

Office of Equity Annual Report

August 2021-July 2022



UtahStateUniversity

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OUR CAMPUS COMMITMENT

Dear Aggie Students and Employees,

The Office of Equity is committed to promoting a living, learning, and working environment free from discrimination and sexual misconduct at Utah State University. In the past year, we saw an academic year over year increase in reports filed of 90% and an increase to our case volume of 64%. Consequently, the Office of Equity has experienced exciting personnel growth. We have added another investigator position, case coordinator position, and supportive measures specialist to our team.

We have also continued to focus on training and educating students and employees. This was the first year that most students and employees had a mandatory sexual misconduct training requirement. Additionally, it was the first year that we conducted pre-scheduled additional trainings for employees.

Thank you for your efforts as a campus community to bring awareness to issues of sexual misconduct and discrimination this year. We look forward to continuing this work with you!

Sincerely,

Matthew Pinner, Executive Director

POLICY

USU's policies and procedures 305, 339, 339A/339B prohibit: (1) discrimination based on a protected class (including race, color, religion, sex, gender identity or expression, sexual orientation, national origin, age [40 and older], disability, or status as a protected veteran); and (2) sexual misconduct (including sexual harassment, sexual assault,

relationship violence, and sex-based stalking). Policy and procedures can be found at usu.edu/equity/policies-procedures.

For resources related to sexual misconduct or discrimination, please visit sexualrespect.usu.edu or usu.edu/equity/discrimination.

OFFICE OF EQUITY ADMINISTRATIVE PROCESS DATA



1137 INCIDENT
REPORTS



648
CASES



33 FORMAL
COMPLAINTS
FILED



458 SUPPORTIVE
MEASURES
OFFERED
CASES



103 SAFETY
ASSESSMENTS
COMPLETED
CASES



52 RESPONDENT
EDUCATION
PROVIDED
CASES



18 PREGNANCY
ACCOMODATIONS
PROVIDED
CASES



134 SUPPORTIVE
MEASURES
PROVIDED
CASES

OFFICE OF EQUITY ADMINISTRATIVE PROCESS DATA

Compared to 2020-21 academic year



+90% INCIDENT
REPORTS



+64%
CASES



+57% FORMAL
COMPLAINTS
FILED



+59% SUPPORTIVE
MEASURES
OFFERED



+27% SAFETY
ASSESSMENTS
COMPLETED
CASES



+21% RESPONDENT
EDUCATION
PROVIDED
CASES



+800% PREGNANCY
ACCOMODATIONS
PROVIDED
CASES

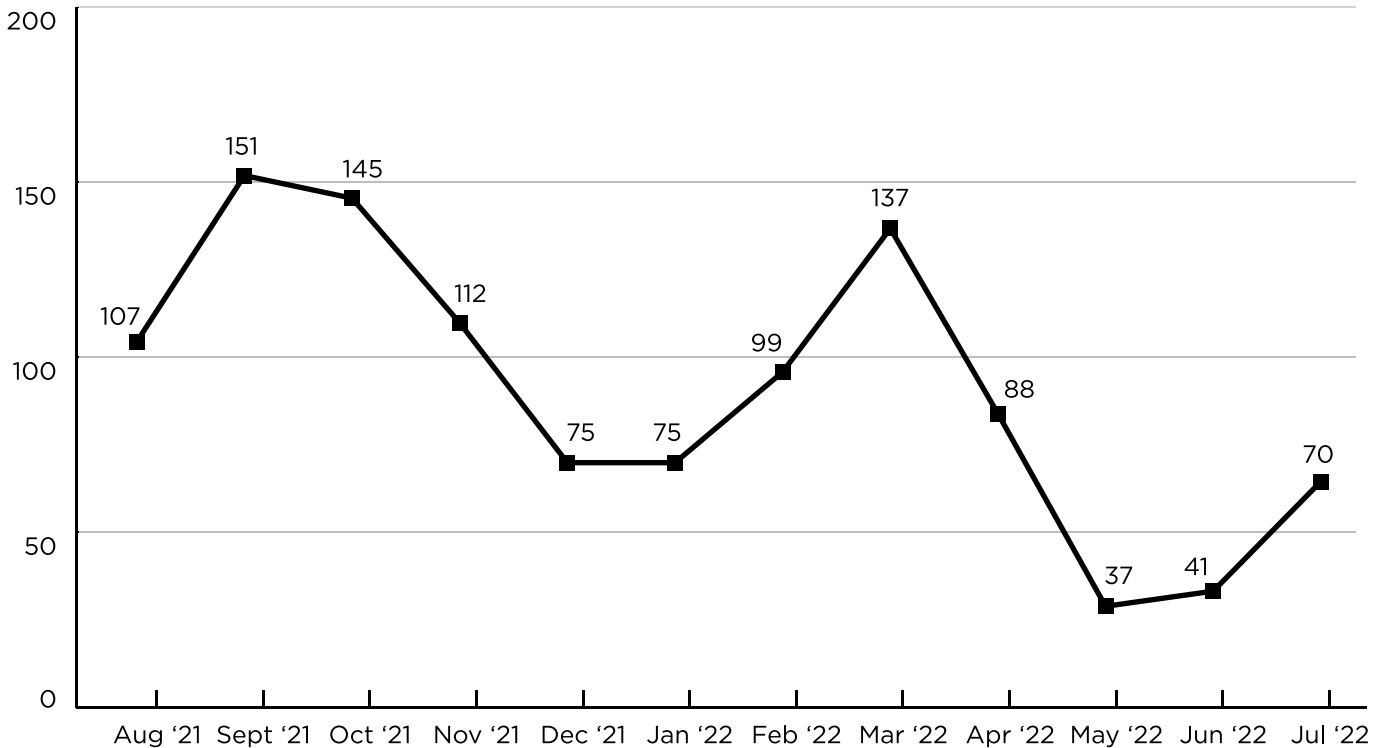


+8% SUPPORTIVE
MEASURES
PROVIDED
CASES

INCIDENT REPORTS TO THE OFFICE OF EQUITY

Individuals can report discrimination or sexual misconduct to the Office of Equity online, in person at Distance Education Room 404 on the Logan campus, over the phone at 435-797-1266, or via email to titleix@usu.edu or discrimination@usu.edu. The following graphic shows the number of incident reports received each month by the Office of Equity from August 2021 to July 2022.

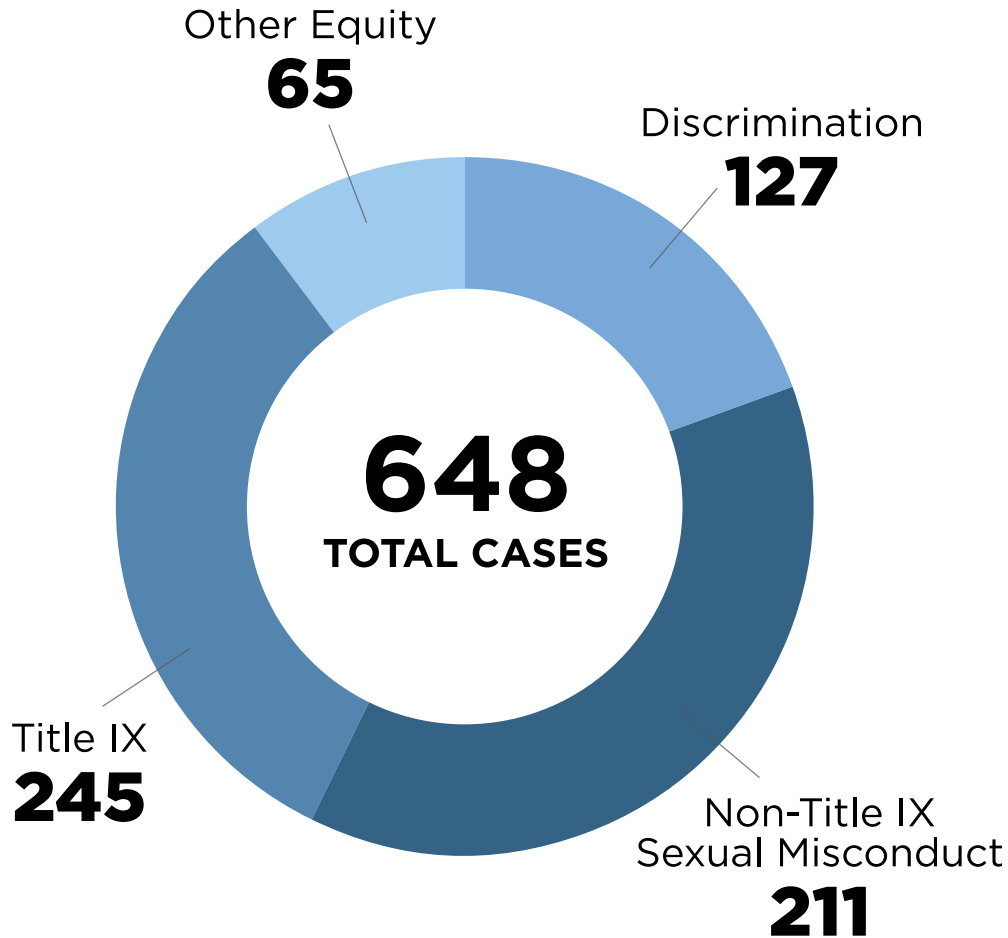
Incident Reports by Month



CASE TYPES

The Office of Equity received 1137 incident reports from August 2021 to July 2022. These incident reports are submitted by reporting employees, students, community members, and others. Individuals can also report anonymously. Anonymous reports do not always contain enough information

for the Office of Equity to take action. Often there are multiple incident reports submitted to the office about the same incident from different individuals. After accounting for these multiple reports, there were 648 unique cases from August 2021 to July 2022.



Title IX cases include allegations of sexual misconduct that occur in an employment or education program or activity. Employment or education program or activity includes locations, events, or circumstances in the United States in which the university has substantial control over both the respondent and the context in which the sexual misconduct occurs. Employment or education program or activity includes all off-campus buildings owned or controlled by a recognized student organization and includes the university’s computer and internet networks and digital platforms.

Non-Title IX sexual misconduct cases include allegations of sexual misconduct that occur outside an employment or education program or activity (e.g., typically off-campus locations, with a few exceptions).

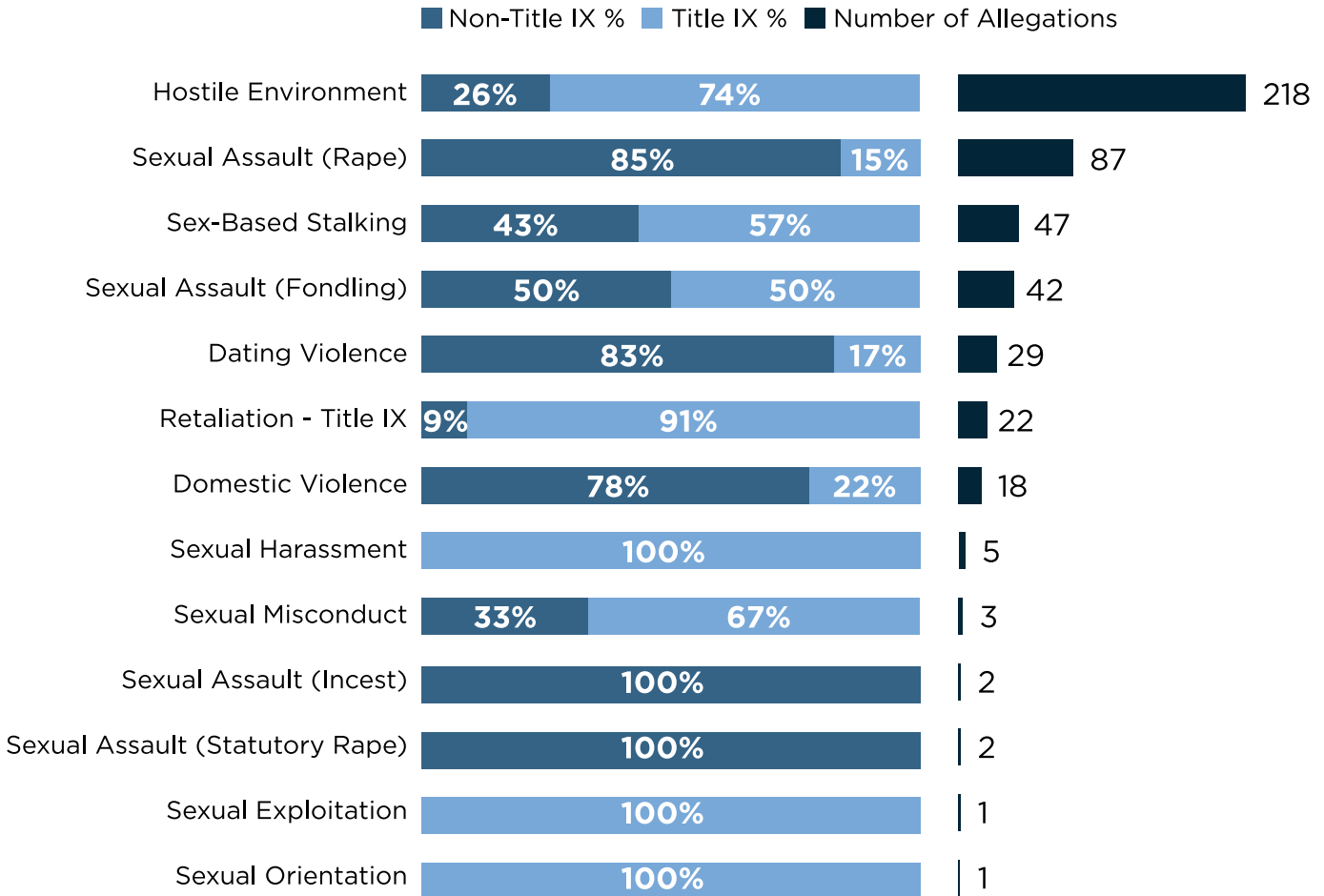
Discrimination cases are allegations of discrimination based on a protected class.

Other Equity cases are incident reports to the Office of Equity that are outside the scope of sexual misconduct or discrimination but may be addressed by other university offices (e.g., Human Resources, Student Conduct).

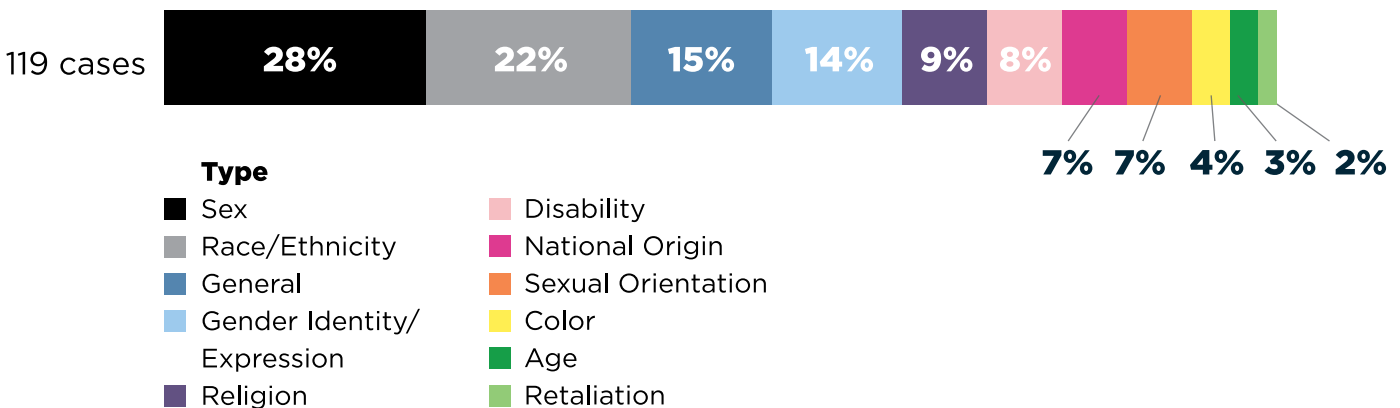
BREAKDOWN OF ALLEGATIONS

For definitions of allegations, go to the [sexual misconduct terms webpage](#) or [discrimination webpage](#).

Sexual Misconduct



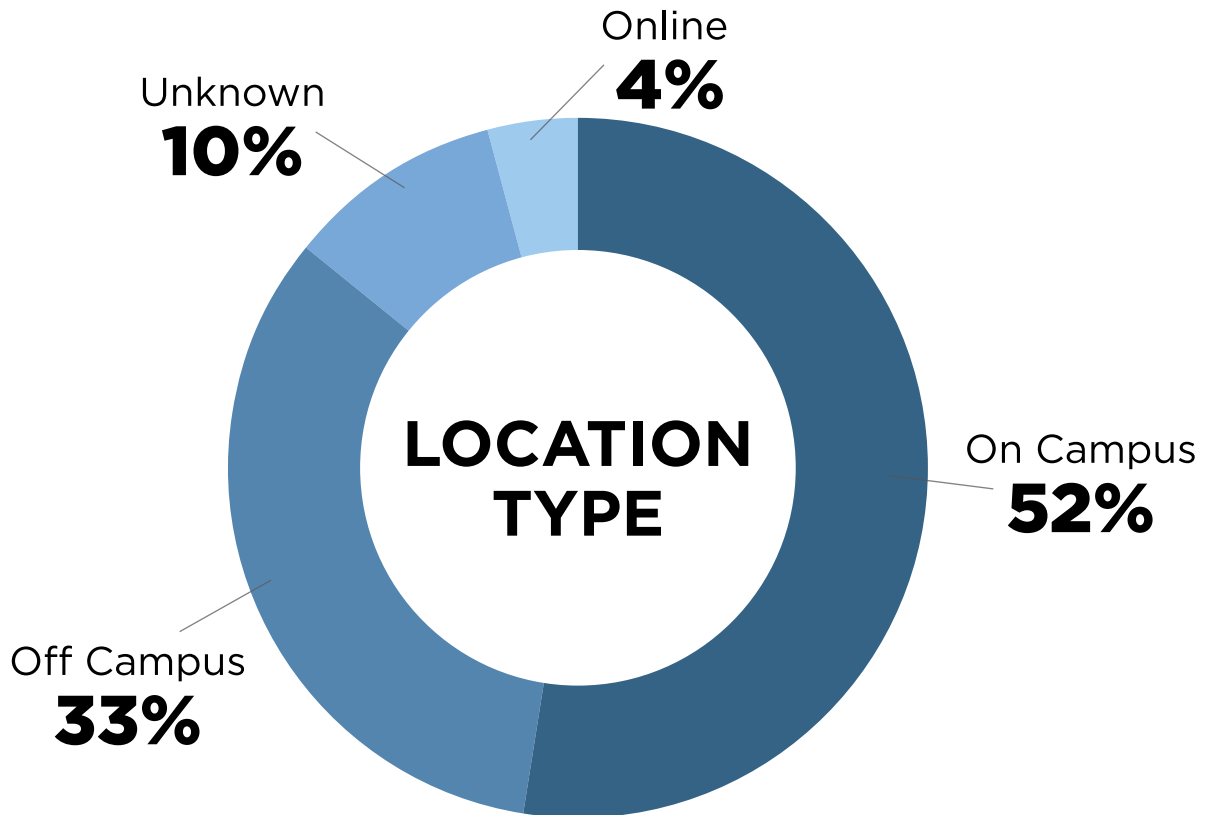
Discrimination Based on a Protected Class



CASE INFORMATION

The information on the following pages includes incident locations (where the alleged discrimination or sexual misconduct occurred), respondent characteristics, claimant characteristics, information about cases involving student and employee respondents, and data about investigations.

Incident Locations

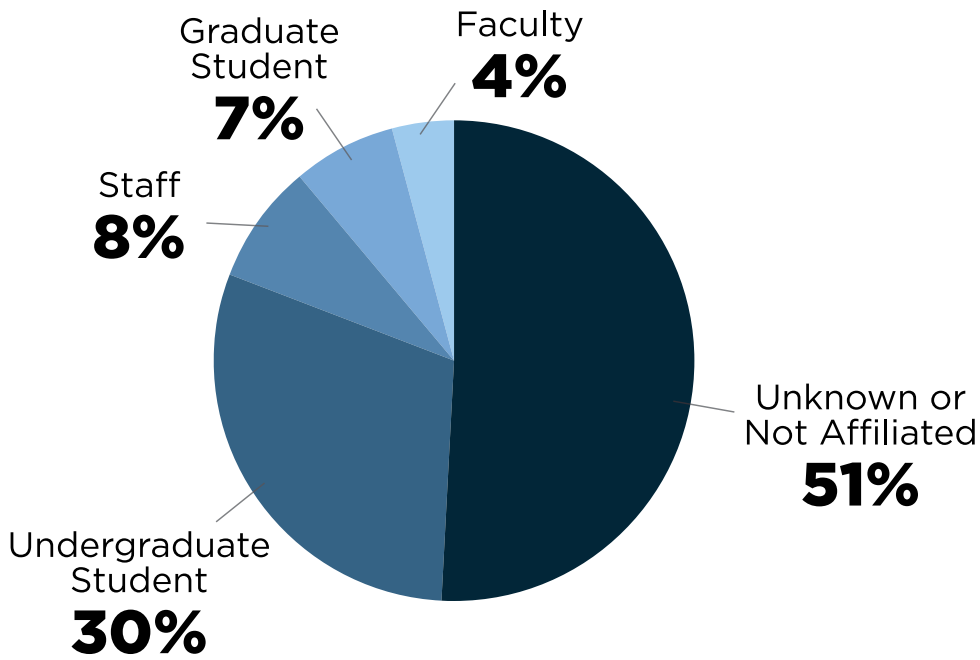


Highest Number of Incident Reports in On-Campus Locations

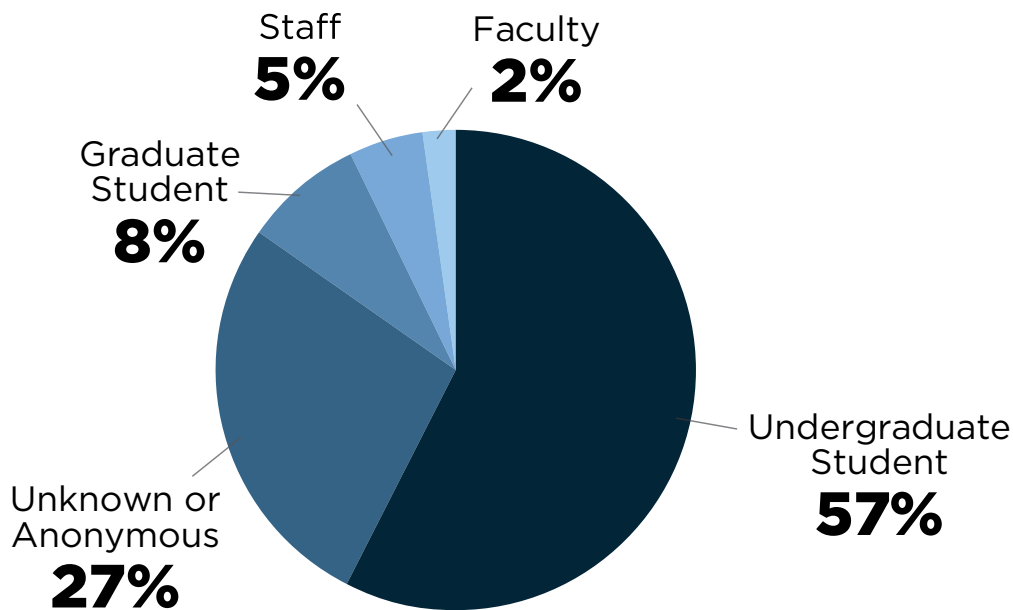


UNIVERSITY AFFILIATION

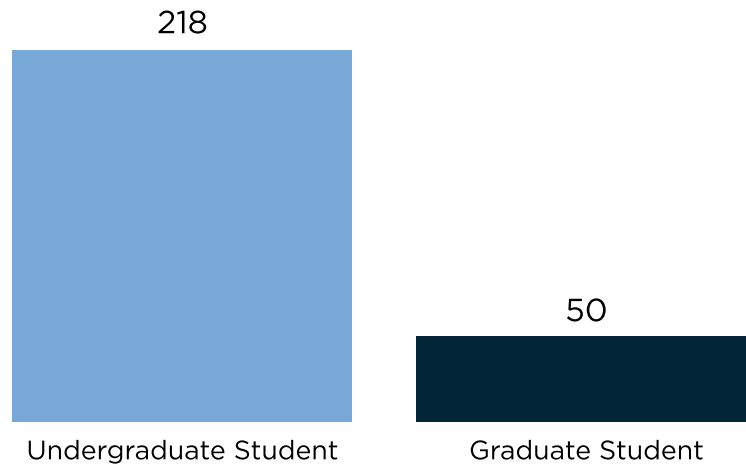
Respondents



Claimants

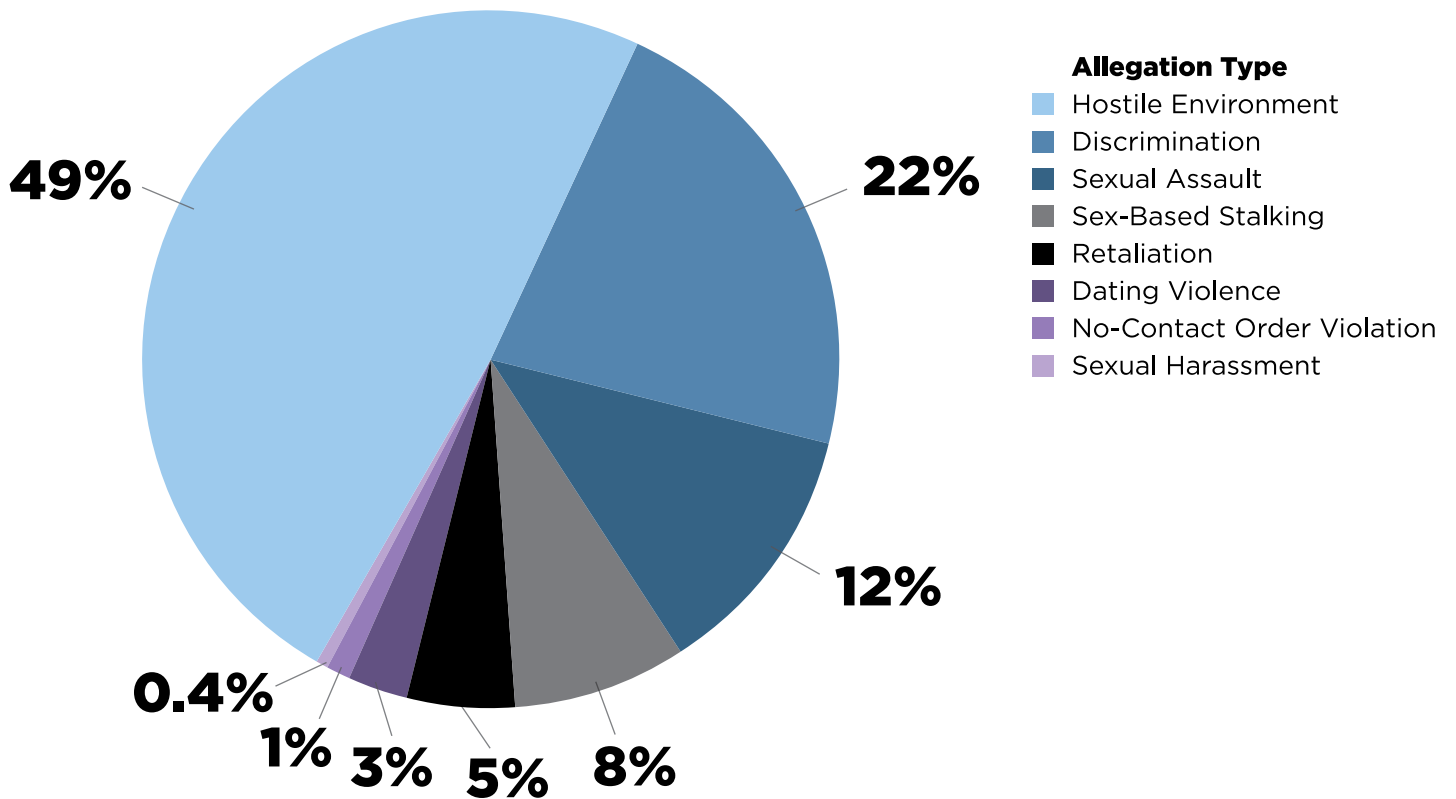


CASES INVOLVING STUDENT RESPONDENTS

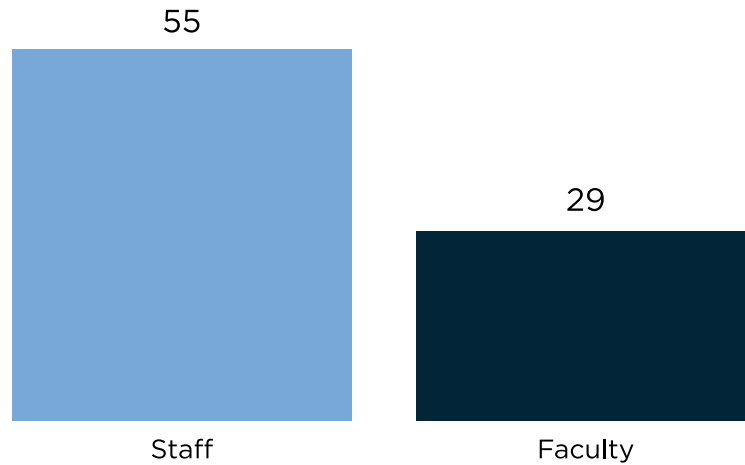


ALLEGATIONS INVOLVING STUDENT RESPONDENTS

For definitions of allegations, go to the [sexual misconduct terms webpage](#) or [discrimination webpage](#).

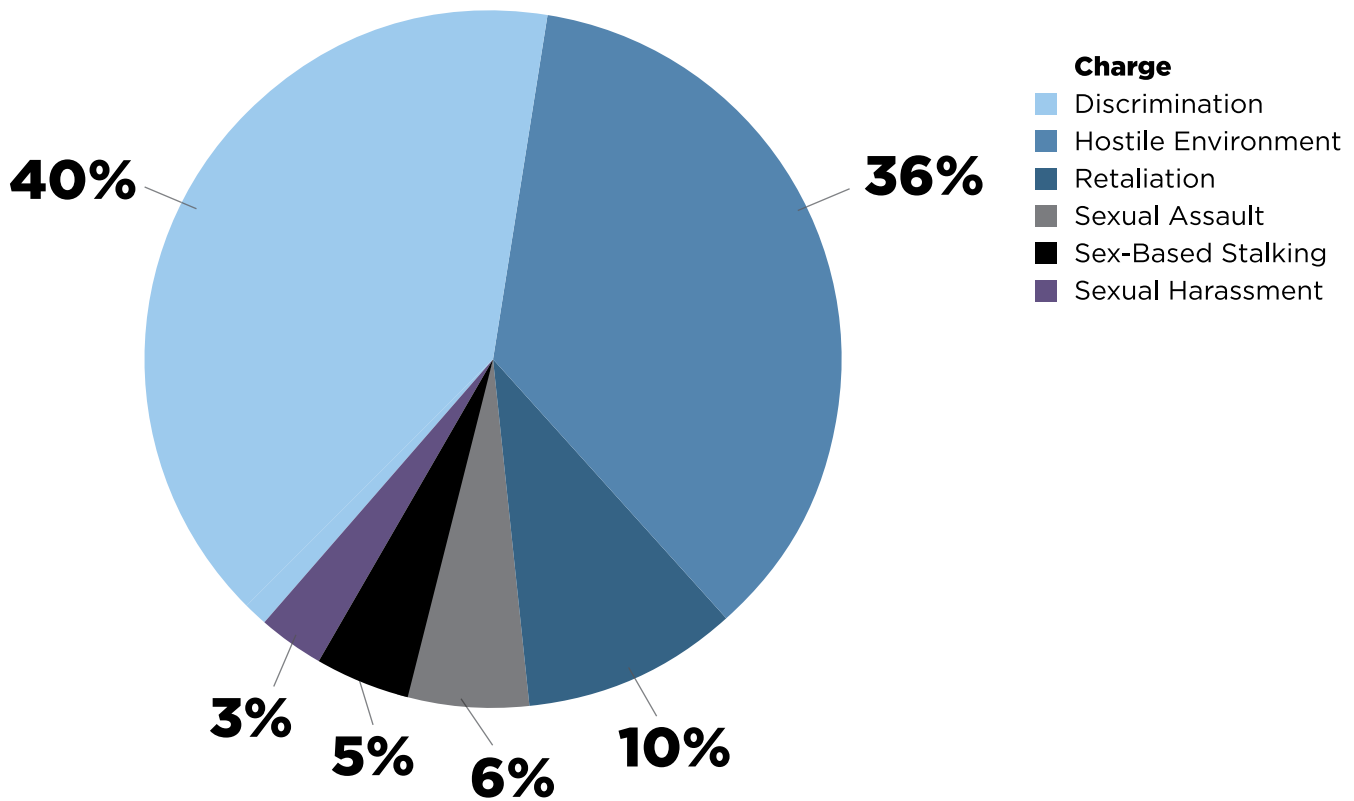


CASES INVOLVING EMPLOYEE RESPONDENTS

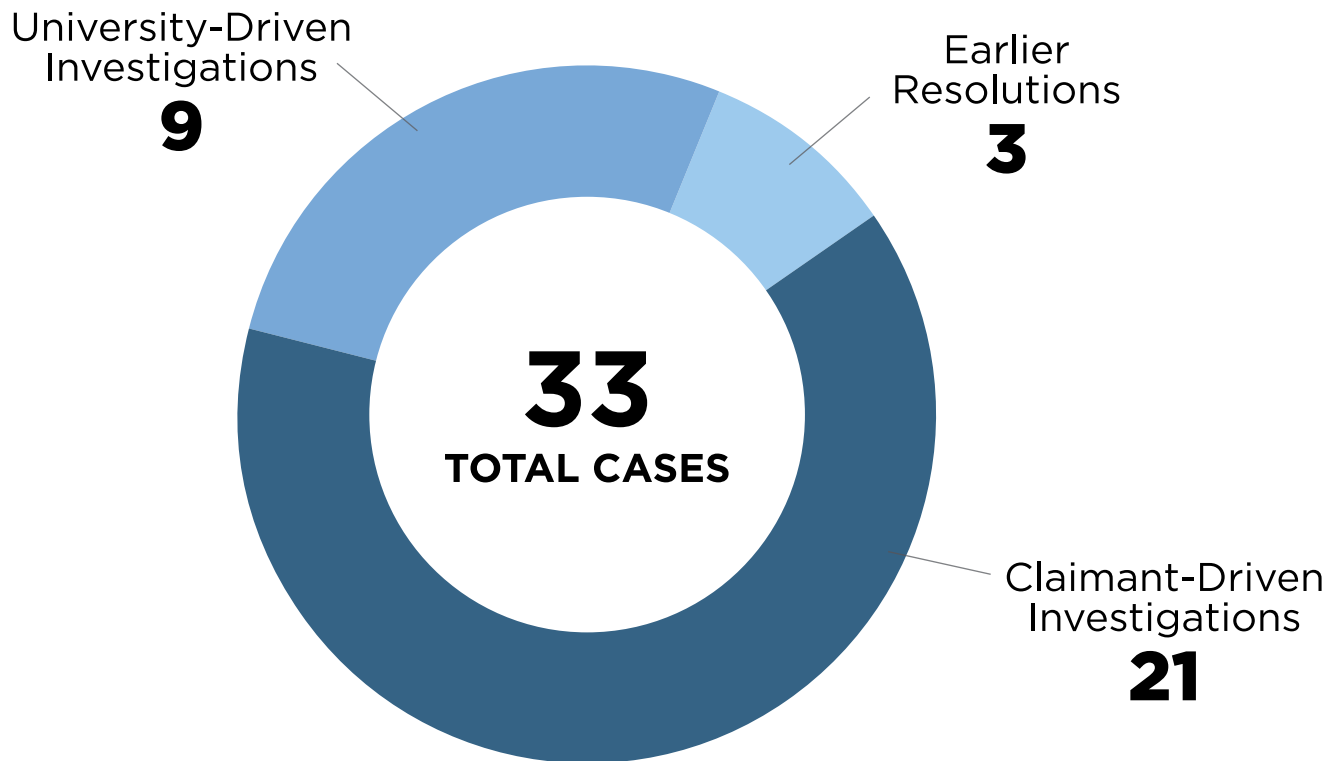


ALLEGATIONS INVOLVING EMPLOYEE RESPONDENTS

For definitions of allegations, go to the [sexual misconduct terms webpage](#) or [discrimination webpage](#).



BREAKDOWN OF CASES WITH FORMAL COMPLAINTS



University-Driven Formal Investigation

An investigation of allegations of sexual misconduct undertaken by the university when, as determined by a safety risk panel, there is:

- An immediate threat to the physical health or safety of a student or other individual(s) arising from the allegations, and/or
- There are allegations that suggest a pattern of sexual misconduct by a student, employee, or third party over whom the university has control and there is no participating claimant.

Earlier Resolution Process (Formerly Called Informal Resolution)

A process in which parties agree to resolve a formal complaint without completing an investigation and/or hearing. An earlier resolution may be facilitated through arbitration, mediation, restorative justice, or another appropriate method. Such an agreement may include sanctions or other disciplinary measures.

Claimant-Driven Formal Investigation

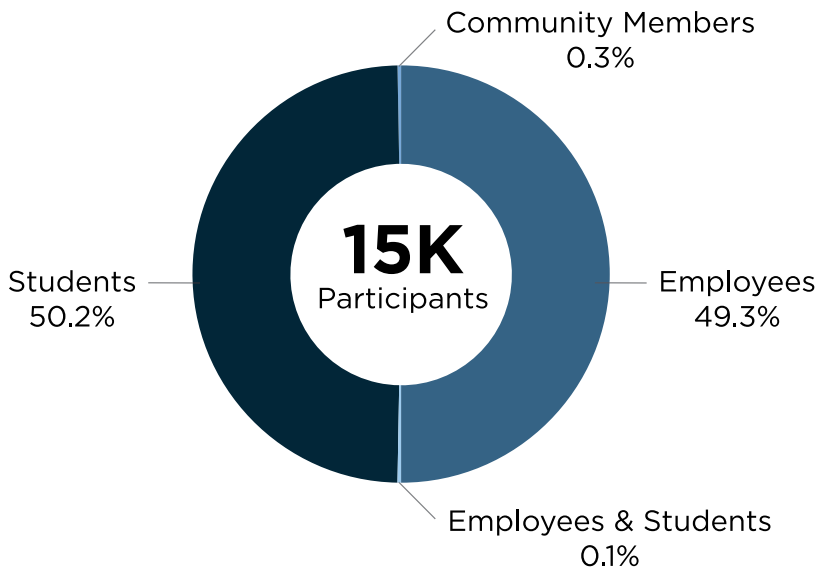
The evidence-gathering process that begins with the filing of the formal complaint by a claimant and ends when the appeal process is complete. This process includes interviewing parties and witnesses, and gathering other relevant evidence, exculpatory and inculpatory. There is a live hearing, and a panel determines whether or not there is a preponderance of the evidence of a policy violation. The parties can appeal the finding and decision under limited circumstances.

TRAINING, AWARENESS & PREVENTION

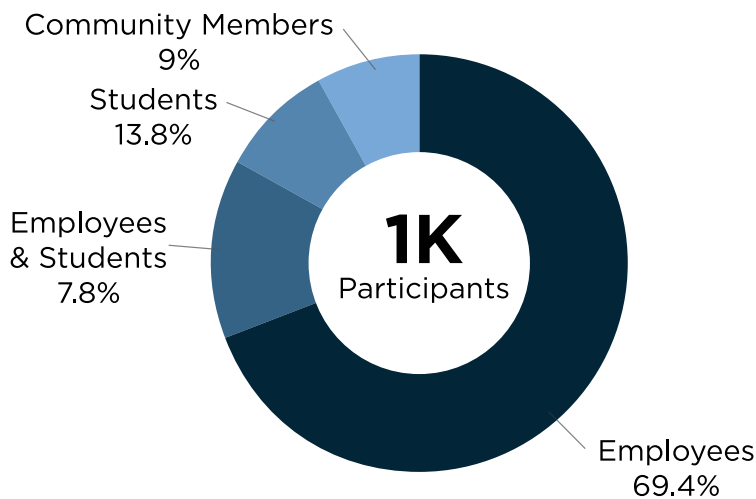
Outreach Types

The prevention team organized a total of 840 trainings across all Utah State University locations and participated in 6 events, 2 conferences, and 1 webinar during the academic year 2021-2022.

713 SEXUAL MISCONDUCT SESSIONS

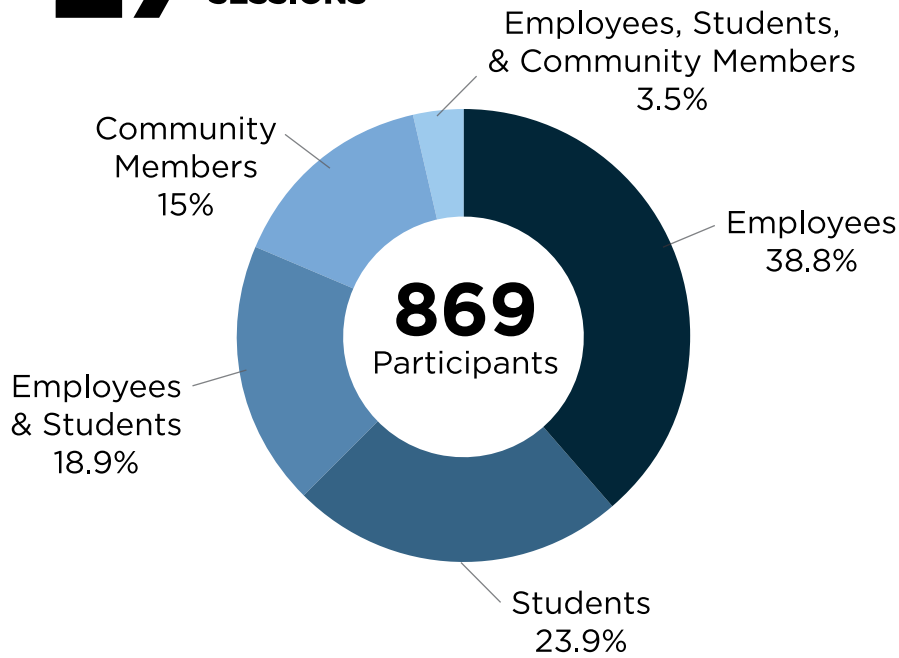


91 NON-DISCRIMINATION SESSIONS



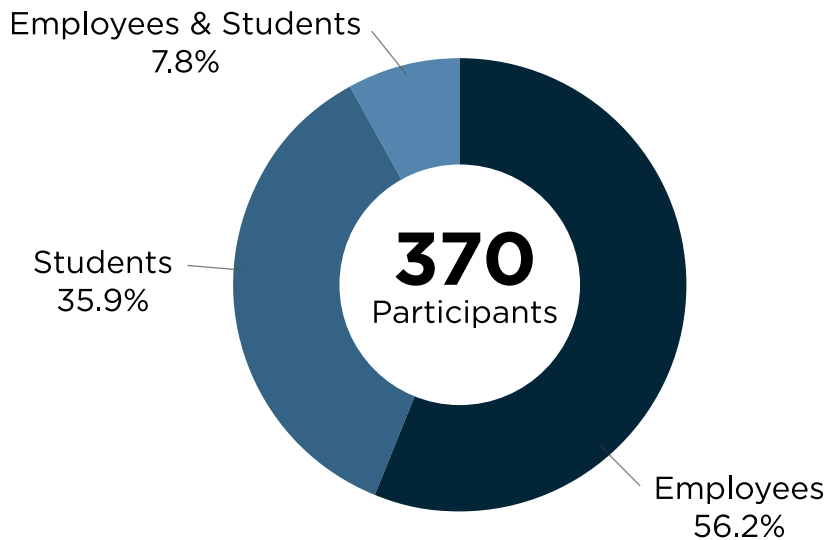
The Office of Equity offers various trainings related to non-discrimination (e.g., implicit bias; conducting a diversity, equity, and inclusion informed search; discrimination of a protected class; sex-based discrimination; and diversity, equity, and inclusion basics).

27 GENERAL SESSIONS



The Office of Equity offers various additional trainings on relevant topics (e.g., effective workplace relationships, boundary setting, conflict management, and power dynamics).

18 UPSTANDING SESSIONS



“Upstanding” is a bystander intervention approach for the prevention of a variety of problematic situations. The purpose of the Upstanding training is to prepare members of the USU campus community with the skills and knowledge needed to safely and effectively intervene when they sense a threat or potential harm to another.

