



UCI Division of Equal Opportunity
and Compliance

**Annual
Report**
FY 2022-2023





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DEAR ANTEATERS,

I am pleased to share the fiscal year (FY) 2022-2023 Annual Report for the Division of Equal Opportunity and Compliance (DEOC). The report highlights the key activities of DEOC and its sub-units in the areas of accessibility, administrative policies and procedures, compliance, discrimination, equal opportunity and diversity, privacy, public records requests, sexual violence and sexual harassment, and whistleblower/whistleblower retaliation. Throughout FY 2022-23, DEOC continued to support members of the campus and medical center communities and mitigate risk to the University by ensuring compliance with federal and state laws, regulations, and University policies.

A key accomplishment this year was the establishment of a new forensic exam site on campus. The Office of Equal Opportunity and Diversity (OEOD) collaborated with Campus Assault Resources & Education (CARE), the Student Health Center, UCI Police Department (UCIPD), Environmental Health & Safety, Risk Services, and community partners to establish the site. The forensic exam site provides a safe, confidential, and private space for affiliates (students, staff, and faculty) to access forensic exams for both sexual assault and domestic abuse. As the second forensic exam site in Orange County, it will greatly expand vital support and reduce barriers to help for UCI students and employees. UCI is the second UC campus to establish a sexual assault examination site and the first in the system for domestic abuse.

For a second year in a row, OEOD saw an increase in the number of matters reported, receiving more than 1,200 reports from students, staff, faculty, volunteers, and patients. This increase signals that the campus community is continuing to consult with OEOD on potential concerns and seeking early resolution of concerns.

In FY 2022-23, the Compliance Office focused on increasing compliance rates for mandatory training programs including general compliance and ethics, sexual violence and sexual harassment prevention, and cybersecurity awareness. As a result, UCI's compliance rates for mandatory trainings remain consistently higher than the systemwide compliance averages.

The Public Records Office (PRO) receives requests from members of the public with a variety of personal, business, scholarly, political, and ideological interests. PRO noted that the number of requests received that cover large spans of time, high numbers of items requested in each request, and the complexity of the requests increased significantly. This trend was also noted at the other UC locations. PRO strives to maintain public access to public records to promote transparency and public accountability.

In addition to the work highlighted above, this annual report illustrates the key efforts of all DEOC sub-units in collaboration with our campus partners. We are grateful for the continued support and welcome the opportunity to partner on these important issues.

Sincerely,

Kirsten K. Quanbeck
Vice Chancellor
Equal Opportunity and Compliance



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.

FY 2022-23 was a successful year for ADA compliance. The ADA Coordinator continued to work with the Disability Infrastructure Work Group (DIWG) on implementing a five-year plan developed by the DIWG to improve accessibility at UCI. Projects completed this year include the replacement of door hardware in Langson Library, interior wayfinding signage in multiple buildings, and the renovation of two classrooms in the Social Sciences Lab to increase accessibility.

The ADA Coordinator and Emergency Management continued to increase the accessibility of emergency planning and services. In FY 2022-23, UCI installed 34 additional evacuation chairs across six buildings. UCI now has installed 239 evacuation chairs at 34 campus sites. Additionally, UCI installed accessible evacuation signage in multiple buildings. The ADA Coordinator also provided technical assistance when Emergency Management updated the UCI Emergency Operations Plan (24 plans, annexes, and appendices).



The Office of Equal Opportunity and Diversity (OEOD) continued to lead initiatives to bring down digital, programmatic, and architectural accessibility barriers. This past fiscal year, the ADA Coordinator addressed 14 individual reports of accessibility concerns and requests for technical assistance in these areas. Issues included event accessibility, accessible parking spaces, and accessibility of campus services. Most reports came through UCI's WithUForU system or directly to the ADA Coordinator from colleagues and community members.

Did you know?

The ADA Coordinator and the Disability Services Center Director designed and facilitated the Equity and Inclusion session of the Instructional Course Technology Institute, which assists faculty in making their courses more accessible.



COMPLAINT RESOLUTION

U.S. Department of Education Proposed Changes to Title IX Regulations

On June 23, 2022, the Biden administration released its highly anticipated proposed Title IX regulations. Significant changes in the proposed regulations included clarification that Title IX’s protections against discrimination on the basis of sex apply to sexual orientation, gender identity, and sex characteristics and a return to the broader Title VII standard for sex-based harassment (“severe” or “pervasive”). The UCI Title IX Officer, in collaboration with other UC Title IX Officers, provided key stakeholder expertise to the U.S. Department of Education on the proposed regulations. Final regulations are expected to be issued in 2024.

UCI Forensic Exam Site

In April 2023, after many years of work, UCI established a forensic exam site. The forensic exam site provides a safe, confidential, and private space for affiliates (students, staff, and faculty) to access forensic exams (for both sexual assault and domestic abuse) locally. This site reduces access barriers to evidence collection, option preservation and health care as the previous, and only, forensic exam site is located at Anaheim Regional posing transportation and time challenges. The services provided are at no cost to survivors and are coordinated through already existing county protocols and relationships. OEOD was a core campus partner in the establishment of this site with Campus Assault Resources & Education (CARE), the Student Health Center, UCI Police Department (UCIPD), Environmental Health & Safety, and Risk Services, in addition to community partners in forensic nursing, county sexual assault advocates, and the district attorney’s office and crime lab.



UCI Police Misconduct Complaint Review

The Division of Equal Opportunity and Compliance (DEOC), in partnership with UCIPD, drafted and established new procedures to triage and investigate complaints made by the public against UCIPD personnel. The DEOC will oversee complaint review and the investigatory process with the intent to develop and promote greater accountability, trust, and communication between the Irvine and Orange communities and the UCIPD, consistent with the UC Community Safety Plan.



UCI Athletics and Title IX Updates

Upon recent National Collegiate Athletic Association (NCAA) policy implementation and attestation requirements, OEOD led trainings in-person for the 18 Intercollegiate Athletics (ICA) teams in winter 2023, on discrimination and sexual harassment prevention, resources, and University reporting options. Consistent with NCAA regulations, OEOD updated the [Policy on Transgender and Nonbinary Student-Athlete Participation](#). Further, OEOD provided comments for a UC-systemwide response to the U.S. Department of Education's proposed change to the Title IX regulations on student athlete eligibility consistent with a student's gender identity.



Reports of Discrimination, Sexual Violence & Sexual Harassment

OEOD received over 1,200 reports in FY 2022-2023, the most received to date. Many students, staff, faculty and patients who seek support from OEOD request information, guidance, or consultation on matters of discrimination or sexual harassment. For those choosing to pursue a resolution process, a majority of individuals utilize an informal resolution including:

- Facilitated discussions;
- Policy compliance meetings;
- Educational discussions 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. Additionally, OEOD performs records reviews for NCAA requirements for incoming and transfer student-athletes, due diligence assessments for clinicians, and employment references.

OEOD also oversees annual training on sexual violence prevention for students, staff, and faculty. In addition to the administration of online training programs, OEOD conducted 71 live training sessions to help community members obtain their required training credit.

Quick Overview

1,240
Total Reports Received

1,018
Consultations & Inquiries

158
Alternative & Informal Resolutions

25
Records Reviews

21
Agency & Formal

12
NCAA Records Reviews

5
Preliminary Reviews

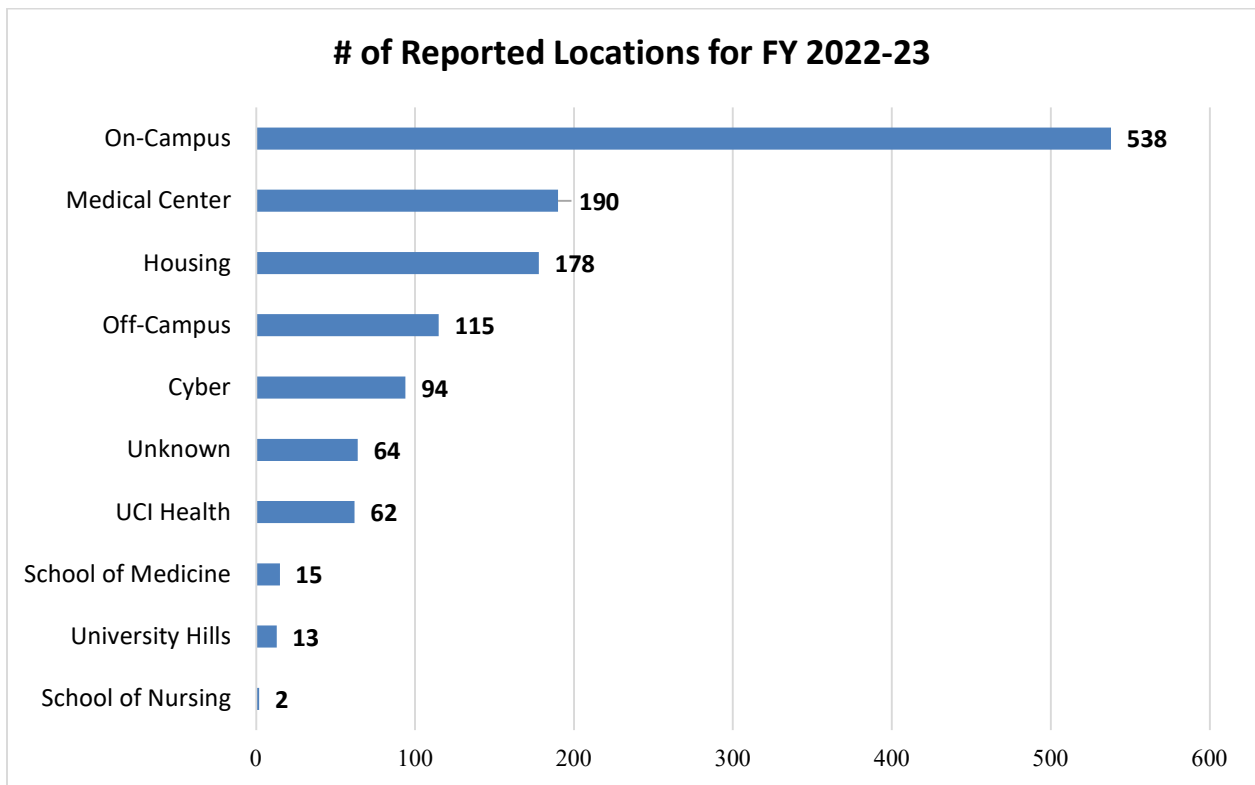
1
Other Inquiry

Did you know?

**RESPONSIBLE EMPLOYEES
MATTER.**

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

Received Discrimination & Sexual Harassment/Sexual Violence Reports

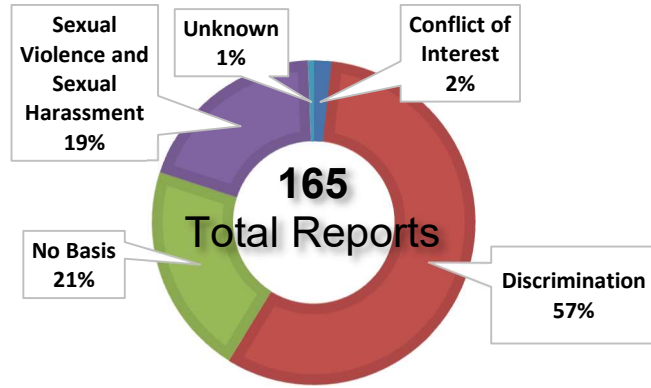


Report Type & Basis by UCI Respondent¹

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. In two formal cases, the Respondent was identified as an organization or entity and not included in charts below.

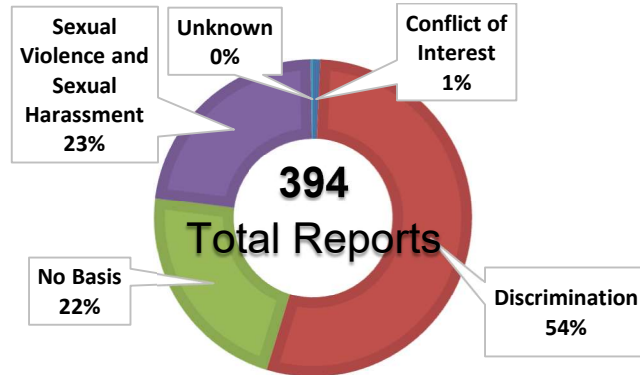
Faculty

4	Agency/Formally Investigated
33	Informally Resolved
124	Consultation/Inquiries
1	Alternative Resolution
1	Other Inquiry
2	Preliminary Review



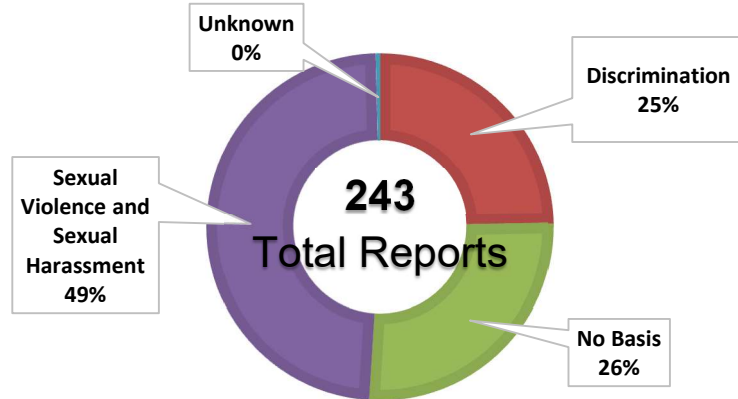
Staff

6	Agency/Formally Investigated
93	Informally Resolved
291	Consultation/Inquiries
4	Preliminary Review



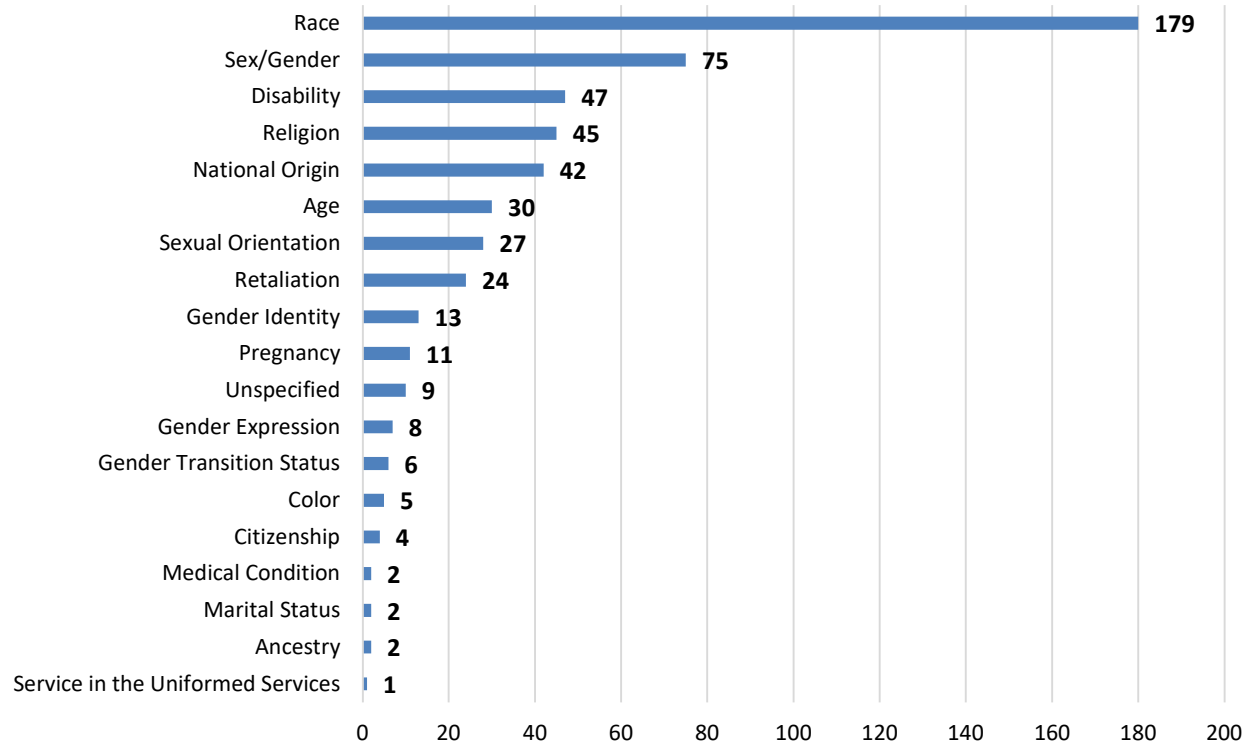
Student

9	Agency/Formally Investigated
39	Informally Resolved
190	Consultation/Inquiries
4	Alternative Resolution
1	NCAA Records Review



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

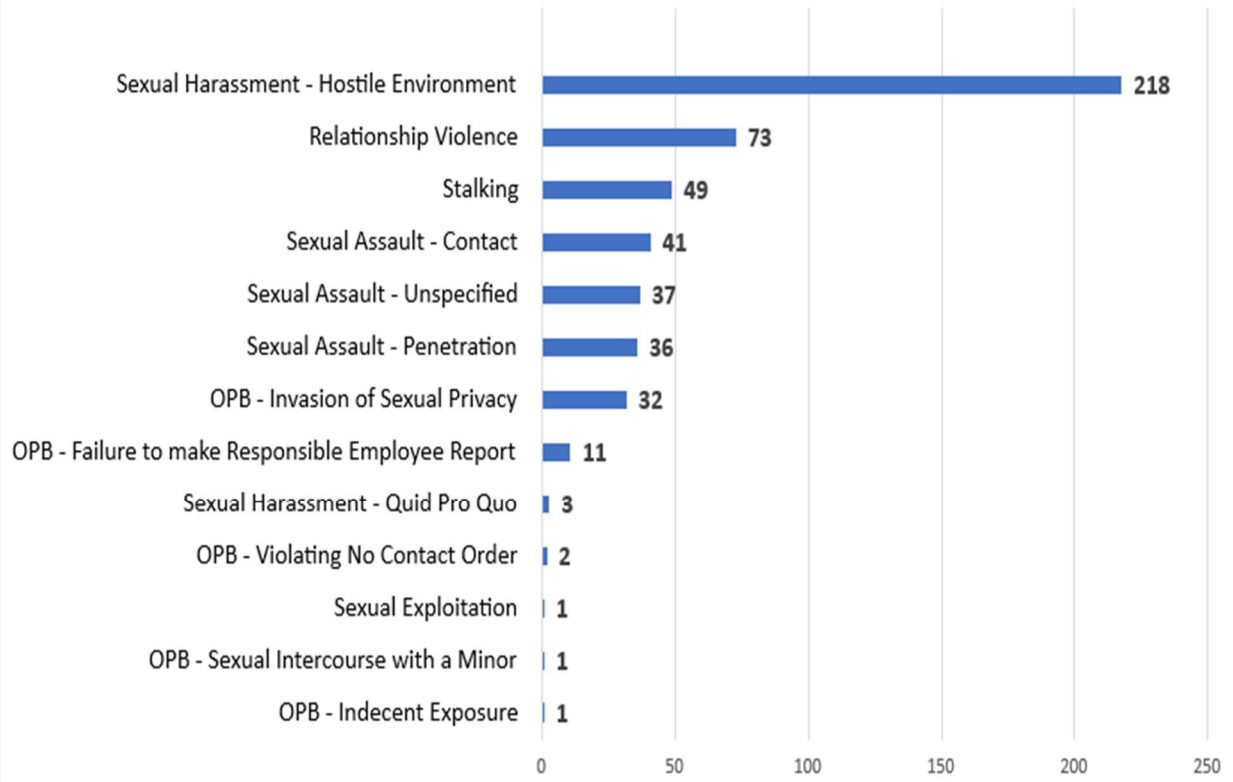
of Reported Discrimination Allegations for FY 2022-23



NOTE: Some reports involve multiple allegations.



of Reported SVSH Allegations for FY 22 -23



NOTE: Some reports involve multiple allegations.



Received Reports in Clinical Settings

To ensure best practices in sports medicine treatment, OEOD partnered with UCI Athletic Sports Medicine leadership. In our campus clinical setting, our partnership created a new chaperone policy for student athletes. We also conducted employee trainings on sexual harassment prevention, boundaries, and the overall chaperone policy.

A cross-disciplinary workgroup of leaders in UCI Health, School of Medicine, Human Resources, and OEOD, provided in-person training in partnership with Pure Praxis, an external live theater group on nondiscrimination and the new policy, *Management of Patient Discriminatory Conduct and Reassignment Requests*. During the winter and spring of 2023, the training reached over 400 participants, including faculty, staff, and trainees from School of Medicine and UCI Health.

In collaboration with members of Nurse Education and the School of Medicine, OEOD created a Perinatal Communications Training to improve patient experience and reduce concerns of patient care bias in Labor and Delivery.

UCI Health Overview

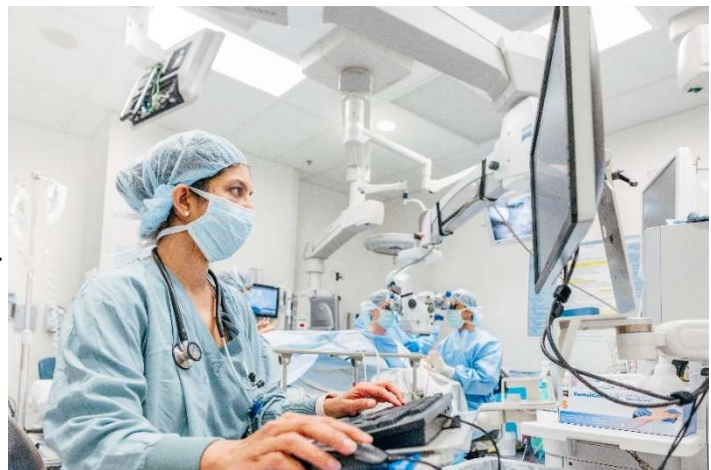
269
Total Reports Received

212
Consultations & Inquiries

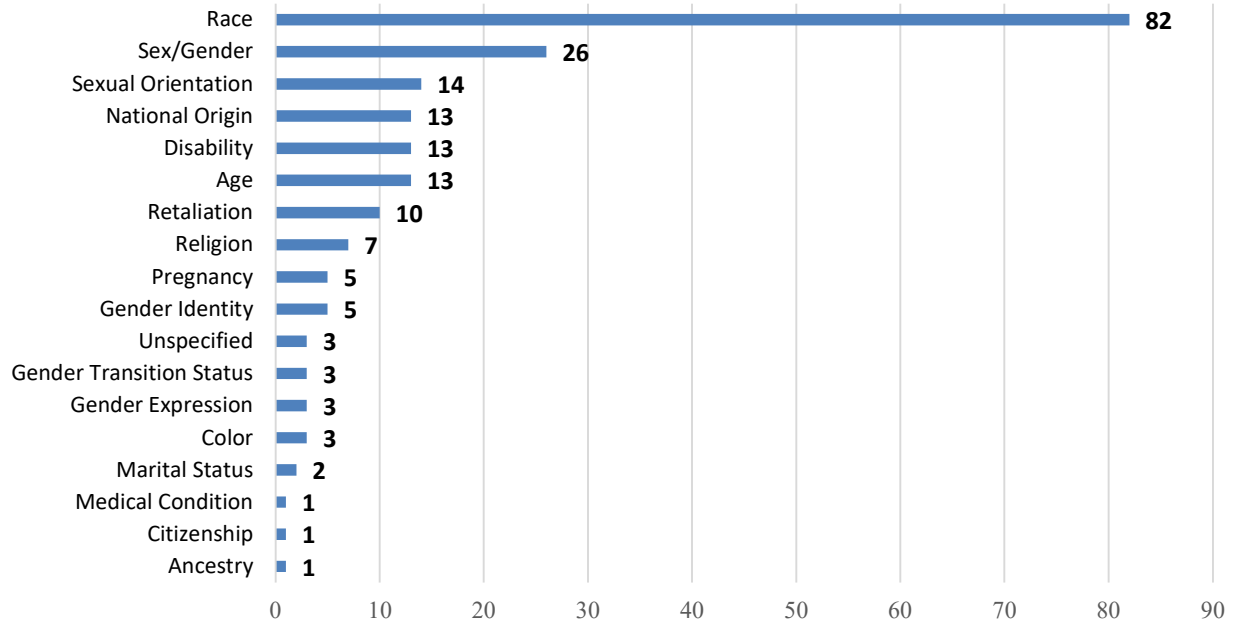
48
Alternative and Informal Resolutions

5
Agency & Formal Investigations

4
Preliminary Reviews

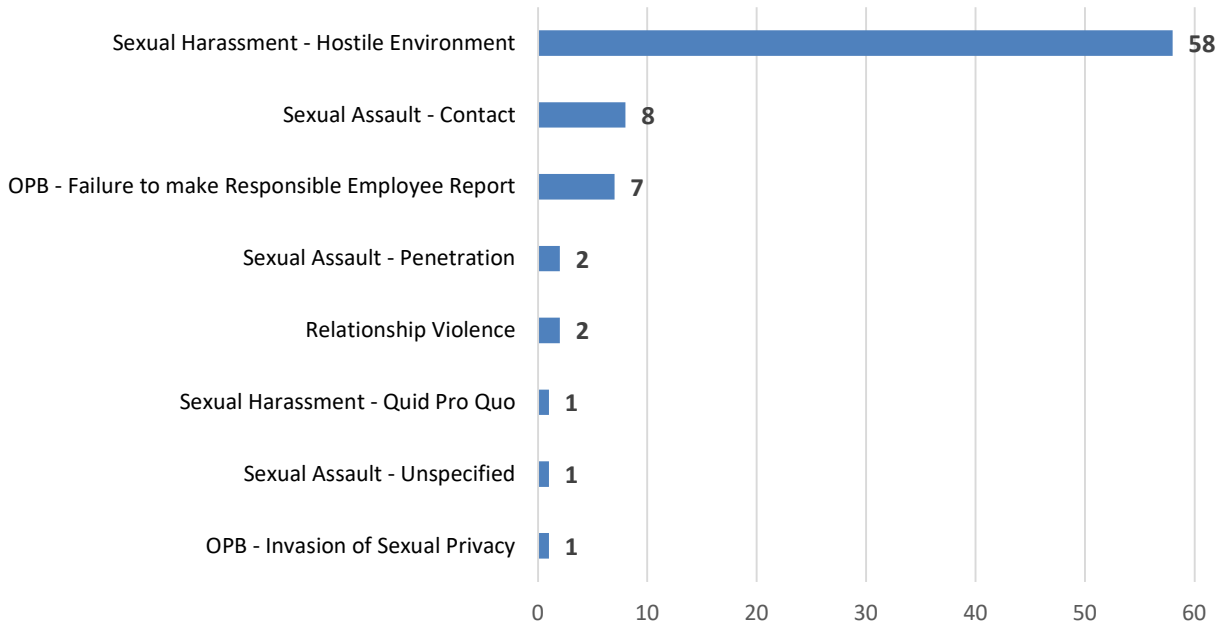


of Reported Discrimination Allegations for FY 2022-23 (UCI Health)



NOTE: Some reports involve multiple allegations.

of Reported SVSH Allegations for FY 2022-23 (UCI Health)



NOTE: Some reports involve multiple allegations.

UCI 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. Strategies to achieve this balance include:



NO SUPRISES

Only use and share information as described in privacy notices



USER CONTROL

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



DATA MINIMIZATION

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



SAFEGUARDS

Prevent unauthorized access, use and disclosure.

Although UCI’s privacy program meets basic privacy goals, we strive to implement additional safeguards to protect individuals’ private information. We have recently added the vendor risk management process review.

Additional campus support comes from a network of privacy champions across the enterprise in various offices, such as the Chief Information Security Officer and members from the following offices: Campus Counsel, Compliance, Office of Information Technology, Procurement Services, Chief Information Security Officer, Internal Audit, Academic Personnel, Human Resources.

UCI Privacy Program FY 2022-23 Outcomes	Total
Privacy Incidents and Investigations	9
Requests for Personal Data Erasure	73
Procurement Reviews	68
Requests for Access Without Consent of Electronic Communications	1
Other Requests for Assistance (from campus administration and faculty, the campus community, UC Office of the President, other UC campuses, etc.)	112

Campus Privacy activities address privacy risks identified by community members, departments and programs, leadership, and UC systemwide experts. Activities are divided into the following categories: prevention, detection, and correction.

 Prevention

The Privacy team serves in an advisory role to assist University stakeholders in identifying and exploring ways to reduce privacy risks. Completed and ongoing prevention work in FY 2022-23 includes participation on campus and systemwide committees/workgroups, providing ad hoc advice to campus partners on topics such as the COVID-19 response, remote proctoring, research data collection, and educating the University community through various trainings and participation on panels.

 Detection

Identifying privacy incidents and risks gives UCI the opportunity to take corrective action and mitigate such risks. The responsibility to identify and address privacy risks is shared by all members of the UCI community. Over 100 requests for privacy assistance were received in FY 2022-23. Of those, six (6) requests required further investigation. Privacy concerns and incidents for the last year originated from a variety of campus units and offices.

 Correction

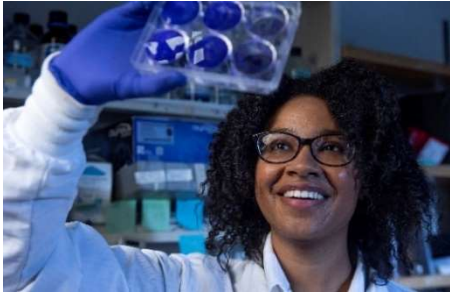
The number of corrective actions required in response to privacy breaches or audit findings remains small. Examples of the actions taken include:

- Notifications to affected parties in response to an email error that revealed student health information status.
- Reconfiguring printers to prevent the accidental disclosure of confidential information.
- Notification to an affected party of an accidental release of an address.

UCI Privacy team’s expertise allows for involvement in a wide range of campus and systemwide issues and projects. In addition, UCI Privacy utilizes privacy champions on campus and the expertise of colleagues across the UC system to administer our growing program. Our partnerships are vital and in conjunction with new and existing privacy law, we exceed the expectations of the campus community.

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





The mission of the Public Records Office (PRO) is to provide timely public access to requested records while safeguarding confidential information. Our obligation stems from 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 PRO, balancing the legal right to privacy with the public's right to transparency.

Transparency and Accountability

True transparency of the University's activities is a part of our service and obligation to the public. Public Records Act (PRA) requests promote healthy administrative performance and feedback to improve every aspect of our work in service to the public. We serve requesters and support record holders alike to reduce barriers to public access, connecting requests with records. This process shines a public light on the University's activities.

In the past year, the PRO has:

- Emphasized the reduction of longstanding PRA requests;
- Continued training stakeholders and record holders at an individual level while developing stakeholder training tools;
- Reviewed and refined office processes, including preparation for a recodified CPRA;
- Refined and renewed our records request management platform;
- Modernized our office automation through the procurement and testing of a new high capacity scanner;
- Shared institutional knowledge with UC counterparts and served as a campus resource for records requests; and
- Given back to the community through "PRO Cares," a Fresh Hub basic needs donation program for the holiday season.

In the coming year, we look forward to the completion of ongoing goals, such as the roll-out of additional online training modules, a revised office webpage, and other activities to promote engagement and public accountability.

By the Numbers



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 requests of all types are also routinely received by the office. Rather than reject these as unviable, the CPRA requires us to assist the requesters through a clarification process. In such cases, we engage in an iterative clarification process, often including a call with the requester to explain the technical and privacy considerations of the request. After 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**. Aside from an iterative process to clarify overly broad requests, the IPA and FERPA require steps be taken to safeguard privacy, such as requiring photo identification.



Beyond processing diverse requests, PRO staff routinely process large volumes of records, spanning multiple record types, including PDF, native email files (e.g., .msg, .pst, etc.), MS Word and Excel, video and audio, images, and AutoCAD. A variety of tools and techniques are used to assess and process these record types, which continue to grow in complexity every year.

COMPLIANCE

Mandatory Training

Training is a key factor in an effective compliance program. Training and education ensure that the University community understands its responsibilities and requirements under UC policies and state and federal laws. This past year, the Compliance Office concentrated efforts to increase mandatory training compliance across the entire University. Specifically, we focused on these five mandatory training programs for employees:

- UC Sexual Violence and Sexual Harassment Prevention Training for Supervisors and Faculty
- UC Sexual Violence and Sexual Harassment Prevention Training for Non-Supervisory Staff (all employees except supervisors and faculty)
- UC Cyber Security Awareness Fundamentals (all employees)
- General Compliance Briefing: UC Ethical Values and Conduct (for non-researchers)
- UC Ethics and Compliance Briefing for Researchers



The Compliance Office partnered with colleagues across the University to find strategies and best practices to improve overall training compliance. These included increased communication with unit heads, sharing compliance reports with additional stakeholders, setting better University-wide compliance expectations with possibilities of corrective action for non-compliance, introducing more live trainings, and adding training compliance to the new employee orientation modules. Thanks to these efforts, as of June 2023, our campus training compliance rates remain one of the highest in the entire UC system:

Training	UCI 6/30/23
General Compliance Briefing: UC Ethical Values and Conduct	97%
UC Ethics and Compliance Briefing for Researchers	96%
UC Cyber Security Awareness Fundamentals	90%
UC Sexual Violence and Sexual Harassment Prevention Training for Non-Supervisory Staff *	82%
UC Sexual Violence and Sexual Harassment Prevention Training for Supervisors and Faculty (AB 1825)*	91%

*The sexual violence and sexual harassment prevention training was unavailable in the Learning Management System during the first quarter of FY 2022-23.

We will continue to find ways to improve mandatory training compliance across the University.

Child Abuse and Neglect Reporting Act (CANRA)

Through direct partnerships with Risk Management and Human Resources, the Compliance Office continued its efforts with CANRA compliance across the University. This year, we developed decision tools to assist stakeholders with the identification of mandated reporters. Furthermore, we began identifying mandated reporters by job duty and function, with a focus on streamlining internal processes to improve future mandated reporter identification. CANRA compliance will require continued cooperation and collaboration with campus partners across the University.



Campus Ethics and Compliance Risk (CECR) Committee

CECR is co-chaired by Provost/Executive Vice Chancellor Hal Stern and 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 risk 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. This year, CECR discussed several key topics affecting higher education, including: Clery Act Compliance, Child Abuse and Neglect Reporting Act (CANRA), Procurement Escalation Protocol, Privacy, Research Security & Integrity Compliance, Third-Party Services in Financial Aid, Sexual Violence and Sexual Harassment in the Clinical Setting, and NSPM 33 Research Security Standard Requirements. CECR remains one of the chief ways that senior leadership discuss risk and compliance issues for the campus.



ADMINISTRATIVE POLICIES & PROCEDURES

The UCI Office of Administrative Policies and Procedures is the central administrative unit supporting the institution's innovation and education initiatives through the coordination of systemwide and local administrative policies and procedures, systemwide and local delegations of authority, and conflict of interest reporting.

Policies & Procedures

UCI implements systemwide policies by issuing local guidelines, procedures, and delegations of authority. The Policy and Compliance Specialist coordinates UCI's Administrative Policies and Procedures. University activities are governed primarily by systemwide policies. Campus policies are developed to address specific campus needs.

The Office of Administrative Policies and Procedures published several major new or revised policies in FY 2022-23 including:

- Revised UCI Guidelines on [Clery Act Procedures](#)
- Revised UCI Guidelines on [Moving and Relocation](#)
- Revised UCI Policy on [Information from Public Records](#)
- Revised UCI Policy on [Unmanned Aircraft Systems/Drone Procedures](#)
- Revised UCI Policy on [Free Speech](#)
- New UCI Policy Sec 701-33 on [Implementing Procedure for Presidential Policy on Abusive Conduct in the Workplace](#)

In addition to creating new policies and revising existing policies, the Office of Administrative Policies and Procedures also reviews current policies and rescinds those that do not certain criteria. Based on these criteria, nine policies were rescinded in FY 2022-23.

Did you know?

In FY 2022-2023, the Office of Administrative Policies and Procedures facilitated the following services for the campus:

- New and Revised Policies: 20
- Rescinded Policies: 9
- Conflict of Interest Form 700 filer completion rate: 100%
- Coordination of Systemwide Presidential Policy Reviews: 10

Delegations of Authority

The UCI Chancellor may delegate specific decision-making authority, including financial, administrative, and management responsibilities to specified administrative officials formally via a delegation of authority letter. The delegations are published locally as Irvine Delegations of Authority (IDA) and are coordinated and published by the Office of Administrative Policies and Procedures.



This past year, the office worked with campus partners to begin the task of revising the Irvine Delegations of Authority process for efficiency and compliance.

Conflict of Interest

The Office of Administrative Policies and Procedures also coordinates UC Irvine's Conflict of Interest disclosures by tracking submission of Form 700s 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

This year, the office implemented a comprehensive communication process with administrative and academic units to ensure 100% compliance with UCI's reporting requirement.

Policy Archive

In FY 2022-23, the Office of Administrative Policies and Procedures began the process of curating and cataloging the historical archive of UCI's policies and procedures, delegations of authority and organizational charts. This archive is currently available upon request via email: ucipolicy@uci.edu.

WHISTLEBLOWER OFFICE

The UC Irvine Whistleblower Office and whistleblower policies it operates under are critical to the University's ethics and compliance program. One of the biggest risks an organization faces is perpetuating an environment where employees do not report suspected wrongdoing to management. It is common for employees to be aware of violations, but they are hesitant to report them if they do not feel encouraged and protected. To ensure that employees feel confident that they can raise concerns without fear of retaliation, the University maintains a series of policies, trainings, and resources. Two key policies drive the UC Irvine Whistleblower Office's efforts: the [Whistleblower Policy](#) and the [Whistleblower Protection Policy](#).

The University's Whistleblower Policy provides multiple avenues for employees to bring forward concerns of potential employee misconduct. The Whistleblower Protection Policy creates a series of protections for individuals reporting misconduct to ensure that people can come forward without fear of being punished for their disclosures.



The University encourages employees to report concerns about possible policy violations or improper governmental activity² 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, a reporting system independently operated and staffed 24 hours a day. An important element of the whistleblower hotline is the reporter's ability to remain anonymous. In FY 2022-23, nearly 51% of reports were made anonymously.

Reports can be made through the following methods:

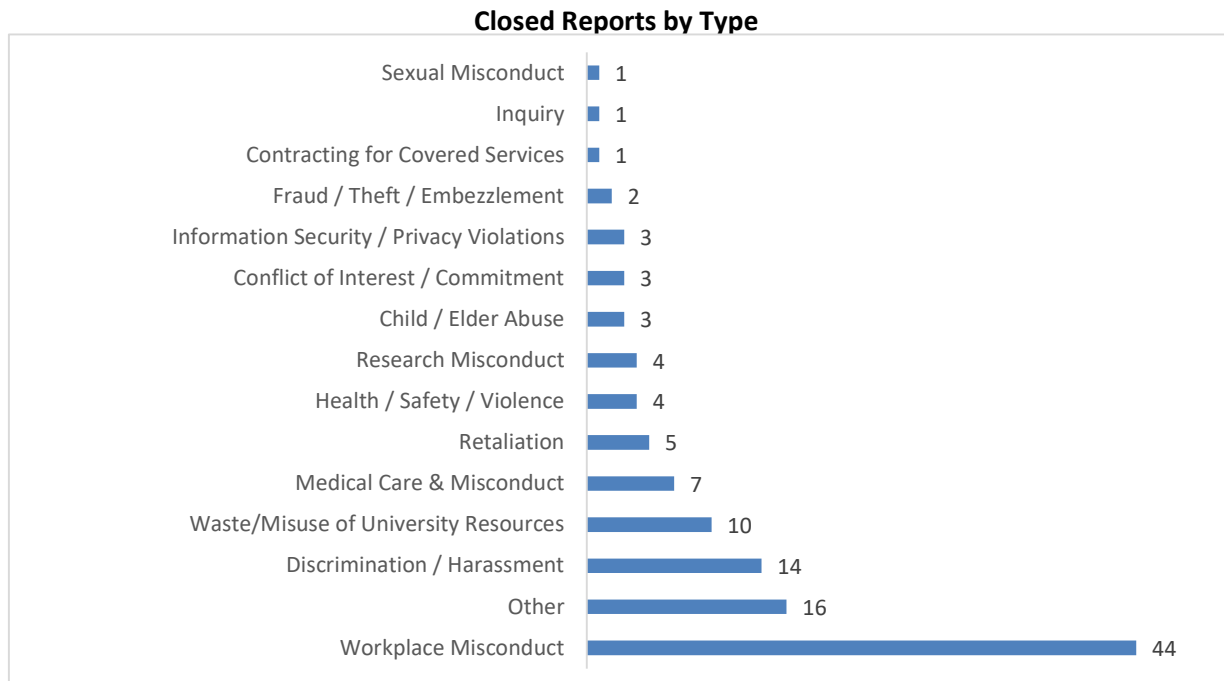
- UC Hotline: 1-800-403-4744
- [UC Hotline Online Form](#)
- Email: Whistleblower@uci.edu

49% Identified
51% Anonymous

The Whistleblower Hotline continued to be the primary reporting mechanism in FY 2022-23. The University can communicate directly with reporters through the hotline to acknowledge receipt and request additional information without sacrificing anonymity. A small portion of reports continue to come internally through email, phone, or U.S. mail.

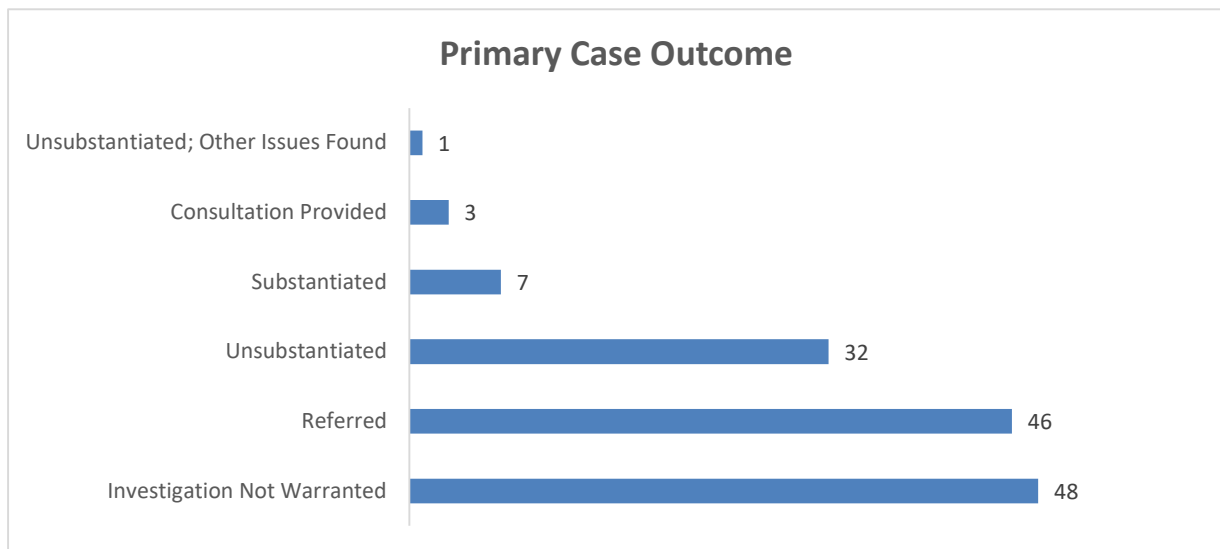
² "Improper governmental activity" includes a violation of any state or federal law or regulation, including, but not limited to, corruption, malfeasance, bribery, theft of government property, fraudulent claims, fraud, coercion, conversion, malicious prosecution, misuse of government property, or willful omission to perform duty, economically wasteful, involves gross misconduct, or inefficiency. (UC Whistleblower Policy, Section II.B.)

In FY 2022-23, the University’s Whistleblower Office closed 118 reports. Workplace misconduct continued to be the primary concern reported.



Primary Case Outcome

In FY 2022-23, the University’s whistleblower reports were resolved as follows:



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 even if the 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.

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.

UCI 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 32 campus climate reports in FY 2022-23.

Issue Type	
Hate Speech/Writing	10
Bias Incident/Stereotyping	8
Intimidation, Bullying or Physical Violence	7
Hostile Climate Demeaning Behavior	3
Hate Crime	1
Other Issues	1
Graffiti/Vandalism	1
Total Reports	31

EQUAL OPPORTUNITY/ AFFIRMATIVE ACTION

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

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 at UCI in relation to their availability (representation) in the workforce in the reasonable recruitment area (national, state, metropolitan area) and to update the University's annual Affirmative Action Plan (AAP), 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.

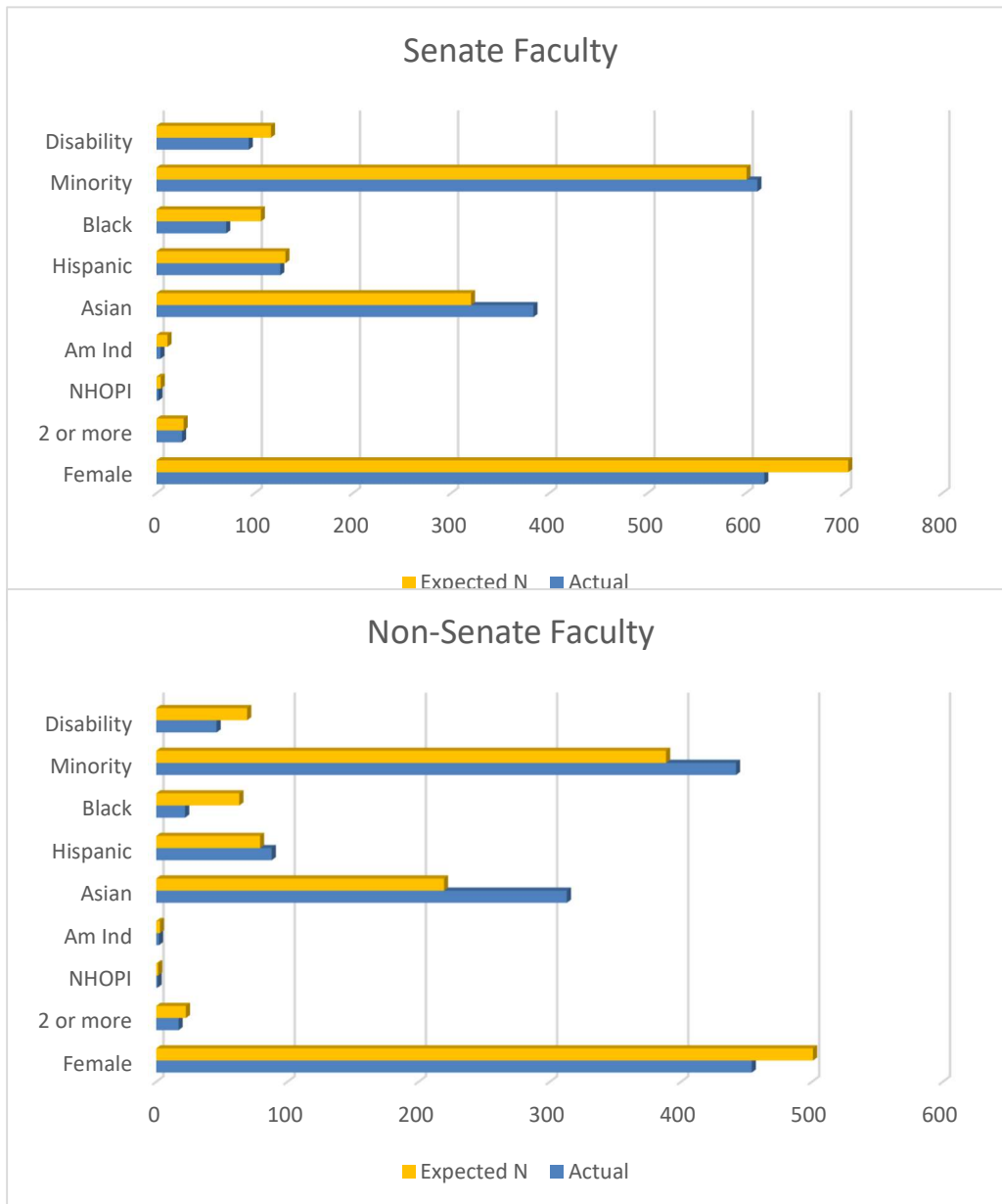


These efforts conform to all current legal and regulatory requirements and are consistent with UCI's standards of quality and excellence.

To aid the University in its affirmative action planning and efforts, the EO/AA unit conducts a utilization analysis. This analysis compares the expected composition of UCI's workforce to the actual composition, and when there is a shortfall for a particular job group, a placement goal³ is set to aid units in identifying areas that need additional outreach and other good faith efforts to overcome any potential bias in the employment process.

³ A placement goal is not a quota; it is an objective that is "reasonably attainable by means of applying every good faith effort to make all aspects of the entire affirmative action program work. Placement goals also are used to measure progress toward achieving equal employment opportunity." (41 CFR 60-2.16)

The charts that follow reflect a summary at the enterprise level of the actual and expected representation (utilization) of women, minorities,⁴ and individuals with disabilities in the UCI workforce as of October 31, 2022.⁵ For the AAP, the analysis is conducted by job group.⁶

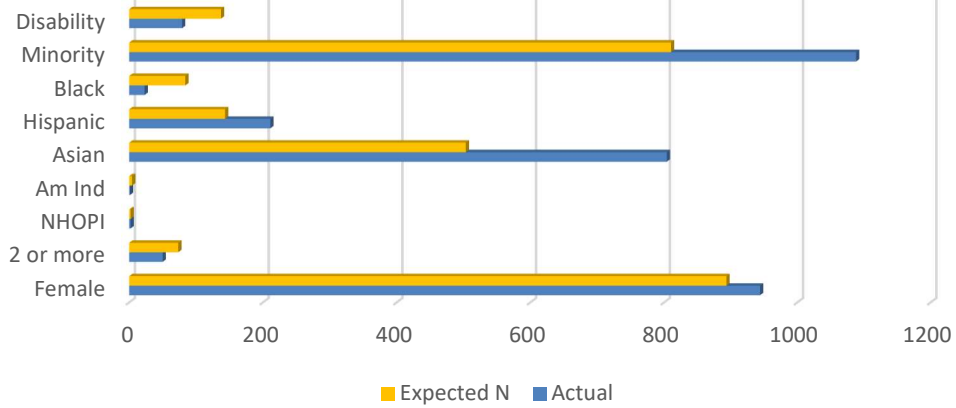


⁴ Minority = all racial/ethnic groups except those who only indicated White/Caucasian or whose race/ethnicity is unknown. NHOPI = Native Hawaiian/Other Pacific Islander. "Two or more" includes people who identified with more than one of the racial groups listed.

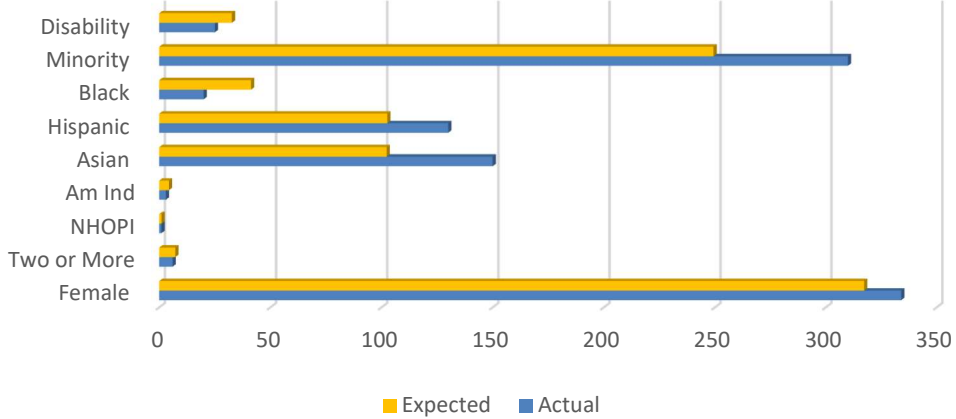
⁵ October 31 is the official extract date used for many University reports, including the annual Affirmative Action Plan.

⁶ The more detailed analyses by job group are available for review in OEOD by appointment.

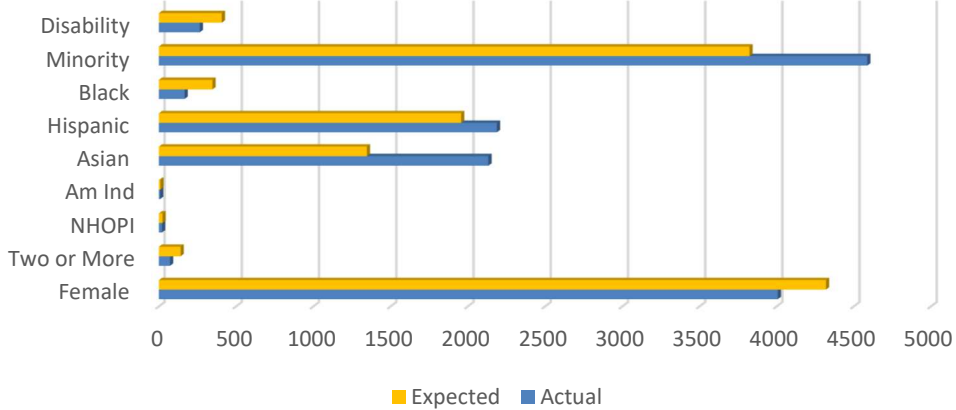
Other Academics

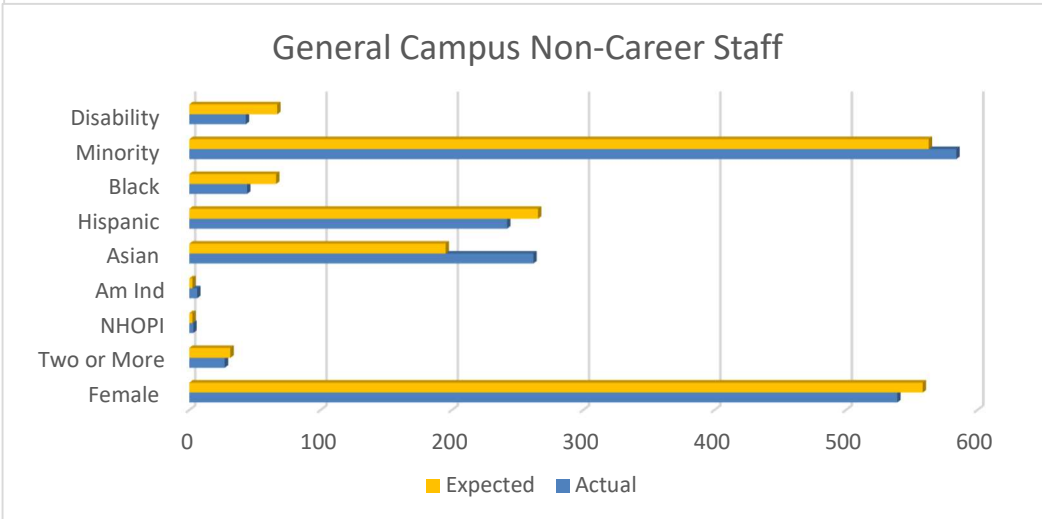
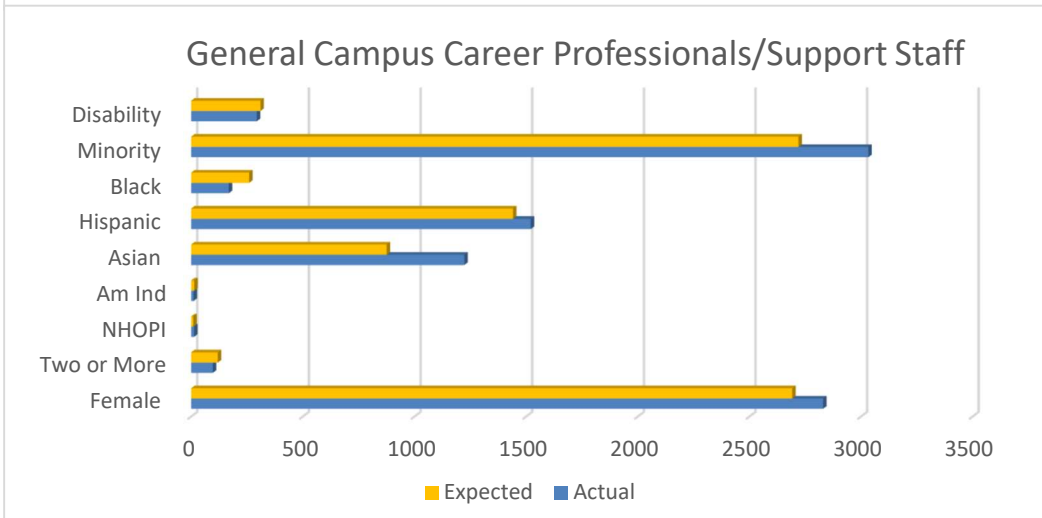
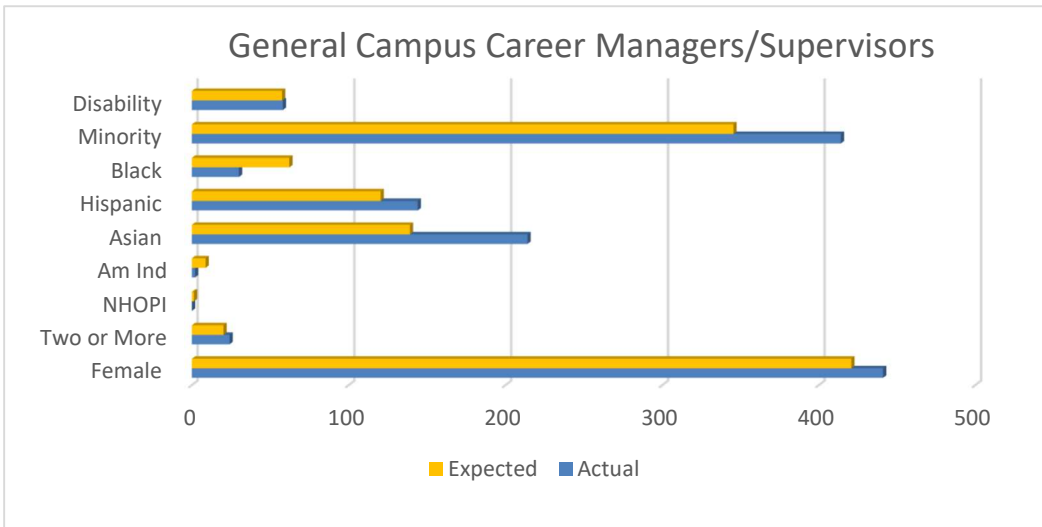


Medical Center Career Managers & Supervisors



Medical Center Career Professionals/Support Staff





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

Appendices

Appendix A

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

Complainant	Respondent	Complaint Type	Basis	Allegation	Preliminary Determination	Sanction
Organization or Entity (Non-Individual)	Organization or Entity (Non-Individual)	Agency	Sex/Gender	Unequal Treatment of an Individual or Group	Agency Took No Action	Not applicable
Undergraduate Student	Organization or Entity (Non-Individual)	Agency	Disability (physical or mental)	Failure to Accommodate	Pending	Not applicable
Staff	Organization or Entity (Non-Individual)	Agency	Sexual Orientation, Retaliation	Unequal Treatment of an Individual or Group	Pending	Not applicable
Graduate Student	Staff	Agency	No Basis	No Basis	Agency Took No Action	Not applicable
Staff	Faculty	Agency	Disability (physical or mental)	Unequal Treatment of an Individual or Group	No Findings	Not applicable
Undergraduate Student	Undergraduate Student	Formal	Sexual Violence	Sexual Assault - Penetration	Violation of UC Sexual Violence and Sexual Harassment Policy, No Violation Found	Dismissal, Continuation of No Contact/Stay Away Order, Exclusion from areas on campus and/or official University functions, Records Hold, Loss of privileges and/or exclusion from activities
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	Dismissal, Continuation of No Contact/Stay Away Order
Undergraduate Student	Undergraduate Student	Formal	Sexual Violence	Sexual Assault - Penetration, Sexual Assault - Contact	No Violation Found	Not applicable
Patient	Staff	Formal	Sexual Harassment, Sexual Violence	Hostile Environment, Sexual Assault - Contact	No Violation Found	Not applicable
Undergraduate Student	Undergraduate Student	Formal	Sexual Violence	Stalking, Sexual Assault - Contact	Violation of UC Sexual Violence and Sexual Harassment Policy	Dismissal, Continuation of No Contact/Stay Away Order
Graduate Student	Faculty	Formal	Sexual Harassment	Hostile Environment, Quid Pro Quo	Violation of UC Sexual Violence and Sexual Harassment Policy, No Violation Found	Pending
Undergraduate Student	Undergraduate Student	Formal	Other Prohibited Behavior	Invasion of Sexual Privacy	Violation of UC Sexual Violence and Sexual Harassment Policy	Suspension, Loss of privileges and/or exclusion from activities, Disciplinary Probation, Continuation of No Contact/Stay Away Order
Faculty	Faculty	Formal	Sexual Violence, Sexual Harassment	Sexual Assault - Penetration, Stalking, Quid Pro Quo	Violation of UC Sexual Violence and Sexual Harassment Policy	Continuation of No Contact/Stay Away Order, Written Censure, Educational Training for Respondent
Former Affiliate	Graduate Student	Formal	Other Prohibited Behavior	Invasion of Sexual Privacy	Violation of UC Sexual Violence and Sexual Harassment Policy	Suspension, Continuation of No Contact/Stay Away Order
Undergraduate Student	Undergraduate Student	Formal	Sexual Violence	Sexual Assault - Contact, Sexual Assault - Penetration	No Violation Found	Not applicable

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, Other Prohibited Behavior	Relationship Violence, Sexual Assault - Contact, Sexual Assault Penetration, Hostile Environment, Invasion of Sexual Privacy, Violating a No Contact Order or other exclusion	Violation of UC Sexual Violence and Sexual Harassment Policy, No Violation Found	Pending
Undergraduate Student	Undergraduate Student	Formal	Sexual Violence, Sexual Harassment, Other Prohibited Behavior	Sexual Assault - Penetration, Sexual Assault - Contact, Invasion of Sexual Privacy, Hostile Environment, Violating a No Contact Order or other exclusion	Violation of UC Sexual Violence and Sexual Harassment Policy, No Violation Found	Pending
Undergraduate Student	Undergraduate Student	Formal	Sexual Violence, Sexual Harassment	Sexual Assault - Contact, Hostile Environment	Violation of UC Sexual Violence and Sexual Harassment Policy	Pending
Patient	Staff	Formal	Sexual Harassment	Hostile Environment	Violation of UC Sexual Violence and Sexual Harassment Policy	Resignation Prior to Final Adjudication
Staff, Undergraduate Student	Staff	Formal	Sexual Harassment, Sexual Violence	Hostile Environment, Sexual Assault - Contact	Violation of UC Sexual Violence and Sexual Harassment Policy	Pending
Non-Affiliate	Undergraduate Student	Formal	Sexual Violence	Sexual Assault - Contact, Sexual Assault - Penetration	Violation of UC Sexual Violence and Sexual Harassment Policy	Pending
Undergraduate Student	Faculty	Formal	Sexual Harassment, Race, National Origin, Sex/Gender	Hostile Environment, Intimidating, Hostile, or Offensive Conduct,	Violation of UC Sexual Violence and Sexual Harassment Policy, Violation of UC Nondiscrimination Policy Statement Regarding Student-Related Matters, Violation of UC Policy on Discrimination, Harassment, and Affirmative Action in the Workplace	Pending
Non-Affiliate	Staff, Undergraduate Student	Formal	Sexual Violence	Sexual Assault - Contact, Sexual Assault - Penetration	Violation of UC Sexual Violence and Sexual Harassment Policy	Pending
Staff	Staff	Formal	Sexual Violence, Other Prohibited Behavior, Sexual Harassment	Hostile Environment, Sexual Assault - Contact, Retaliation, Quid Pro Quo	Pending	Pending

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

Complainant	Respondent	Complaint Type	Basis	Allegation	Preliminary Determination	Sanction
Non-Affiliate	Undergraduate Student	Formal	Sexual Violence	Sexual Assault - Penetration	No Violation Found	Pending
Undergraduate Student	Faculty	Formal	Disability (physical or mental)	Intimidating, Hostile, or Offensive Conduct	Violation of UC Nondiscrimination Policy Statement Regarding Student-Related Matters, Violation of UC Policy on Discrimination, Harassment, and Affirmative Action in the Workplace	Pending

Appendix B

Appendix - B
DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegation Type	Outcome	Responsive Actions Taken
Undergraduate Student	Undergraduate Student	Alternative Resolution	Sexual Violence	Sexual Assault - Penetration	Successful; Case Closed	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent, No Contact Order
Faculty	Faculty	Alternative Resolution	Sexual Violence	Sexual Assault - Penetration	Unsuccessful	Formal Investigation or DOE Grievance Process
Undergraduate Student	Undergraduate Student	Alternative Resolution	Sexual Violence, Sexual Violence, Sexual Harassment	Sexual Assault - Contact, Sexual Assault - Penetration, Hostile Environment	Successful; Case Closed	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent, Academic Accommodations
Undergraduate Student	Undergraduate Student	Alternative Resolution	Sexual Violence	Sexual Assault - Penetration	Successful; Case Closed	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent, No Contact Order
Other Third Party (Non-Affiliate)	Undergraduate Student	Informal	Sexual Violence	Sexual Assault - Unspecified	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Sexual Violence	Sexual Assault - Contact	Informally Resolved	Resources provided to complainant, Educational/Preventative Conversation, Training for Respondent, Policy Compliance Meeting with Respondent
Staff	Staff	Informal	Other Non-Compliance with Policy	Failure to make Responsible Employee report	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Other Third Party (Non-Affiliate)	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Educational/Preventative Conversation, Training for Respondent, Policy Compliance Meeting with Respondent
Patient	Faculty	Informal	Sex/Gender	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Educational/Preventative Conversation, Training for Respondent, Policy Compliance Meeting with Respondent
Staff	Staff	Informal	Gender Identity	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Other Third Party (Non-Affiliate)	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Resources provided to reporting party, Educational/Preventative Conversation, Training for Respondent, Policy Compliance Meeting with Respondent
Staff	Organization or Entity (Non-Individual)	Informal	Service in the Uniformed Services	Unequal Treatment of an Individual or Group	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent

Appendix - B
DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegation Type	Outcome	Responsive Actions Taken
Staff	Staff	Informal	Other Non-Compliance with Policy	Failure to report	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Faculty	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff, Undergraduate Student	Staff	Informal	Disability (physical or mental)	Failure to Accommodate, Unequal Treatment of an Individual or Group	Informally Resolved	Resources provided to complainant, Educational/Preventative Conversation, Policy Compliance Meeting with Respondent, Workplace Accommodations, Training for Respondent
Staff	Staff	Informal	Sex/Gender	Unequal Treatment of an Individual or Group	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Other Third Party (Non-Affiliate), Staff	Staff	Informal	Sexual Harassment, National Origin, Age, Race	Hostile Environment, Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent, Referral
Graduate Student	Faculty	Informal	Sex/Gender	Unequal Treatment of an Individual or Group	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Graduate Student, Staff	Faculty, Graduate Student, Staff	Informal	Race, Other Non-Compliance with Policy	Intimidating, Hostile, or Offensive Conduct, Failure to report	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Sexual Harassment, Other Prohibited Behavior	Hostile Environment, Retaliation	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Other Non-Compliance with Policy	Failure to make Responsible Employee report	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Graduate Student	Faculty, Former Affiliate	Informal	Sexual Harassment, Retaliation	Hostile Environment, Adverse Action	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent

Appendix - B
DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegation Type	Outcome	Responsive Actions Taken
Graduate Student, Staff	Other Third Party (Non-Affiliate)	Informal	Sexual Violence	Relationship Violence	Informally Resolved	Housing Accommodations, Resources provided to complainant
Graduate Student	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Training for Respondent, Educational/Preventative Conversation, Policy Compliance Meeting with Respondent
Graduate Student	Graduate Student	Informal	No Basis	Not Applicable	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Faculty	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Former Affiliate	Faculty	Informal	Race, Sex/Gender	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Faculty	Staff	Informal	Sexual Harassment, Unspecified	Hostile Environment, Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Unspecified Student	Staff	Informal	Disability (physical or mental)	Failure to Accommodate, Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Faculty	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Sex/Gender	Unequal Treatment of an Individual or Group	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Race	Unequal Treatment of an Individual or Group	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Undergraduate Student	Informal	Other Prohibited Behavior, Sexual Harassment, Sex/Gender	Invasion of Sexual Privacy, Hostile Environment, Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Graduate Student, Unspecified Student	Graduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to reporting party, Educational/Preventative Conversation, Policy Compliance Meeting with Respondent, Training for Respondent

Appendix - B
DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegation Type	Outcome	Responsive Actions Taken
Staff	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Graduate Student, Staff	Faculty	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent, Workplace Accommodations
Graduate Student	Graduate Student	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent, Housing Accommodations
Staff, Undergraduate Student	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Patient	Faculty	Informal	National Origin	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Race	Unequal Treatment of an Individual or Group	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Other Third Party (Non-Affiliate)	Informal	Sexual Violence	Relationship Violence	Informally Resolved	Housing Accommodations, Resources provided to complainant
Staff	Staff	Informal	Disability (physical or mental), Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment, Race	Hostile Environment, Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Undergraduate Student	Informal	Other Prohibited Behavior	Invasion of Sexual Privacy	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Graduate Student	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent

Appendix - B
DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegation Type	Outcome	Responsive Actions Taken
Undergraduate Student	Faculty	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Resources provided to reporting party, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Unspecified Staff	Staff	Informal	Race, Disability (physical or mental)	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent, Training for Department
Faculty	Graduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent, Workplace Accommodations
Staff	Other Third Party (Non-Affiliate)	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Former Affiliate	Faculty	Informal	Consensual Relationships	Conflicts of Interest Created by Consensual Relationships	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Race, Color, Sex/Gender, Gender Expression, Sexual Harassment	Intimidating, Hostile, or Offensive Conduct, Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Graduate Student	Staff	Informal	Sex/Gender, Race	Unequal Treatment of an Individual or Group, Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff, Undergraduate Student	Staff, Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff, Undergraduate Student	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent

Appendix - B
DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegation Type	Outcome	Responsive Actions Taken
Staff	Staff	Informal	Other Non-Compliance with Policy	Failure to make Responsible Employee report	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Graduate Student	Faculty	Informal	Gender Identity, Gender Expression	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Unspecified Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Graduate Student	Graduate Student	Informal	Age, Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Former Affiliate	Other Third Party (Non-Affiliate)	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Former Affiliate, Graduate Student	Staff	Informal	Sexual Violence, Sexual Harassment	Sexual Assault - Contact, Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Graduate Student, Other Third Party (Non-Affiliate)	Graduate Student, Other Third Party (Non-Affiliate)	Informal	Sexual Violence, Sexual Violence	Relationship Violence, Sexual Assault - Penetration	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Faculty	Informal	National Origin	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Other Third Party (Non-Affiliate)	Informal	Other Prohibited Behavior	Invasion of Sexual Privacy	Informally Resolved	Housing Accommodations, Resources provided to complainant
Staff	Staff	Informal	Sexual Violence, Consensual Relationships	Stalking	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Patient	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Graduate Student, Staff	Organization or Entity (Non-Individual)	Informal	Disability (physical or mental), Sex/Gender	Failure to Accommodate, Unequal Treatment of an Individual or Group	Informally Resolved	Resources provided to complainant, Housing Accommodations

Appendix - B
DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegation Type	Outcome	Responsive Actions Taken
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Patient	Staff	Informal	Age	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Religion	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Retaliation	Unequal Treatment of an Individual or Group	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent, Workplace Accommodations
Contract Employees, Other Third Party (Non-Affiliate)	Contract Employees	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Resources provided to reporting party, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Faculty	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Other Third Party (Non-Affiliate)	Informal	Sexual Violence, Sexual Violence	Relationship Violence, Sexual Assault - Unspecified	Informally Resolved	Housing Accommodations, Resources provided to complainant
Undergraduate Student	Undergraduate Student	Informal	Sex/Gender, Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Other Third Party (Non-Affiliate)	Staff	Informal	No Basis	Not Applicable	Informally Resolved	Educational/Preventative Conversation, Training for Respondent
Other Third Party (Non-Affiliate)	Graduate Student, Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Faculty	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff, Undergraduate Student	Staff, Undergraduate Student	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent

Appendix - B
DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE ALTERNATIVE RESOLUTION AND INFORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegation Type	Outcome	Responsive Actions Taken
Undergraduate Student	Other Third Party (Non-Affiliate)	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Faculty	Informal	Pregnancy	Unequal Treatment of an Individual or Group	Informally Resolved	Resources provided to complainant
Undergraduate Student	Undergraduate Student	Informal	Sexual Violence, Sexual Harassment	Sexual Assault - Contact, Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Patient	Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Unknown	Undergraduate Student	Informal	Sexual Violence	Relationship Violence	Informally Resolved	Other Prevention Effort
Undergraduate Student	Staff	Informal	Sexual Violence, Sexual Harassment	Stalking, Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Race	Unequal Treatment of an Individual or Group	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff, Undergraduate Student	Staff	Informal	Disability (physical or mental)	Adverse Action, Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent, Religious Accommodations, Workplace Accommodations
Graduate Student	Faculty	Informal	Race, Race, National Origin	Unequal Treatment of an Individual or Group, Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent, Workplace Accommodations
Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment, Race	Hostile Environment, Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Faculty	Informal	Other Non-Compliance with Policy	Failure to make Responsible Employee report	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Unspecified Student	Faculty	Informal	Race	Unequal Treatment of an Individual or Group	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent

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

Complainant	Respondent	Complaint Type	Basis	Allegation Type	Outcome	Responsive Actions Taken
Faculty	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Graduate Student	Graduate Student	Informal	National Origin	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Graduate Student	Faculty	Informal	Gender Transition Status, Disability (physical or mental), Gender Identity	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Faculty	Faculty	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Former Affiliate, Graduate Student, Staff, Undergraduate Student	Graduate Student, Staff	Informal	Race, National Origin, Religion, Sex/Gender	Intimidating, Hostile, or Offensive Conduct, Unequal Treatment of an Individual or Group	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Undergraduate Student	Informal	Sexual Violence, Sexual Violence	Sexual Assault - Penetration, Sexual Assault - Contact	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Staff, Undergraduate Student	Informal	Race, Sex/Gender, Sexual Orientation	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Former Affiliate	Staff	Informal	Race	Adverse Action	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Disability (physical or mental)	Failure to Accommodate	Informally Resolved	Resources provided to complainant, Workplace Accommodations
Staff	Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent, Referral
Staff	Staff	Informal	Other Non-Compliance with Policy	Failure to make Responsible Employee report	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Faculty	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent

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

Complainant	Respondent	Complaint Type	Basis	Allegation Type	Outcome	Responsive Actions Taken
Faculty	Other Third Party (Non-Affiliate)	Informal	Sexual Harassment, Sex/Gender	Hostile Environment, Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Patient	Faculty	Informal	Sexual Violence	Sexual Assault - Contact	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	National Origin	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Patient	Faculty, Staff	Informal	No Basis	Not Applicable	Informally Resolved	Policy Compliance Meeting with Respondent
Staff	Staff	Informal	Gender Identity	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Resources provided to reporting party, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Former Affiliate	Informal	Sexual Violence, Sexual Harassment	Sexual Assault - Contact, Hostile Environment	Pending	Pending
Patient	Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Undergraduate Student	Informal	Race, National Origin, Sexual Orientation, Gender Identity	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Graduate Student	Faculty	Informal	Sexual Harassment, Sex/Gender, Sexual Orientation, Gender Transition Status, Pregnancy	Hostile Environment, Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Sex/Gender	Unequal Treatment of an Individual or Group	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent

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

Complainant	Respondent	Complaint Type	Basis	Allegation Type	Outcome	Responsive Actions Taken
Undergraduate Student	Undergraduate Student	Informal	Sexual Violence	Stalking	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Patient	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff, Undergraduate Student	Undergraduate Student	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Color	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Age, Sex/Gender	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Faculty	Informal	Other Non-Compliance with Policy	Failure to make Responsible Employee report	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Faculty	Informal	Consensual Relationships	Conflicts of Interest Created by Consensual Relationships	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Other Third Party (Non-Affiliate)	Staff	Informal	Sexual Violence	Sexual Assault - Penetration	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Staff	Informal	Disability (physical or mental)	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Unknown	Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent

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

Complainant	Respondent	Complaint Type	Basis	Allegation Type	Outcome	Responsive Actions Taken
Staff	Staff	Informal	Disability (physical or mental)	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Unspecified Student	Other Third Party (Non-Affiliate)	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Undergraduate Student	Informal	Other Prohibited Behavior, Sexual Violence	Invasion of Sexual Privacy, Sexual Assault - Penetration	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Sexual Violence	Sexual Assault - Contact	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Unspecified Student	Faculty	Informal	Religion	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Unknown	Staff	Informal	National Origin, Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Other Third Party (Non-Affiliate)	Undergraduate Student	Informal	Other Prohibited Behavior	Invasion of Sexual Privacy	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Unknown	Faculty, Staff	Informal	Sexual Harassment, Sexual Violence, Sex/Gender	Hostile Environment, Sexual Assault - Contact, Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Undergraduate Student	Undergraduate Student	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Staff	Staff	Informal	Age, Race	Intimidating, Hostile, or Offensive Conduct, Unequal Treatment of an Individual or Group	Informally Resolved	Resources provided to reporting party, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Graduate Student	Faculty	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to reporting party, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Patient	Staff	Informal	Disability (physical or mental)	Failure to Accommodate	Informally Resolved	Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Other Third Party (Non-Affiliate), Staff	Staff	Informal	Race	Intimidating, Hostile, or Offensive Conduct	Informally Resolved	Resources provided to reporting party, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent

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Complainant	Respondent	Complaint Type	Basis	Allegation Type	Outcome	Responsive Actions Taken
Undergraduate Student	Faculty	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent
Other Third Party (Non-Affiliate)	Staff	Informal	Sexual Harassment	Hostile Environment	Informally Resolved	Resources provided to complainant, Policy Compliance Meeting with Respondent, Educational/Preventative Conversation, Training for Respondent, Referral