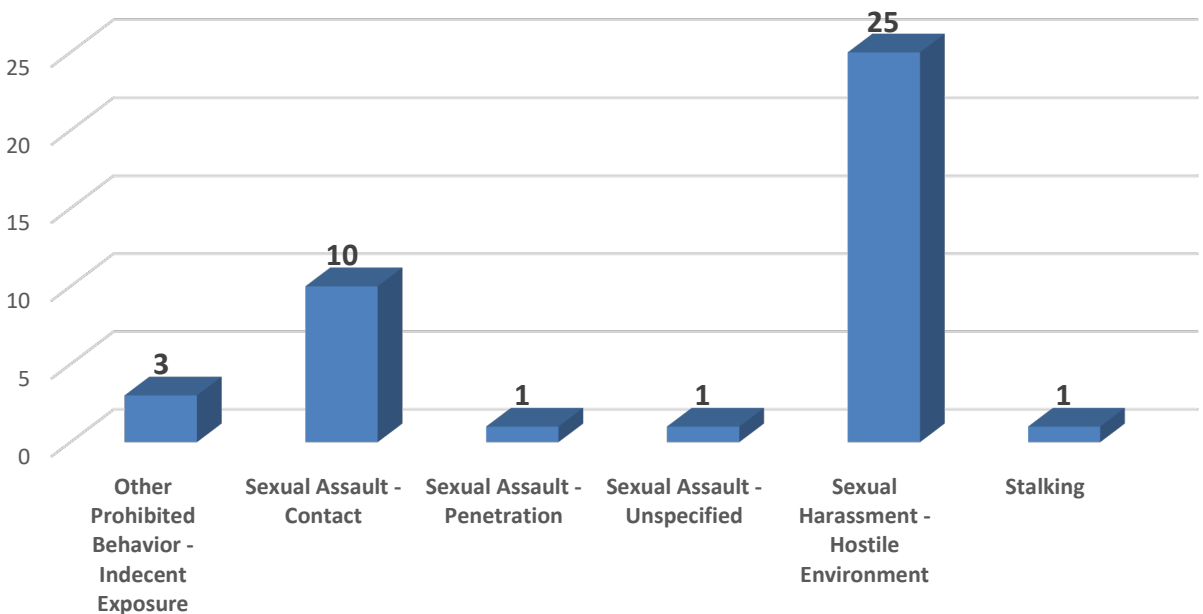


UCI Health FY 2021-2022: Discrimination Allegations



NOTE: Some reports involve multiple allegations.

UCI Health FY 2021-2022: SVSH Allegations



NOTE: Some reports involve multiple allegations.

PRIVACY

Privacy plays a role in human dignity. The California Constitution offers privacy as an inalienable right. The University of California, as outlined in its [Statement of Privacy Values](#), continually strives for an appropriate balance to promote privacy practices through its policies and practices and nurture an environment of openness and creativity for teaching and research.

UC Irvine’s privacy program is supported by a Privacy Official and a network of privacy champions across the enterprise in Campus Counsel, Compliance, Office of Information Technology, Procurement Services, Chief Information Security Officer, Internal Audit, Academic Personnel, Human Resources, and other key campus stakeholders.

Best Practices

No Surprises

Only use and share information as described in privacy notices.

User Control

Put people in control of their data. Get consent to share. Provide methods to opt out of sharing.

Data Minimization

Collect the least amount of information necessary. Try to collect directly.

Privacy allows an individual to control information about themselves and their activities, and respects their right to decide whether to be observed, tracked, or monitored.

UCI Privacy Program FY 2021-22 Outcomes	Total
Privacy Incidents and Investigations	16
Requests for Personal Data Erasure	100
Procurement Reviews	75
Requests for Access Without Consent of Electronic Communications	13
Other Requests for Assistance (From campus administration and faculty, the campus community, UC Office of the President, other UC campuses, etc.)	72



FY 2021-22 Privacy Program Highlights

Custom Privacy Notices

- Updated privacy notice for UC RECRUIT for all of the UC locations.
- Proposed methodology and language for opting in and out of research for UC RECRUIT applicants.
- Drafted privacy notices for new programs, conferences, campus, webpages, and other campus functions that collect, use or transmit personal information.

Vendor Risk Acceptance Protocol

- As the vendor privacy and security reviews were integrated into the procurement process, the need for a standardized risk acceptance process was identified.
- A multi-functional team collaborated to develop a process to document the risks identified with vendors and forward that information to decision makers with the authority to accept risk on behalf of the University.

Work Groups

- UCI NETID
- UC RECRUIT
- Gender Recognition & Lived Name
- Data Use

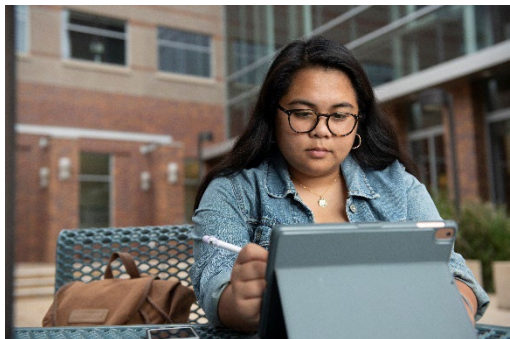
For more information about campus privacy efforts, go to the [UCI Privacy website](#).

UCI Privacy



PUBLIC RECORDS OFFICE

The mission of the Public Records Office (PRO) is to provide timely public access to requested records while safeguarding confidential information. This falls under three related laws, the California Public Records Act (CPRA), the Information Practices Act (IPA), and the Family Educational Rights and Privacy Act (FERPA). Together, these laws comprise the role of the



Public Records Office (PRO), balancing the legal right to privacy with the public’s right to transparency.

True transparency of the University’s activities is a part of our service to the public.

PRA requests promote healthy administrative performance and feedback to improve every aspect of our work in service to the public.

Visibility, Education, and Efficiency

As the PRO facilitates records requests—connecting external requesters with internal records—the role of the PRO requires ongoing stakeholder training and preparation.

We serve requesters and support record holders alike to reduce barriers to public access. Our outreach, messaging, and efforts to improve efficiency take many forms, including:

- an annually reviewed web page (to ensure clear and appropriate information is available);
- customized small and large group training sessions for record holders;
- frequent one on one interactions with stakeholders to describe the request process;
- the development of standard procedures specific to certain high-volume record holders to facilitate collection, review, and redaction efforts;
- the ongoing development of online training modules; and
- the roll out of a new records request management platform, GovQA.



By the Numbers

309

Requests
Received

194,190

Pages
Reviewed

104,648

Pages
Released

727,641

Number of
Redactions

12

Avg # of Items
per Request
Received

81%

Increase in
Pages Reviewed

74%

Increase in
Pages Released

315%

Increase in #
of Redactions

Context, Privacy and Record Types

The PRO serves stakeholders and requesters as consistently as possible. When simple, requests are easy to understand and quick to close. However, vague, or unformed requests of all types are also routinely received by the office.

Rather than reject these as unviable, we are required by the CPRA to assist the requesters through a clarification process.

In such cases, we engage in an iterative process of clarification, often including a call with the requester to explain the technical and privacy considerations of the request. Once the true scope of the request is explained, PRO is better able to collect and process responsive items.

These efforts are also essential under the IPA and FERPA, where individuals are guaranteed a **right to their own records**. In addition to an iterative process to help clarify overly broad requests, steps are taken to safeguard privacy, such as requiring photo identification prior to releasing records through IPA and FERPA.

Beyond processing a diversity of requests and reviewing large volumes of records, PRO staff also routinely face a variety of record types. Although the majority of the work is done in PDF, we also work with native email files (e.g., .msg, .pst, etc.), MS Word and Excel, video and audio, images, and even AutoCAD! A variety of tools and techniques are used to assess and process these records, and we work to keep on top of evolving tools and technology, as we expect the complexity of record types to increase in the coming years.



COMPLIANCE

The UCI Compliance Office is responsible for promoting ethical behavior and a culture of compliance by providing guidance and general oversight in the development, implementation and administration of a compliance program that is consistent with UC policies and procedures, ethical principles and core values, and applicable federal and state laws and regulations. It collaborates with valued compliance partners across the University to find ways to improve compliance processes and practices.



2021-2022 Highlights

Training

The Compliance Office engaged in a training campaign. Recognizing that engagement with mandatory training is essential, the Compliance Office worked with academic and administrative units to ensure training compliance reports are shared regularly with respective leadership and across units. Additionally, the Office worked with campus partners to generate new and customized training compliance reports to best capture statistics and facilitate compliance. The University saw a large jump in compliance with mandatory training requirements as a result.

Foreign Influence

Working with partners across the University, the Office continued to facilitate compliance with Section 117 of the Higher Education Act, relating to foreign contracts/grants and gifts reporting. Section 117 reporting in higher education has traditionally been an area of federal interest. The Compliance Office is also represented in several ongoing campus foreign influence and international relations workgroups and committees.

Campus Ethics and Compliance Risk Committee (CECR)

Co-chaired by the Provost/Executive Vice Chancellor Hal Stern and the Vice Chancellor of Equal Opportunity and Compliance and Campus Ethics and Compliance Officer Kirsten Quanbeck, [CECR](#) is responsible for identifying potential areas of compliance and risks concerns across campus operations and monitoring the effectiveness and consistency of compliance practices throughout the campus. Standing CECR members represent a broad cross-section of leaders across many units of the University. Recent areas of discussion continue to include foreign influence, cybersecurity, privacy, data governance, and NCAA policy changes.

Risk Intelligence Committee (RIC)

[RIC](#) is a team of subject matter experts that identify and review the management of risks and compliance issues for the campus. RIC reports to CECR and is co-chaired by the Risk Manager Chris Richmond and Director of Compliance Tawny Luu. RIC conducts an annual comprehensive risk and compliance assessment, as required by the UC Office of the President. UCOP collates assessments from each location to create a systemwide framework for risk reduction, compliance and regulatory reviews, and audit projects.

CANRA Committee

The Child Abuse and Neglect Reporting Act (CANRA) Committee was formed in February 2021 and is co-chaired by the Risk Manager Chris Richmond and Director of Compliance Tawny Luu. The CANRA Committee brings together key stakeholders and functional experts from across the University to identify gaps, develop guidance and strategies, and lead educational and compliance outreach efforts concerning CANRA implementation at the University. To date, the Committee has identified close to 300 additional CANRA mandated reporters within the University and assigned these individuals CANRA training. The Committee will also develop a CANRA mandated reporter toolkit to aid administrative and academic units in the identification of mandated reporters.



ADMINISTRATIVE POLICIES & PROCEDURES

UC Irvine implements systemwide policies by issuing local guidelines, procedures, and delegations of authority. UC Irvine's Administrative Policies & Procedures are coordinated by the Policy and Compliance Specialist. University activities are primarily governed by systemwide policies. Campus policies are developed to address specific campus needs. Plans are underway to streamline policy development and revision processes, delegations of authority, and other duties that fall under the Office of Administrative Policies and Procedures.

The Policy and Compliance Specialist also serves as UC Irvine's **Conflict of Interest Coordinator**, tracking submission of Form 700 by campus officials who are required to disclose personal financial interests annually in accordance with the position's assigned disclosure categories. Reportable economic interests include:

- Investments in business entities (e.g., stock holdings, owning a business, a partnership)
- Interests in real estate (real property)
- Sources of personal income, including gifts, loans and travel payments
- Positions of management or employment with business entities

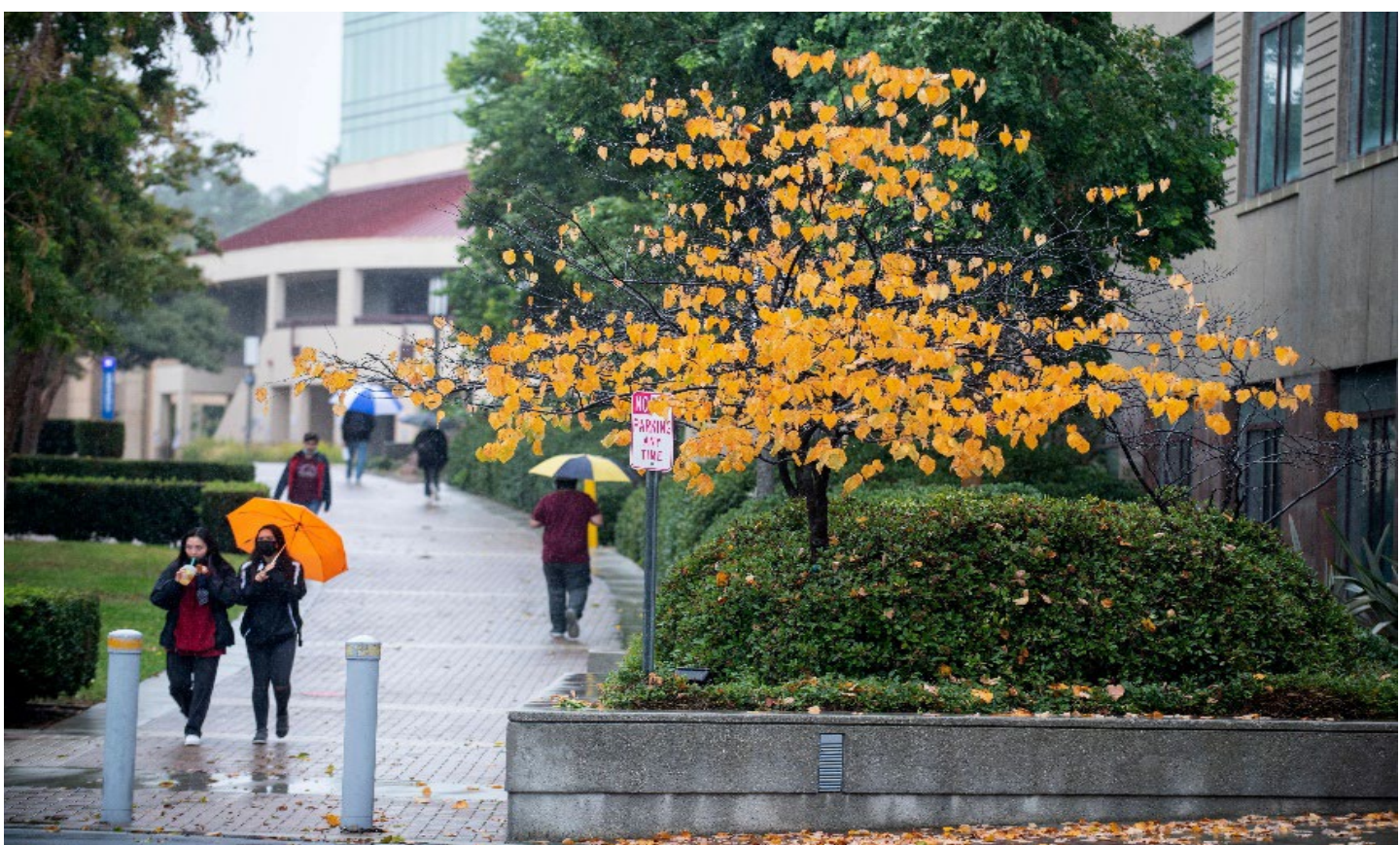
The Office of Administrative Policies and Procedures published the following major new or revised policies in 2021-22:

- Revised UCI Guidelines on [Clery Act Procedures](#)
- Revised UCI Policy on [Travel Authorization and Approval](#)
- Revised UCI Policy on [Health Sciences Affiliation Agreements and Health Sciences Programs](#)
- New UCI Policy Sec 704-15 on [Non-Student Accounts Receivable Management Procedures](#)
- New UCI Policy Sec 704-16 on [Student Accounts Receivable Management Procedures](#)
- New UCI Policy Sec 704-17 on [Write Off and Allowance Procedures for Uncollectible Accounts](#)
- New UCI Policy Sec 701-22 on [Recharge Facility and Activity Review and Approval](#)
- New UCI Policy Sec 701-23 on [Sales and Service Activities Policy](#)

Did You Know?

In 2021-2022, in addition to other duties, the Office of Administrative Policies and Procedures facilitated the following services for the campus:

- New and Revised Policies: 18
- New and Revised Delegations of Authority: 7
- Conflict of Interest Form 700 filer completion rate: 99%
- Coordination of Systemwide Presidential Policy Reviews: 8



WHISTLEBLOWER

The University of California is committed to maintaining the highest standards of conduct in the fulfillment of its education, research, public service and patient care mission. The University's Whistleblower Policy provides multiple avenues for employees to bring forward concerns of potential employee misconduct. The University encourages faculty and staff to report concerns about possible improper governmental activity directly to their supervisor, department head, Locally Designated Official (LDO) or other appropriate University offices or officials, or to make reports through the whistleblower hotline.

The systemwide whistleblower hotline is independently operated to receive calls or web-based reporting from faculty, staff, students or members of the public. The hotline allows for anonymous reporting, forwarding reported concerns to appropriate University officials for processing. This hotline is staffed seven days a week, 24 hours per day and is capable of receiving reports in a number of different languages.

Reports can be made through the following methods:

- UC Hotline: 1-800-403-4744
- [UC Hotline Online Form](#)
- Email: Whistleblower@uci.edu

Whistleblower reports also are submitted directly to the UC Irvine Locally Designated Official either by the whistleblowers themselves or by University officials who become aware of the allegations.

The UC Irvine Whistleblower Office can communicate directly with reporters through the UC Hotline to acknowledge receipt and request additional information without sacrificing a reporter's anonymity. Frequently asked questions about whistleblower reports may be found on the [UCOP website](#).

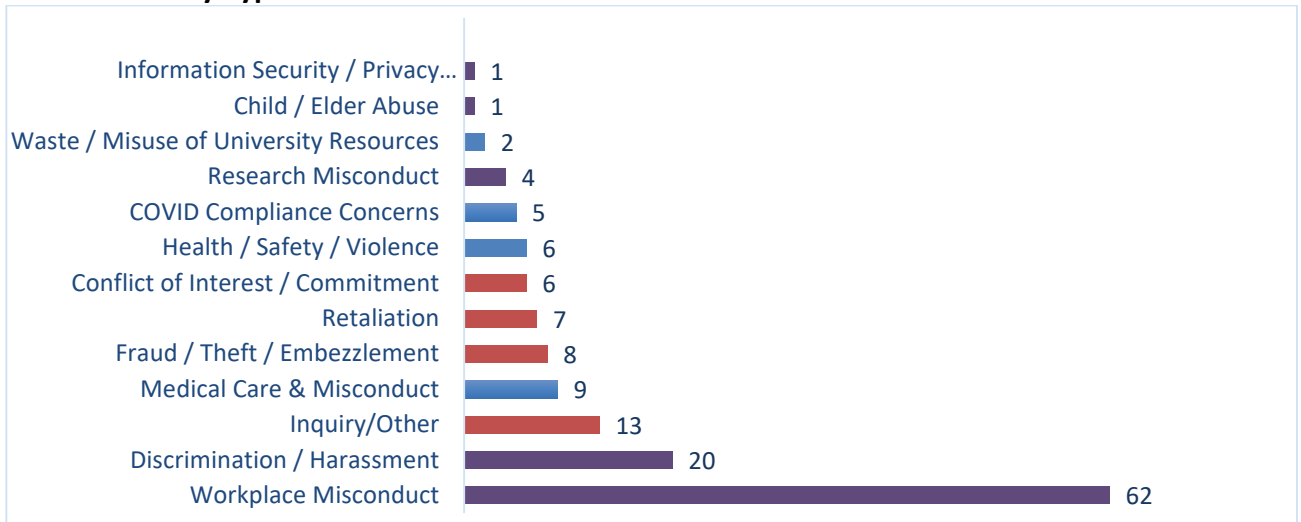
The UC Irvine Investigations Workgroup, composed of administrators from UC Irvine and UC Irvine Health, is responsible for addressing whistleblower reports and meets regularly to coordinate report response and resolution.

Upon receiving a report, the UC Irvine Whistleblower Office reviews the concerns. Depending on the nature of the allegations, campus partners may be charged to conduct a formal investigation or inquiry.

If a report does not allege conduct that falls within the Whistleblower or Whistleblower Protection policies, it may be referred to an appropriate department to review and address. If the reporting party has not provided sufficient information about the report to proceed, a staff member will request additional information whenever possible. If an individual has submitted an anonymous complaint via the whistleblower hotline or online portal, staff will submit any follow-up questions through that system. In rare cases where an individual submits an anonymous paper complaint with no contact information, staff may be unable to solicit additional details.

In 2021-22, the University’s Whistleblower Office closed 144 reports. Workplace Misconduct continues to be the primary concern reported.

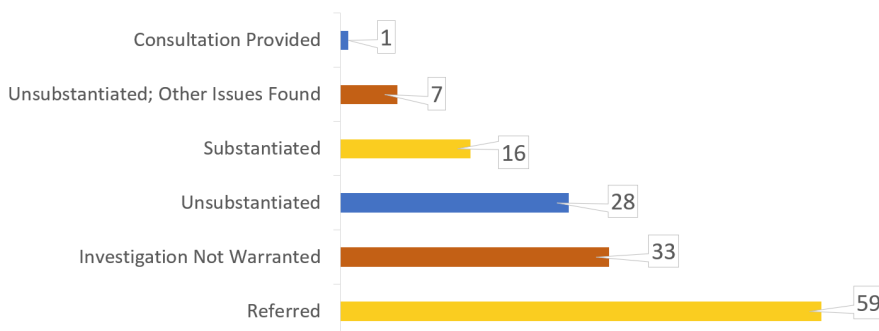
Closed Cases by Type



Primary Case Outcome

In 2021-22, the University’s Whistleblower reports were resolved as follows:

Primary Case Outcome



A report may be closed without investigation if it does not allege an actual policy violation, does not provide adequate evidence, or in the event that an allegation is true, the actions would not constitute an improper governmental activity.

It is not uncommon for reporters to submit reports that are better suited to another unit at UC Irvine and the report is referred to that unit.

Identity of Reporters

49% Identified
51% Anonymous

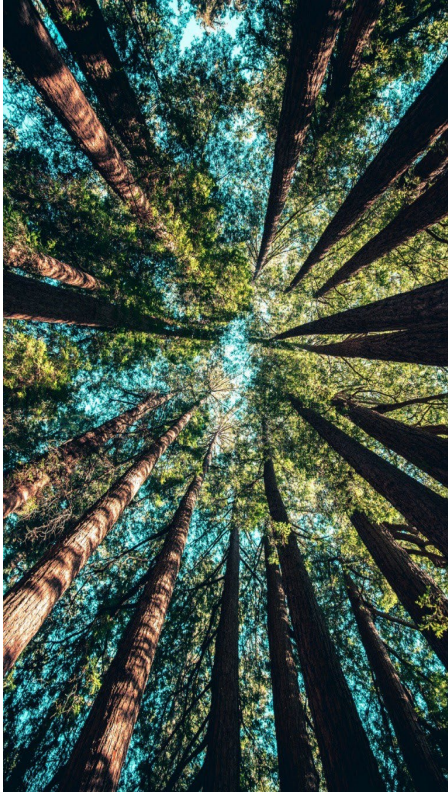
Intake Method for 144 closed reports

The Whistleblower Hotline continues to be the primary reporting mechanism.

Supervisor/Manager	1
President's Office	2
HS Compliance Office	2
Chancellor's Office	2
Other	16
UC Hotline Call Center	24
UC Irvine Whistleblower Office	41
UC Hotline Website	56



Campus Climate Reports of Non-Criminal Acts of Hate, Bias, or Intolerance



UCI is a multicultural community of people from diverse backgrounds. Our activities, programs, classes, workshops, lectures, and everyday interactions are enriched by our acceptance of one another, and we strive to learn from each other in an atmosphere of positive engagement and mutual respect.

UCI's Principles of Community value a learning climate free of expressions of bigotry, abusive behavior, discrimination, physical abuse, threats of violence, or conduct that threatens the health and safety of any person on University property.

UC Irvine encourages [reports](#) of any experience or behavior observed that is inconsistent with UCI's Principles of Community (anonymous reporting available).

Even if an individual does not want or expect any action to be taken, having a record of all campus incidents helps the University to better address issues of culture, climate and inclusion. All reports can make a difference.

UC Irvine received a total of 44 Campus Climate Reports in FY 2021-22.

Issue Type	
Bias Incident/Stereotyping	10
Graffiti/Vandalism	2
Hate Speech/Hateful Writing	17
Hostile Climate/Demeaning Behavior/Failure to Invite Others	7
Intimidation, Bullying or Physical Violence	8
Total Reports	44

EQUAL OPPORTUNITY/ AFFIRMATIVE ACTION

The Equal Opportunity/Affirmative Action (EO/AA) team provides support for the management of the University's affirmative action programs, including the annual preparation of the federal Affirmative Action Plan, and consultation services to UCI constituents on EO/AA considerations in employment, outreach, programs and policies. The office is one of the institutional points of contact for federal and state agencies for equal opportunity and affirmative action compliance inquiries and compliance confirmation.

The EO/AA team also reviewed five reorganization plans, six staff recruitment waiver requests, 76 academic recruitment waiver requests, 803 academic recruitment short list reports and 635 academic recruitment search reports.

As a federal contractor, UCI is obligated to take affirmative action to ensure equal opportunity in employment for minorities and women, for persons with disabilities, and for protected veterans. This includes applying every good faith effort to achieve prompt and full utilization of minorities and women in relation to their availability in the workforce and to update the University's annual Affirmative Action Plan, which includes workforce statistics, adverse impact assessment of employment actions, designation of roles of responsibility for taking affirmative action, and action-oriented programs the University will engage in to address deficiencies and potential areas of concern. These efforts conform to all current legal and regulatory requirements and are consistent with UCI's standards of quality and excellence.

The following tables² reflect the representation of women and minorities and progress toward meeting the full utilization (representation) of those populations based on employment actions (hires, separations) during the 2021-22 academic year. The change column reflects an increase, decrease, or no change in the representation of women, minorities, or URM in the respective category of employees.

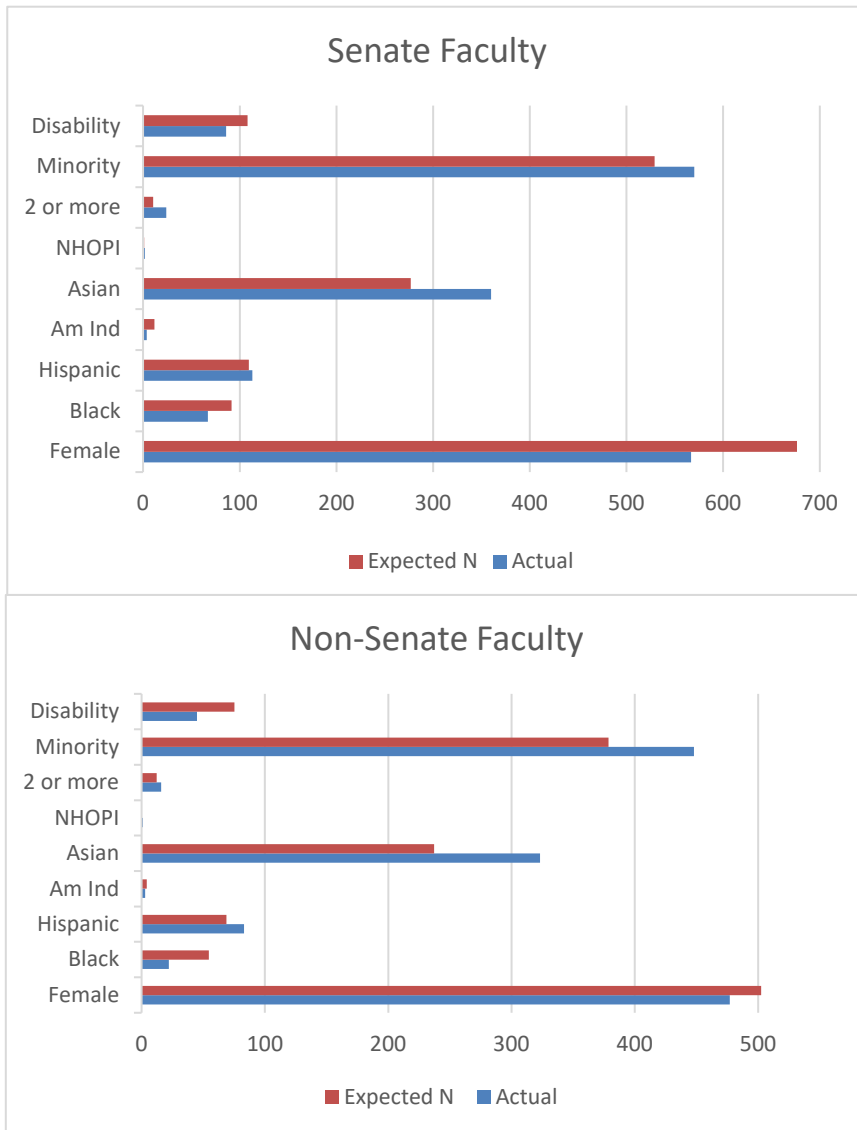
² These notes address the tables on the next page.

- a) Data includes all employees who were on active or leave of absence (both paid/unpaid) status on July 1, 2021, or June 30, 2022.
- b) Data excludes employees who are on a student (casual-restricted; academic) or leave without salary (WOS) appointment.
- c) URM includes employees who self-reported as American Indian/Alaskan Native, Black/African American, Hispanic/Latino, or Native Hawaiian/Other Pacific Islander.
- d) Minorities includes employees who self-reported as American Indian/Alaskan Native, Asian, Black/African American, Hispanic/Latino, Native Hawaiian/Other Pacific Islander, or more than one race.
- e) Non-career employees (contract, limited, per diem, and floater appointments) were not separated out for the Medical Center due to small numbers.

AFFIRMATIVE ACTION DATA

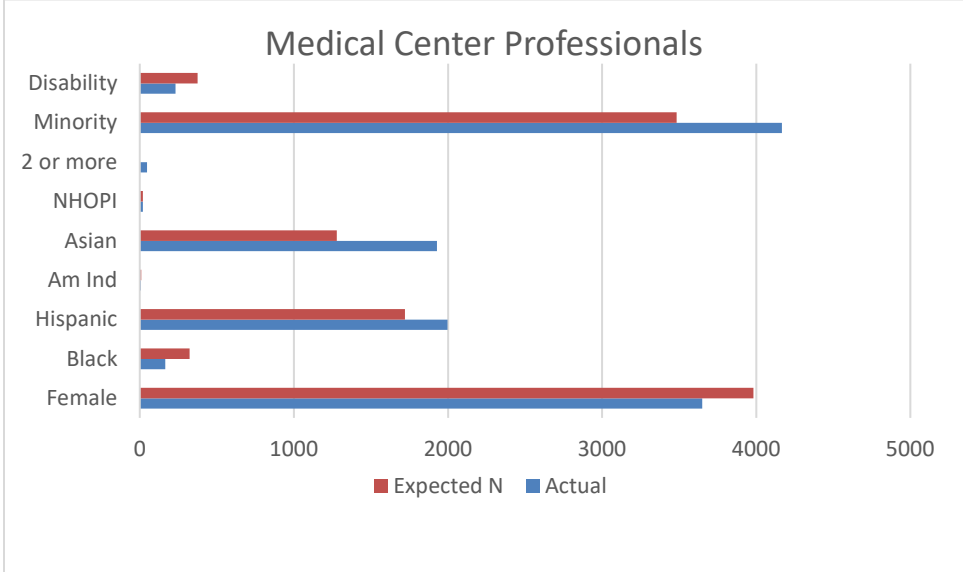
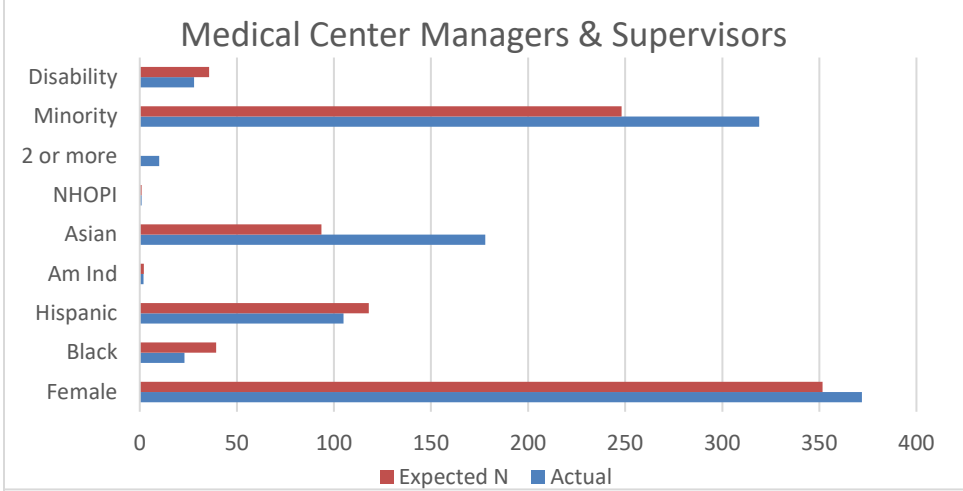
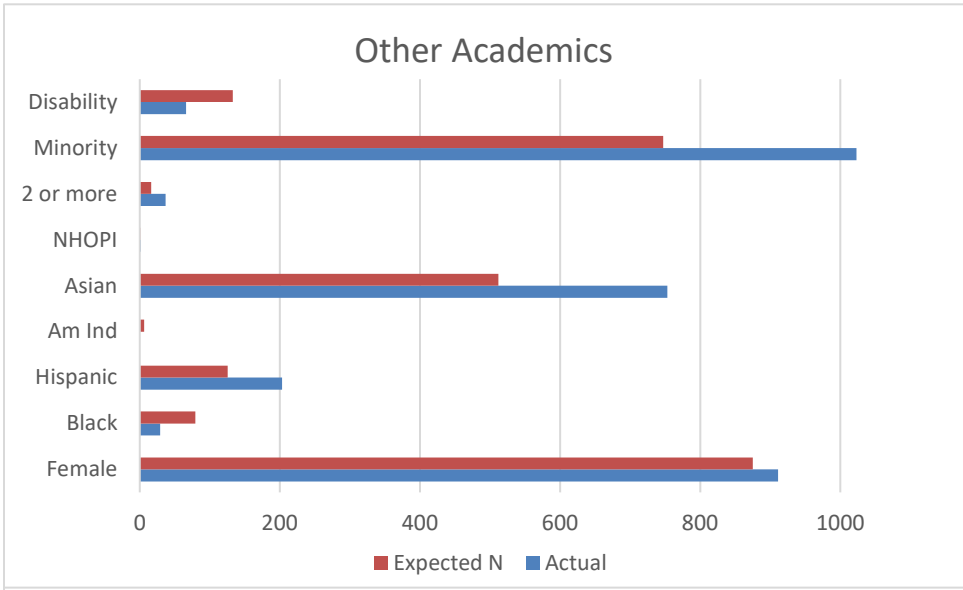
WOMEN	July 1 2021	June 30 2022	Change
General Campus: Academics			
Senate	37%	37%	↔
Non-Senate	44%	42%	↓
Other Academics	47%	47%	↔
General Campus: Staff			
Managers/Supervisors	54%	54%	↔
Professionals	63%	63%	↔
Non-Career	59%	56%	↓
Medical Center: Staff			
Managers/Supervisors	68%	70%	↑
Professionals	68%	69%	↑
ALL MINORITIES			
	July 1 2021	June 30 2022	Change
General Campus : Academics			
Senate	37%	37%	↔
Non-Senate	43%	41%	↓
Other Academics	54%	55%	↑
General Campus : Staff			
Managers/Supervisors	48%	51%	↑
Professionals	64%	66%	↑
Non-Career	60%	60%	↔
Medical Center : Staff			
Managers/Supervisors	62%	64%	↑
Professionals	77%	78%	↑
UNDERREPRESENTED MINORITIES			
	July 1 2021	June 30 2022	Change
General Campus : Academics			
Senate	12%	12%	↔
Non-Senate	10%	10%	↔
Other Academics	12%	12%	↔
General Campus : Staff			
Managers/Supervisors	20%	21%	↑
Professionals	35%	37%	↑
Non-Career	31%	31%	↔
Medical Center : Staff			
Managers/Supervisors	30%	31%	↑
Professionals	40%	41%	↑

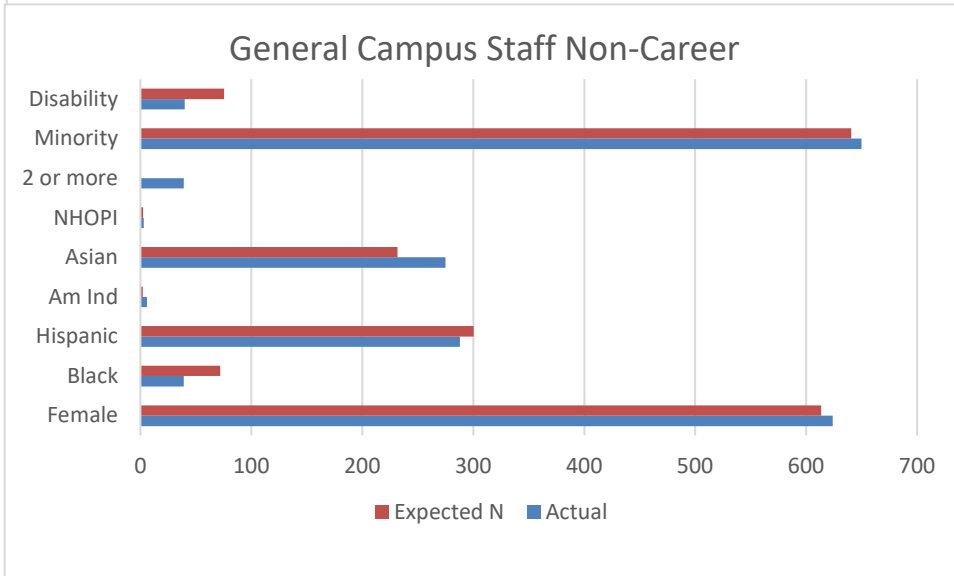
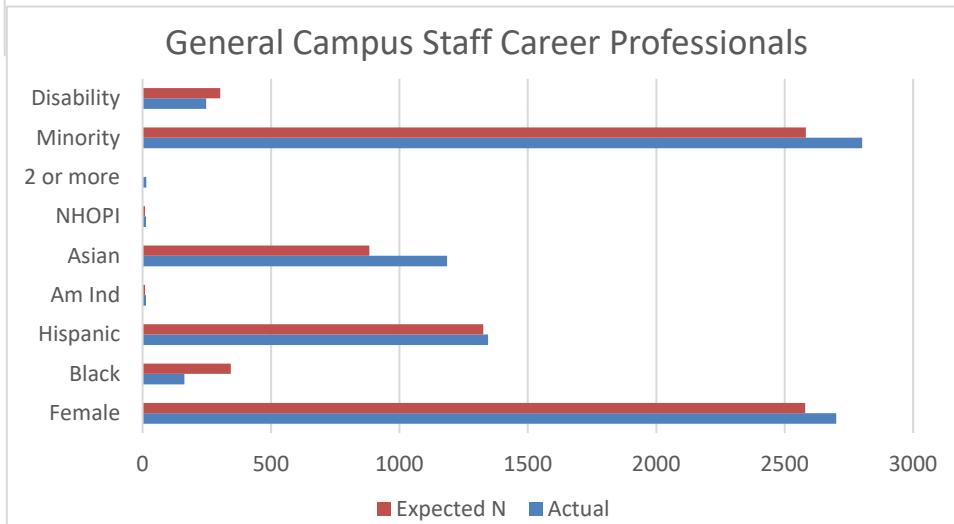
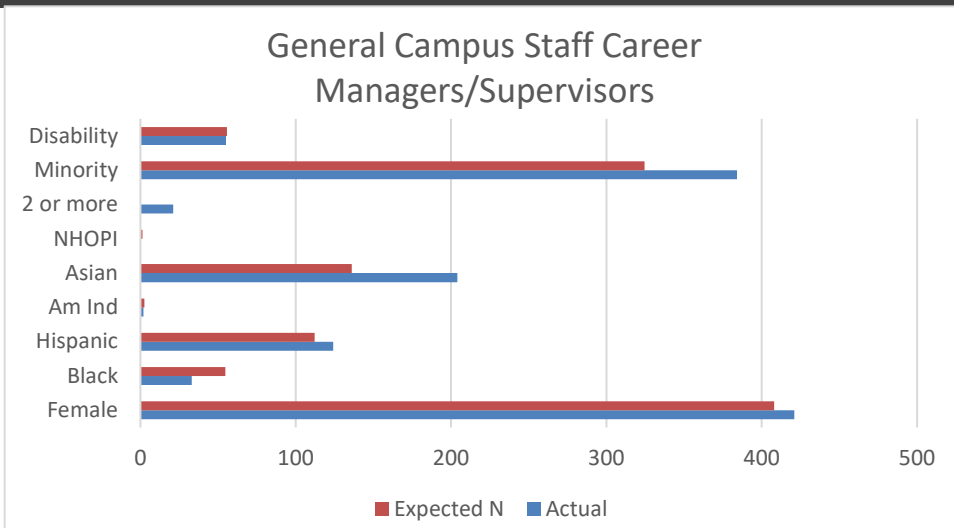
The charts that follow reflect a summary at the enterprise level of the actual and expected representation (utilization) of women, minorities, and individuals with disabilities in the UCI workforce as of October 31, 2021.³ For the annual Affirmative Action Plan, the analysis is conducted by job group. The more detailed analyses by job group are available for review in the Office of Equal Opportunity and Diversity by appointment.



NOTE: NHOPI = Native Hawaiian/Other Pacific Islander. “Two or more” includes people who identified with more than one of the racial groups listed. Minority = all racial/ethnic groups except those who only indicated White/Caucasian or whose race/ethnicity is unknown.

³ October 31 is the official extract date used for many University reports, including the annual Affirmative Action Plan.





NOTE: Non-career includes contract, limited, and floater appointments. Non-career employees were not separated out for the Medical Center due to small numbers.

EDUCATION & TRAINING

OEOD Programs

(Includes nondiscrimination, SVSH, Diversity, EEO, and Implicit Bias Trainings, delivered in person or live over Zoom.)

41

Total Trainings

865

Faculty or Staff

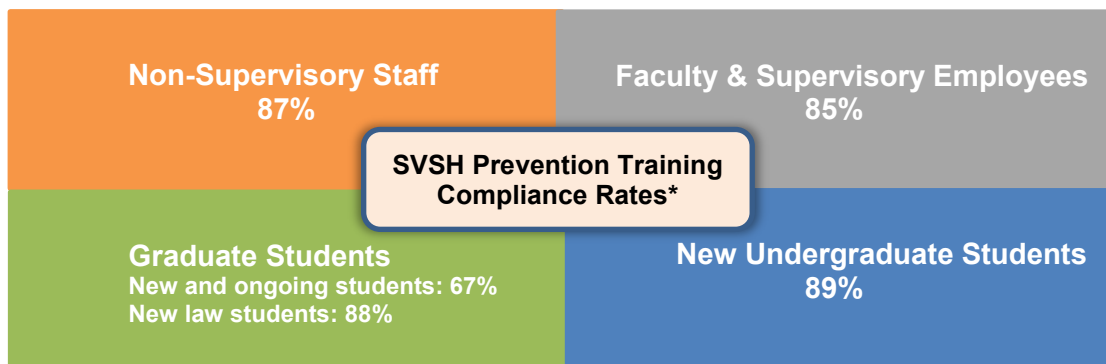
897

Students



All UCI students, staff, and faculty are provided with educational programming intended to prevent and respond to disclosures of discrimination, harassment, and sexual violence, increasing the University’s compliance with policies and law. Incoming undergraduate and graduate students take training at the start of the academic year. New last academic year, all returning graduate students were also assigned training. Additionally, all student-athletes have ongoing training each year. Faculty and staff attend training every two years. These programs are designed to be culturally relevant, inclusive and responsive to the entire community, and are informed by research. In addition, each year OEOD delivers trainings by request to student groups or departments. In the last fiscal year, OEOD delivered 41 trainings.

Education and training opportunities are provided utilizing a multi-pronged approach, including interactive workshops, theater performances, presentations, online interactive modules, and more.



*Compliance rates reflect live/Zoom trainings and trainings completed via online training modules.

Appendices

Appendix A

Appendix - A
DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE AGENCY AND FORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegation	Preliminary Determination	Sanction
Staff	Organization or Entity, Staff	Agency	Race, Sex/Gender, Disability (physical or mental), Retaliation	Intimidating, Hostile, or Offensive Conduct, Failure to Accommodate, Adverse Action	Agency took no action	Not Applicable
Staff	Organization or Entity	Agency	National Origin	Retaliation	Pending	Not Applicable
Staff	Organization or Entity	Agency	National Origin, Sex/Gender	Unequal Treatment of an Individual or Group	Agency took no action	Not Applicable
Former Affiliate	Organization or Entity	Agency	Age	Intimidating, Hostile, or Offensive Conduct, Unequal Treatment of an Individual or Group	Pending	Not Applicable
Staff	Staff	Agency	Disability (physical or mental)	Failure to Accommodate	Agency issued Right to Sue	Not Applicable
Not Applicable	Staff	Agency	No Basis	No Basis	Not Applicable	Not Applicable
Staff	Staff	Formal	Sexual Violence	Sexual Assault - Contact	Violation of UC Sexual Violence and Sexual Harassment Policy	RS resigned prior to final adjudication
Staff	Faculty, Staff	Formal	Sexual Violence, Sexual Harassment,	Sexual Assault - Contact, Hostile Environment, Quid Pro Quo	No Violation Found	Continuation of No Contact Order
Staff	Staff	Formal	Sexual Violence	Sexual Assault - Contact; Sexual Assault - Contact (cross-complaint)	No Violation Found Party 1, Violation of UC Sexual Violence and Sexual Harassment Policy Party 2	Continuation of No Contact Order, RS resigned prior to final adjudication

Appendix - A
DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE AGENCY AND FORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegation	Preliminary Determination	Sanction
Staff	Staff	Formal	Sexual Violence	Sexual Assault - Contact	No Violation Found	Not Applicable
Staff	Staff	Formal	Sexual Harassment	Hostile Environment	Violation of UC Sexual Violence and Sexual Harassment Policy	Employment Suspension, Training for Respondent, Documented Discussion
Undergraduate Student	Undergraduate Student	Formal	Other Prohibited Behavior, Sexual Violence	Invasion of Sexual Privacy, Sexual Assault - Penetration	Violation of UC Sexual Violence and Sexual Harassment Policy	Academic Dismissal
Undergraduate Student	Undergraduate Student	Formal	Sexual Violence, Sexual Harassment	Sexual Assault - Penetration, Sexual Assault - Contact, Hostile Environment	Violation of UC Sexual Violence and Sexual Harassment Policy	Pending
Undergraduate Student	Undergraduate Student	Formal	Sexual Violence	Sexual Assault - Penetration	Pending	Not Applicable
Staff, Student	Non-Affiliate, Undergraduate Student	Formal	Race	Intimidating, Hostile, or Offensive Conduct	Pending	Not Applicable
Staff, Student	Undergraduate Student	Formal	Race	Intimidating, Hostile, or Offensive Conduct	Violation of UC Nondiscrimination Policy Statement Regarding Student-Related Matters	Academic Suspension, Disciplinary Probation, Supporting Documentation/Follow-up Meeting
Undergraduate Student	Undergraduate Student	Formal	Sexual Violence, Sexual Harassment, Other Prohibited Behavior	Stalking, Hostile Environment, Violating a No Contact Order or other exclusion	Violation of UC Sexual Violence and Sexual Harassment Policy	Academic Dismissal

Appendix - A
DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE AGENCY AND FORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegation	Preliminary Determination	Sanction
Undergraduate Student	Undergraduate Student	Formal	Sexual Violence, Sexual Harassment	Stalking, Hostile Environment	Violation of UC Sexual Violence and Sexual Harassment Policy	Academic Dismissal
Undergraduate Student	Undergraduate Student	Formal	Sexual Violence, Sexual Harassment	Sexual Assault - Contact, Sexual Assault - Penetration, Hostile Environment	Violation of UC Sexual Violence and Sexual Harassment Policy	Pending
Undergraduate Student	Undergraduate Student	Formal	Sexual Violence	Sexual Assault - Penetration	No Violation Found	Not Applicable
Patient	Staff	Formal	Sexual Harassment, Sexual Violence	Hostile Environment, Sexual Assault - Contact	Pending	Not Applicable
Undergraduate Student	Undergraduate Student	Formal	Other Prohibited Behavior	Invasion of Sexual Privacy	Violation of UC Sexual Violence and Sexual Harassment Policy	Pending
Undergraduate Student	Undergraduate Student	Formal	Sexual Violence	Stalking, Sexual Assault - Contact	Pending	Not Applicable
Graduate Student	Faculty	Formal	Sexual Harassment, Sexual Harassment	Hostile Environment, Quid Pro Quo	Pending	Not Applicable

Appendix B

Appendix - B

DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Undergraduate Student	Organization or Entity (Non-Individual)	Informal	Religion	Failure to Accommodate	Informally Resolved, Resources provided to complainant, Housing Accommodations, Religious Accommodations
Former Affiliate	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Staff	Not Applicable	Informal	No Basis	No Basis	Informally Resolved, Workplace Accommodations
Graduate Student	Faculty	Informal	Pregnancy	Unequal Treatment of an Individual or Group	Informally Resolved, Pregnancy/Lactation Accommodation, Resources provided to complainant
Staff	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Staff	Faculty	Informal	Other Non-Compliance with Policy	Failure to report	Informally Resolved, Educational/Preventative Conversation, Training for Respondent, Documented Discussion
Staff	Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant

⁴ Cases are classified as “no basis” if the conduct, as alleged, does not implicate a protected category or is not otherwise defined as Prohibited Conduct under University policy. No basis cases can result in an informal resolution to address requests for assistance with navigating University offices or processes, concerns about unprofessional behavior or boundary concerns that if continued or left unresolved could become Prohibited Conduct, issues raised by reporting parties about consensual relationships in academic and workspaces and impact on others, and prior Title IX record review assessments.

Cases are classified as “unknown” if OEOD was unable to obtain specific details regarding an allegation. Unknown cases can result in an informal resolution if the Title IX Officer determined that the information available to OEOD warrants education and/or training.

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Non-Affiliate	Faculty	Informal	Sexual Violence	Relationship Violence (Occurred prior to Respondent affiliation with UCI)	Informally Resolved, Documented Discussion, Training for Respondent, Resources provided to complainant
Non-Affiliate	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Undergraduate Student	Informal	Sexual Violence, Sexual Harassment	Stalking, Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Graduate Student	Unspecified Faculty	Informal	Disability	Failure to Accommodate	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Organization or Entity (Non-Individual)	Informal	Religion	Failure to Accommodate	Informally Resolved, Resources provided to Complainant, Housing Accommodations, Religious Accommodations, Documented for File
Graduate Student	Faculty	Informal	Race, National Origin, Sexual Orientation, Sex/Gender	Intimidating, Hostile, or Offensive Conduct	Informally Resolved
Former Affiliate	Faculty	Informal	Unknown	Unknown	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Staff	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant

Appendix - B

DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Anonymous	Staff	Informal	Race, Sex/Gender	Unequal Treatment of an Individual or Group	Informally Resolved
Staff	Non-Affiliate	Informal	Gender Identity, Gender Expression, Sex/Gender, Sexual Harassment	Intimidating, Hostile, or Offensive Conduct, Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Staff, Undergraduate Student	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Faculty	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Graduate Student	Faculty	Informal	No Basis	No Basis	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources Provided to Complainant

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Undergraduate Student	Undergraduate Student	Informal	Sexual Violence	Sexual Assault - Contact	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Staff	Staff	Informal	Sexual Orientation	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Faculty	Informal	Unknown	Not Applicable	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Undergraduate Student	Alternative Resolution	Sexual Violence	Stalking	AR - Successful; AR - Unsuccessful, Case referred for Formal Investigation, Resources provided to complainant, No Contact Order
Undergraduate Student, Unspecified Student	Undergraduate Student	Informal	Sex/Gender	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Staff	Staff	Informal	Disability	Intimidating, Hostile, or Offensive Conduct, Failure to Accommodate	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Patient	Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Staff	Undergraduate Student	Informal	Sexual Violence	Stalking	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
					Conversation, Resources provided to complainant
Graduate Student	Graduate Student	Informal	Sexual Orientation	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Unspecified Student	Undergraduate Student	Informal	Sexual Violence, Sexual Harassment	Stalking, Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Faculty	Faculty	Informal	Consensual Relationships	Not Applicable	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Other
Graduate Student	Organization or Entity (Non-Individual)	Informal	Religion	Failure to Accommodate	Informally Resolved, Resources provided to complainant, Housing Accommodations, Religious Accommodations
Undergraduate Student	Graduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Undergraduate Student	Alternative Resolution	Sexual Harassment, Other Prohibited Behavior, Sexual Violence	Hostile Environment, Invasion of Sexual Privacy, Sexual Assault - Contact	AR - Successful, No Contact Order, Stay Away Order, Resources provided to complainant, Educational/Preventative Conversation, Training for Respondent, Academic Accommodations,
Graduate Student	Undergraduate Student	Informal	National Origin	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant

Appendix - B

DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Undergraduate Student	Staff	Informal	Unknown	Unknown	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Organization or Entity (Non-Individual)	Informal	Religion	Failure to Accommodate	Informally Resolved, Resources provided to complainant, Housing Accommodations, Religious Accommodations
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Organization or Entity (Non-Individual)	Informal	Religion	Failure to Accommodate	Informally Resolved, Resources provided to complainant, Housing Accommodations, Religious Accommodations
Non-Affiliate	Graduate Student	Informal	Sexual Violence, Sexual Harassment	Stalking, Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Organization or Entity (Non-Individual)	Informal	Religion	Failure to Accommodate	Informally Resolved, Resources provided to complainant, Housing Accommodations, Religious Accommodations
Faculty	Unknown	Informal	Sex/Gender	Intimidating, Hostile, or Offensive Conduct, Unequal Treatment of an Individual or Group	Informally Resolved, Resources provided to complainant
Undergraduate Student	Organization or Entity (Non-Individual)	Informal	Religion	Failure to Accommodate	Informally Resolved, Resources provided to complainant, Housing Accommodations, Religious Accommodations

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Undergraduate Student	Organization or Entity (Non-Individual)	Informal	No Basis	No Basis	Informally Resolved, Resources provided to complainant, Housing Accommodations, Religious Accommodations
Staff	Staff	Informal	National Origin	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Undergraduate Student	Informal	Race, Sex/Gender, Sexual Orientation, Sexual Harassment	Intimidating, Hostile, or Offensive Conduct, Hostile Environment	Informally Resolved, Referral, Resources provided to complainant
Non-Affiliate	Undergraduate Student	Informal	Sexual Violence	Sexual Assault - Contact	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Faculty	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Non-Affiliate	Faculty	Informal	Sex/Gender	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation
Unspecified Staff	Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation

Appendix - B

DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Organization or Entity (Non-Individual)	Informal	Religion	Failure to Accommodate	Informally Resolved, Housing Accommodations, Religious Accommodations, Resources provided to complainant
Faculty	Staff	Informal	Consensual Relationships	Not Applicable	Informally Resolved, Documented Discussion, Resources provided to reporting party, Training for Respondent, Other
Unspecified Staff	Organization or Entity (Non-Individual)	Informal	Sex/Gender, Race	Unequal Treatment of an Individual or Group	Informally Resolved
Non-Affiliate	Faculty	Informal	No Basis	No Basis	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Former Affiliate	Faculty	Informal	No Basis	No Basis	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Unknown	Faculty	Informal	Consensual Relationships	Not Applicable	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation
Staff	Organization or Entity (Non-Individual)	Informal	Sex/Gender, Race	Unequal Treatment of an Individual or Group	Informally Resolved
Staff	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Undergraduate Student, Unknown	Graduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Organization or Entity (Non-Individual)	Informal	Religion	Failure to Accommodate	Informally Resolved, Housing Accommodations, Religious Accommodations, Resources provided to complainant
Non-Affiliate	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Undergraduate Student	Informal	Sexual Violence	Sexual Assault - Contact	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Faculty	Faculty	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Referral, Resources provided to complainant
Undergraduate Student	Graduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Staff	Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant

Appendix - B

DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Staff, Undergraduate Student, Unspecified Student	Faculty	Informal	Race, Citizenship, Ancestry	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Graduate Student	Graduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources Provided to Complainant
Staff	Staff	Informal	Other Non-Compliance with Policy	Failure to report	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation
Staff	Staff	Informal	Race, Ancestry, Religion, National Origin	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation
Undergraduate Student	Undergraduate Student	Informal	Race, Disability	Intimidating, Hostile, or Offensive Conduct, Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Patient	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources Provided to Complainant
Undergraduate Student	Undergraduate Student	Informal	Sexual Violence	Stalking	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Staff	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Staff	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Staff	Staff	Informal	Other Non-Compliance with Policy	Failure to report	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation
Undergraduate Student	Undergraduate Student	Alternative Resolution	Sexual Violence, Sexual Violence, Sexual Harassment	Sexual Assault - Contact, Sexual Assault - Penetration, Hostile Environment	AR - Successful, Resources provided to complainant, Educational/Preventative Conversation, No Contact Order, Training for Respondent, Documented Discussion
Staff	Organization or Entity (Non-Individual)	Informal	Age	Unequal Treatment of an Individual or Group	Informally Resolved
Staff	Staff	Informal	Race	Unequal Treatment of an Individual or Group	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Undergraduate Student	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant, Referral
Former Affiliate	Faculty	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Graduate Student	Alternative Resolution	Sexual Violence	Sexual Assault - Contact	AR - Successful, No Contact Order, Resources provided to complainant, Training for Respondent, Documented Discussion, Other

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Unknown	Faculty	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation
Patient	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant, Resources provided to reporting party
Staff	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Faculty	Informal	Sexual Orientation	Unequal Treatment of an Individual or Group	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Staff	Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Undergraduate Student	Faculty	Informal	Color, Race, Sex/Gender	Intimidating, Hostile, or Offensive Conduct, Unequal Treatment of an Individual or Group	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Staff	Staff	Informal	Sexual Harassment, Sexual Violence	Hostile Environment, Stalking	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Organization or Entity (Non-Individual)	Informal	National Origin	Unequal Treatment of an Individual or Group	Informally Resolved, Resources provided to complainant, Referral
Graduate Student	Faculty, Staff	Informal	Sex/Gender, Disability	Intimidating, Hostile, or Offensive Conduct, Failure to Accommodate	Pending - Not Applicable
Unspecified Student	Staff	Informal	Race	Unequal Treatment of an Individual or Group	Informally Resolved, Documented Discussion, Educational/Preventative Conversation
Staff	Staff	Informal	National Origin	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Graduate Student	Graduate Student	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant, Resources provided to reporting party
Graduate Student	Faculty	Informal	Sex/Gender, Sexual Orientation	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Former Affiliate	Staff	Informal	Ancestry	Unequal Treatment of an Individual or Group	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Resources provided to complainant
Undergraduate Student	Undergraduate Student	Informal	Sexual Violence	Stalking	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Staff	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Graduate Student	Graduate Student	Informal	Sexual Harassment, Sexual Violence	Sexual Assault - Penetration	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Staff	Staff	Informal	Sex/Gender	Unequal Treatment of an Individual or Group, Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Staff	Staff	Informal	Sex/Gender	Unequal Treatment of an Individual or Group	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources Provided to Complainant, Housing Accommodations
Undergraduate Student	Faculty	Informal	Disability	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Staff	Staff	Informal	Gender Identity	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation
Staff	Faculty	Informal	Other Non-Compliance with Policy	Failure to report	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation
Non-Affiliate	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Patient	Staff	Informal	Gender Transition Status	Unequal Treatment of an Individual or Group	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Graduate Student	Graduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Staff	Faculty	Informal	Other Non-Compliance with Policy	Failure to report	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Staff	Staff	Informal	Gender Transition Status, Sexual Orientation, Race, Sex/Gender	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Faculty	Informal	National Origin	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Unspecified Student	Undergraduate Student	Informal	Sexual Violence	Sexual Assault - Unspecified	Informally Resolved, Educational/Preventative Conversation, Documented Discussion
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Non-Affiliate	Undergraduate Student	Informal	Sexual Violence	Sexual Assault - Penetration	Pending - Not Applicable

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Faculty	Undergraduate Student	Informal	Unspecified	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant, Resources provided to reporting party
Staff	Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Faculty	Informal	Gender Transition Status	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Faculty	Staff	Informal	Disability	Retaliation	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Staff	Staff	Informal	Other Non-Compliance with Policy	Failure to report	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Non-Affiliate	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Graduate Student	Graduate Student	Informal	Race, Retaliation	Intimidating, Hostile, or Offensive Conduct, Adverse Action	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Patient	Staff	Informal	Color	Unequal Treatment of an Individual or Group	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Non-Affiliate	Undergraduate Student	Informal	Sexual Violence	Relationship Violence, (Occurred prior to Respondent affiliation with UCI)	Pending
Graduate Student	Organization or Entity (Non-Individual)	Informal	Disability	Unequal Treatment of an Individual or Group	Informally Resolved, Resources provided to complainant, Other
Undergraduate Student	Faculty	Informal	Gender Identity, Gender Transition Status	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Graduate Student	Faculty	Informal	Pregnancy, Gender Identity	Non-accommodation, Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Pregnancy/Lactation Accommodation, Resources provided to complainant, Resources provided to reporting party
Graduate Student, Staff	Faculty, Graduate Student, Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Graduate Student, Staff	Organization or Entity (Non-Individual)	Informal	Pregnancy	Non-accommodation	Informally Resolved, Pregnancy/Lactation Accommodation, Resources provided to complainant

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Staff	Faculty	Informal	Other Non-Compliance with Policy	Failure to report	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to reporting party
Staff	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Graduate Student, Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Patient	Staff	Informal	Race	Unequal Treatment of an Individual or Group	Pending - Not Applicable
Undergraduate Student	Organization or Entity (Non-Individual)	Informal	Religion	Failure to Accommodate	Informally Resolved, Religious Accommodations, Resources provided to complainant

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Staff	Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation
Undergraduate Student	Organization or Entity (Non-Individual)	Informal	Religion	Failure to Accommodate	Informally Resolved, Academic accommodations, Religious accommodations, Resources provided to complainant
Patient	Staff	Informal	No Basis	No Basis	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Graduate Student	Undergraduate Student	Informal	Religion	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Organization or Entity (Non-Individual)	Informal	Religion	Failure to Accommodate	Informally Resolved, Academic Accommodations, Religious Accommodations, Resources provided to complainant
Staff	Staff	Informal	Consensual Relationships	Not Applicable	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Other

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Graduate Student	Organization or Entity (Non-Individual)	Informal	Religion	Failure to Accommodate	Informally Resolved, Academic Accommodations, Religious Accommodations, Resources provided to complainant
Staff	Staff	Informal	Disability	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation
Staff	Staff	Informal	Race, Ancestry	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Staff	Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant
Undergraduate Student	Non-Affiliate, Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Pending - Not Applicable
Unspecified Student	Organization or Entity (Non-Individual)	Informal	Sex/Gender	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis⁴	Allegation	Outcome
Staff	Organization or Entity (Non-Individual)	Informal	Disability	Failure to Accommodate	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation
Staff	Organization or Entity (Non-Individual)	Informal	Pregnancy, Disability	Non-accommodation, Failure to Accommodate	Pending - Not Applicable
Staff	Staff	Informal	Sexual Harassment	Hostile Environment	Pending - Not Applicable
Not Applicable	Staff	Informal	No Basis	No Basis	Individual Assessment
Staff	Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved, Documented Discussion, Training for Respondent, Educational/Preventative Conversation, Resources provided to complainant