



OFFICE OF EQUITY

ANNUAL REPORT AUGUST 2020-JULY 2021

One-Page Summary

This annual report outlines the Utah State University Office of Equity's sexual misconduct and discrimination prevention and response efforts. The Office of Equity provides education, reporting options, supportive measures (including academic accommodations), and a neutral grievance process to address and respond to sexual misconduct (sexual harassment, sexual assault, relationship violence, sex-based stalking) and discrimination based on a protected class.

Anyone can submit an incident report (information about discrimination or sexual misconduct) to the Office of Equity. Individuals can choose their level of participation with the Office of Equity once the incident report has been submitted.

- There were 597 incident reports submitted from August 2020 to July 2021. After accounting for multiple reports on some incidents, there were 394 unique cases created. This includes 128 Title IX cases, 144 non-Title IX sexual misconduct cases, 81 discrimination cases, and 41 other cases.
- The Office of Equity offered supportive measures in 289 cases. The supportive measures specialists provided supportive measures (based on individuals accessing this resource) in 124 cases.
- The Office of Equity conducted 81 safety assessments for sexual misconduct reports.
- There were 38 respondents (individuals allegedly engaging in sexual misconduct or discrimination) that received education from the Equity prevention team.
- The Office of Equity received 21 formal complaints. From those, six were formal investigations, eleven were university-driven investigations, and four were earlier resolutions.
- The Office of Equity prevention team provided sexual misconduct training to 9,678 individuals. 3,102 individuals attended an upstanding training, and 1,341 individuals attended a training about non-discrimination topics (conducting a diversity, equity, and inclusion-informed search, implicit bias, etc.).