

Office of Equity Annual Report

August 2022-July 2023



UtahStateUniversity

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OUR CAMPUS COMMITMENT

Dear Aggie Community,

I am thrilled to share the remarkable progress that the Office of Equity at Utah State University has made over the past year in our collective fight against discrimination and sexual misconduct. We are dedicated to fostering a living, learning, and working environment free from discrimination and sexual misconduct.

Our outstanding prevention team was recognized for their unique and impactful approach to promoting sexual misconduct prevention by incorporating student research and projects into an undergraduate course. This academic course — created in collaboration with SAAVI and the English department — is one of a kind and earned our team a “Gold Excellence Award” from the National Association of Student Personnel Administrators (NASPA). We are proud of the incredible education and training work our prevention team does here on campus.

Over the past two years, our case load has increased by 105%. We believe that this increase reflects the growing trust from our community members, who have felt more confident in making reports. In order to give each case the time and attention it deserves, we have hired two additional investigators, bringing our investigative team to a total of five.

Additionally, we have hired Cody Carmichael as our new Title IX coordinator. Cody brings a wealth of experience and knowledge to this critical role and will play a pivotal part in our ongoing efforts to create a safe and inclusive campus environment.

Furthermore, USU policies and procedures regarding sexual misconduct and discrimination were updated this year to provide a better experience for those involved in our university process. We have appreciated the campus input we have received regarding our past and present policies and procedures. Your feedback helps us to continuously refine our handling of sexual misconduct and discrimination issues.

Lastly, I want to express my gratitude to each of you in the campus community for your active involvement in raising awareness about issues of sexual misconduct and discrimination on our campus. Together, we have made remarkable progress in our journey toward equity and inclusivity. We look forward to building on this momentum and continuing this important work with all of you

Sincerely,

Matthew Pinner
Executive Director

POLICY

USU’s policies and procedures 305, 339, 339A 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, sexual exploitation 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.

QUICK FACTS



+21%
from
AY21-22

1371 INCIDENT
REPORTS



+25%
from
AY21-22

807
CASES



28 FORMAL
COMPLAINTS
FILED



52 RESPONDENT
EDUCATION
PROVIDED
CASES



+35%
from
AY21-22

139 SAFETY
ASSESSMENTS
COMPLETED
CASES



1020 SUPPORTIVE
MEASURES
OFFERED



+167%
from
AY21-22

18 ACCOMMODATIONS
PROVIDED FOR
PREGNANCY OR
PREGNANCY-RELATED
CONDITIONS
CASES

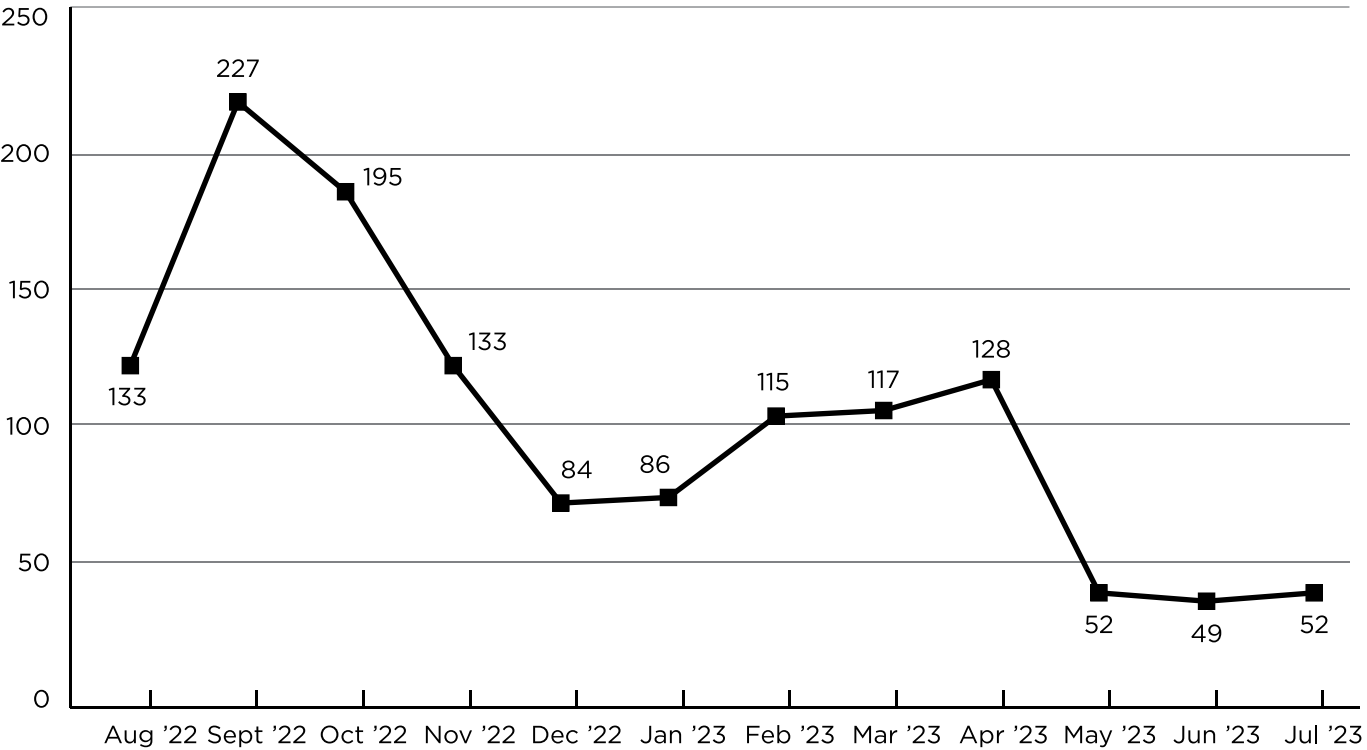


319 SUPPORTIVE
MEASURES
PROVIDED

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 2022 to July 2023.

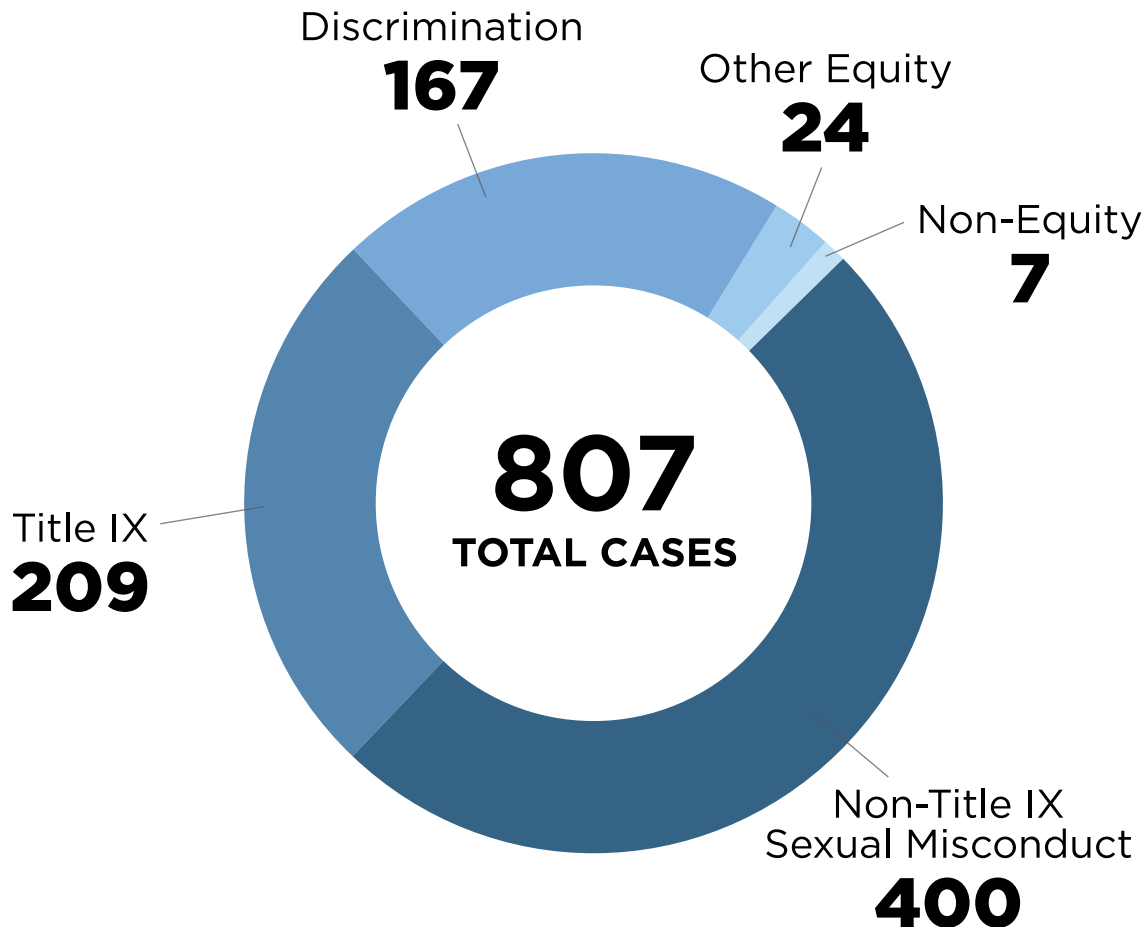
Incident Reports by Month



CASE TYPES

The Office of Equity received 1,371 incident reports from August 2022 to July 2023. 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 807 unique cases from August 2022 to July 2023.



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. These include all off-campus buildings owned or controlled by a recognized student organization and includes the university's computer and internet networks, plus digital platforms.

Non-Title IX sexual misconduct cases include allegations of sexual misconduct that occur outside of a USU employment or education program or activity; or misconduct that doesn't meet the standard of sexual misconduct as defined by Title IX.

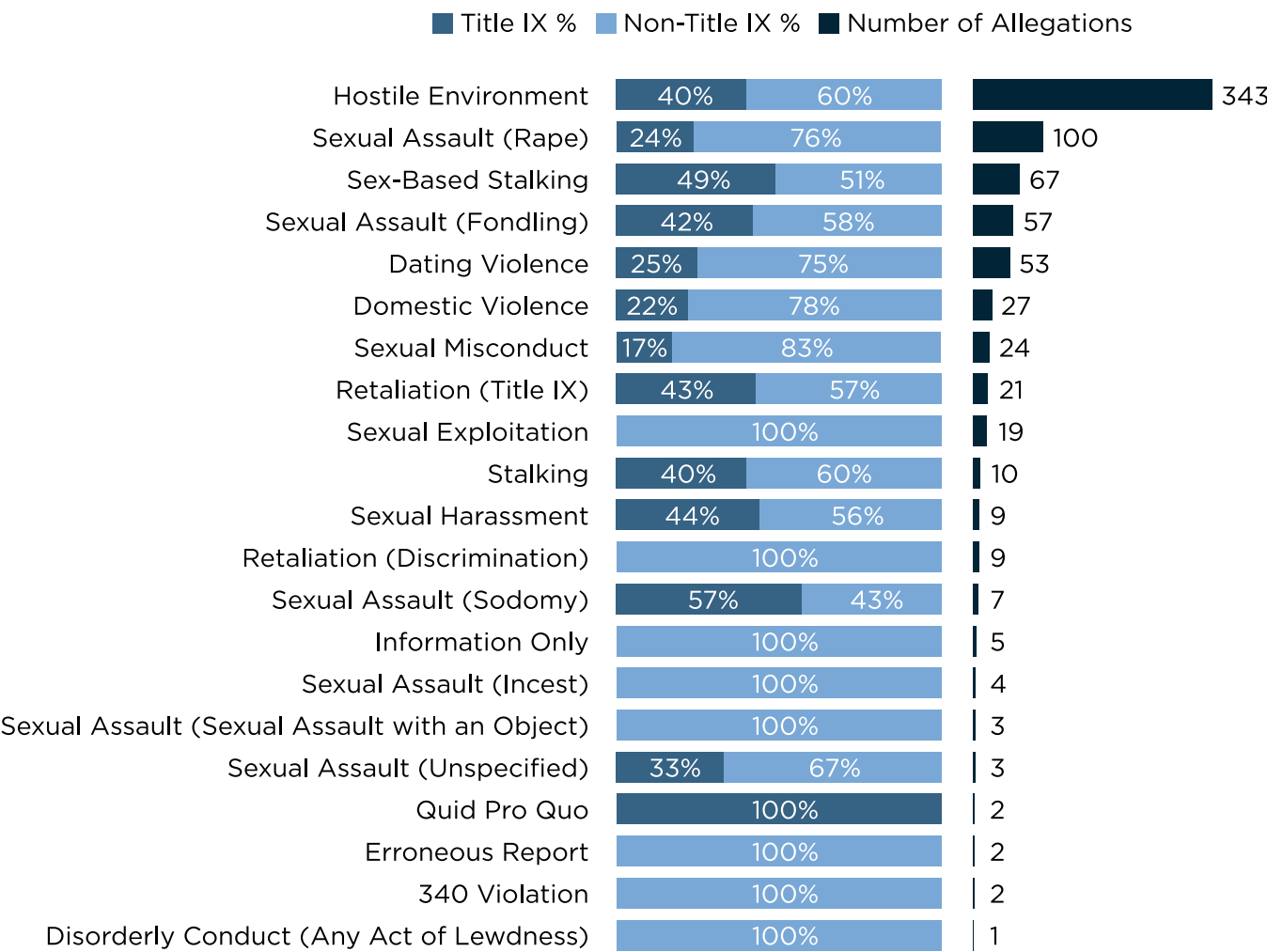
Discrimination cases are allegations of discrimination based on a protected identity.

Other Equity cases 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).

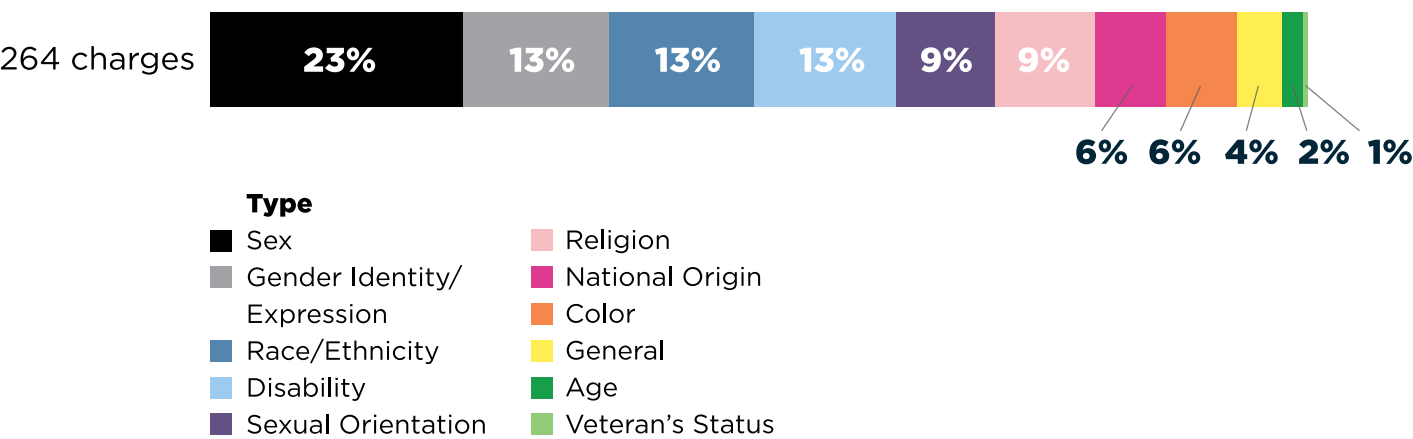
BREAKDOWN OF ALLEGATIONS

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

Sexual Misconduct



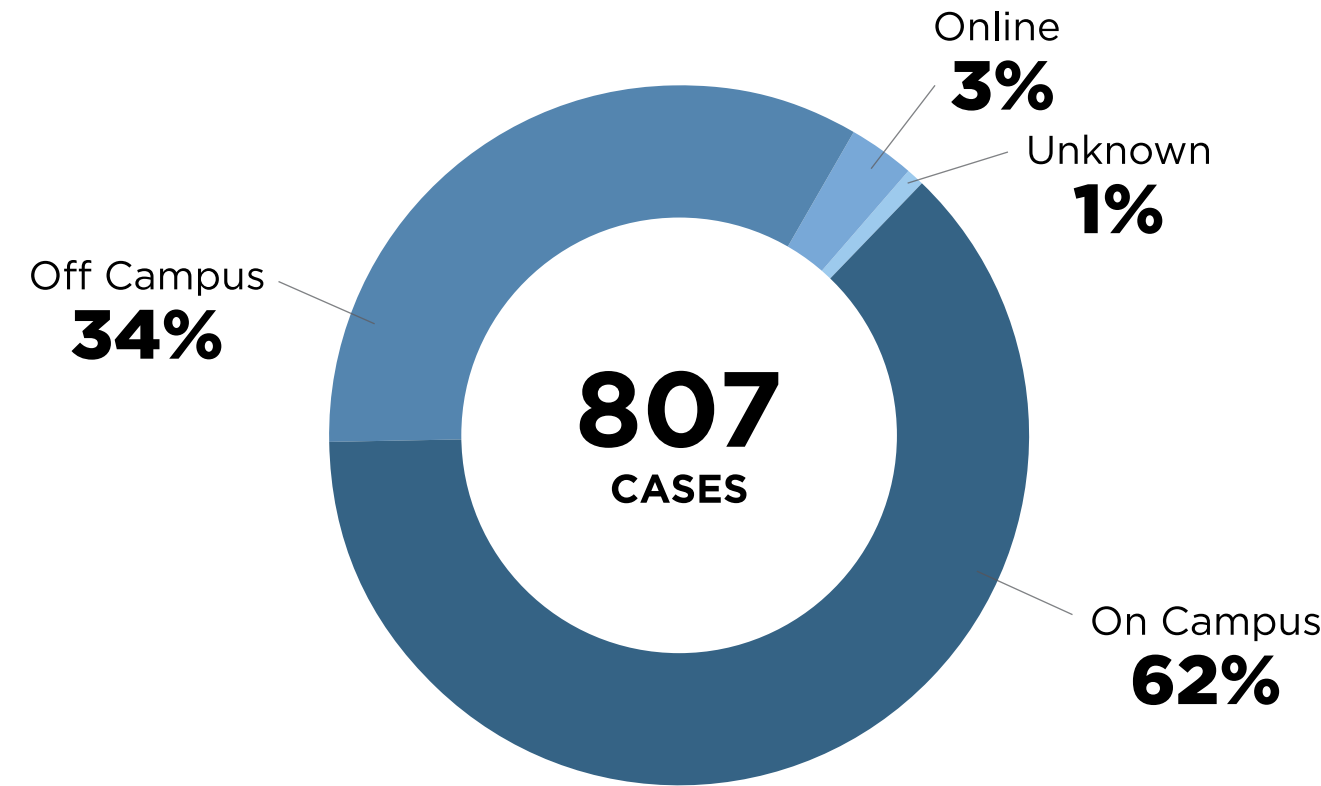
Discrimination Based on a Protected Class



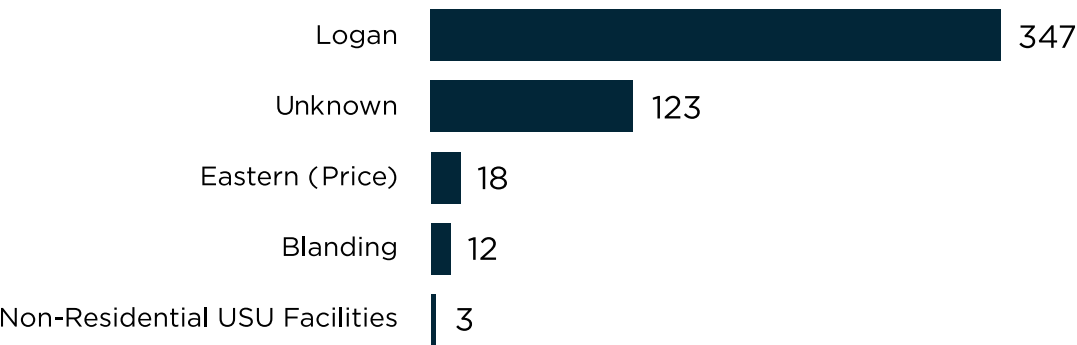
CASE INFORMATION

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

Incident Locations

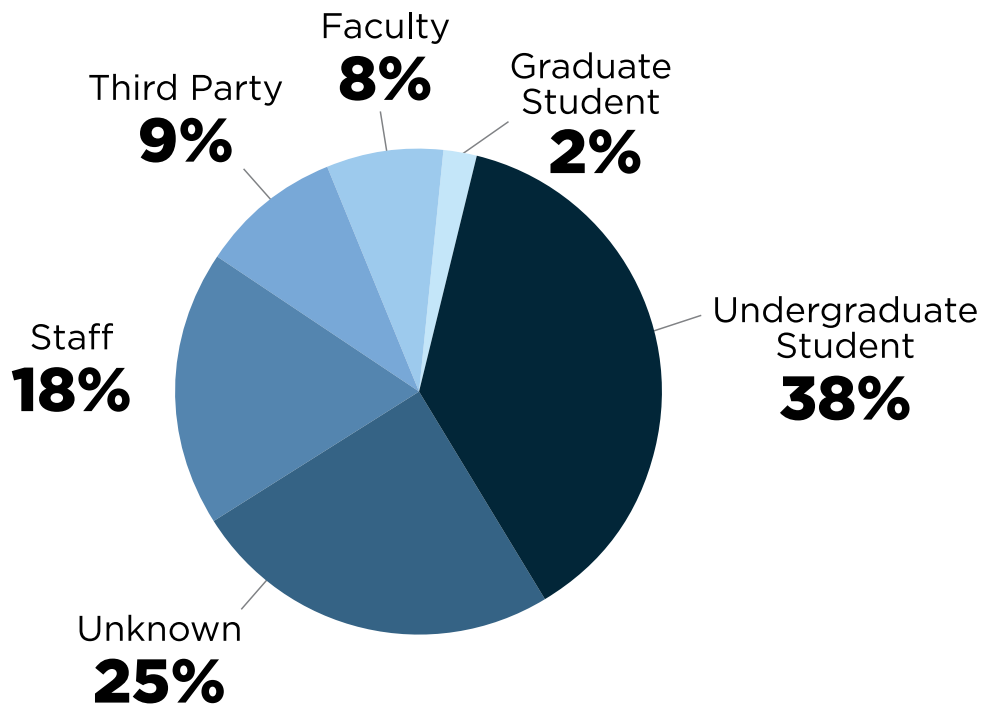


On-Campus Incidents by Location

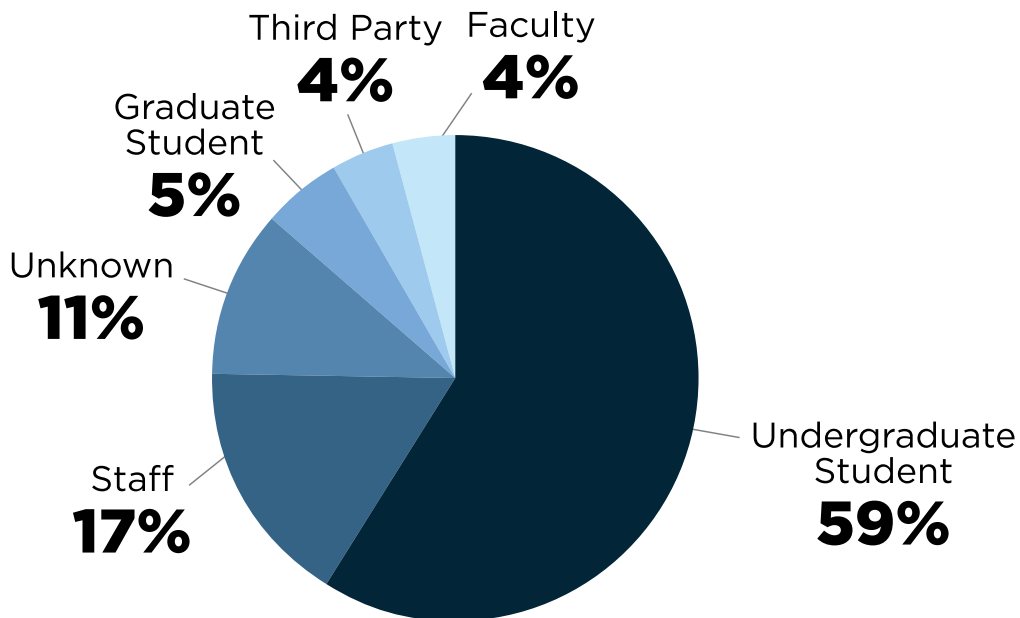


UNIVERSITY AFFILIATION

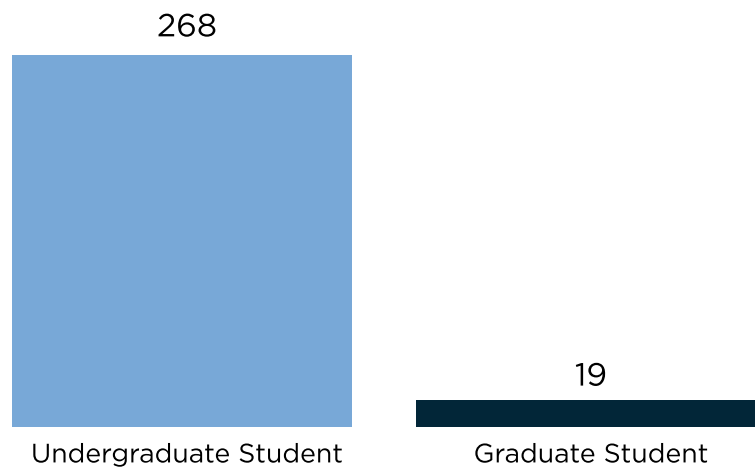
Respondents



Claimants



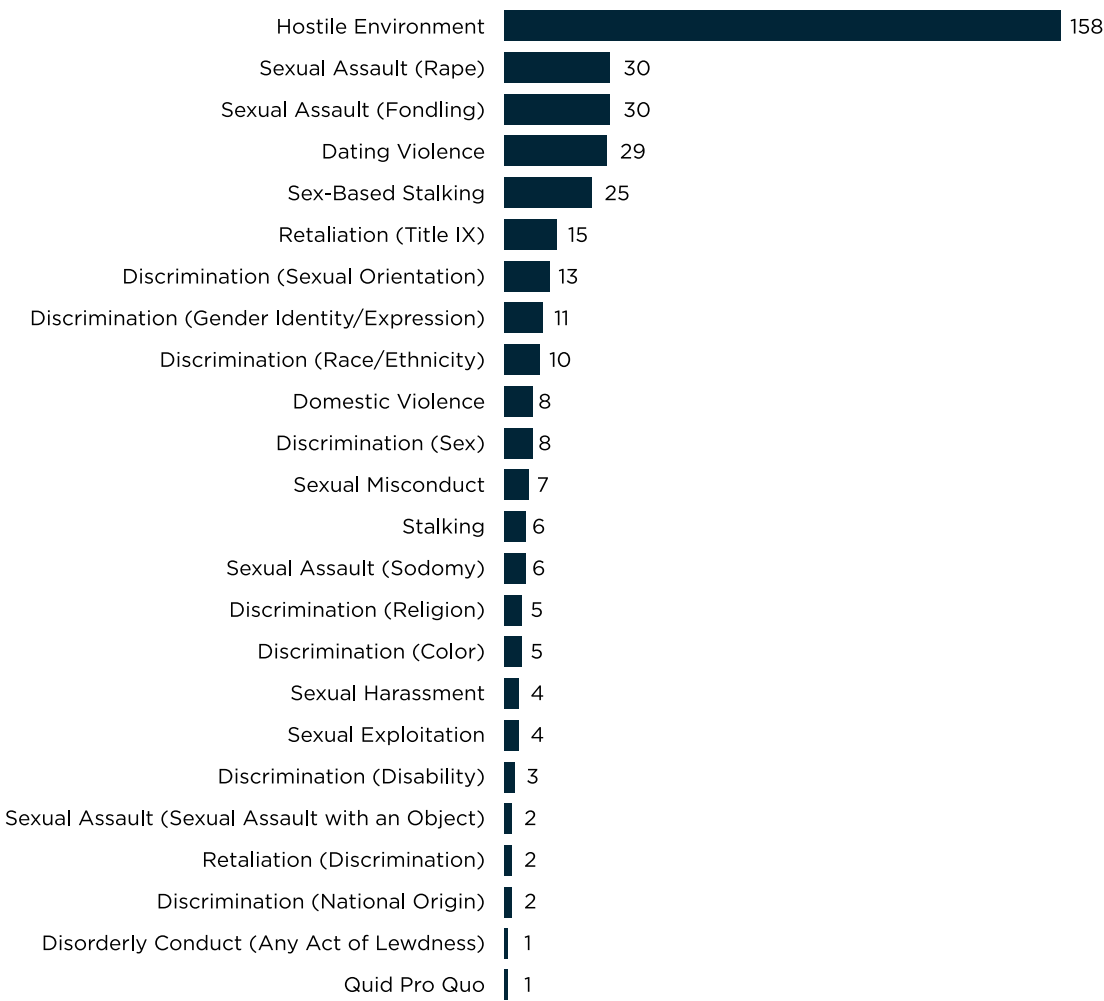
CASES INVOLVING STUDENT RESPONDENTS



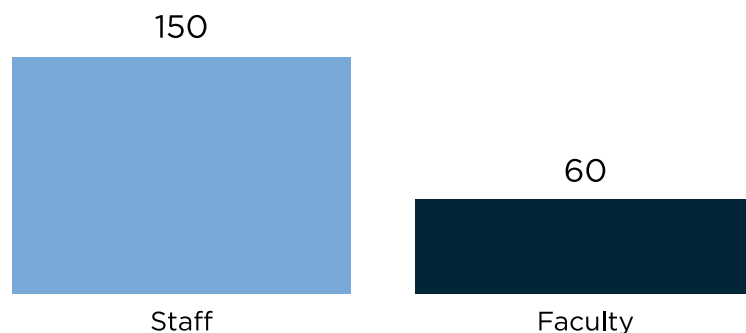
ALLEGATIONS INVOLVING STUDENT RESPONDENTS

Each case may have multiple respondents, and each respondent may be charged with multiple allegations. In AY22-23, the 287 student respondents outlined above were charged with the 385 allegations outlined below.

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



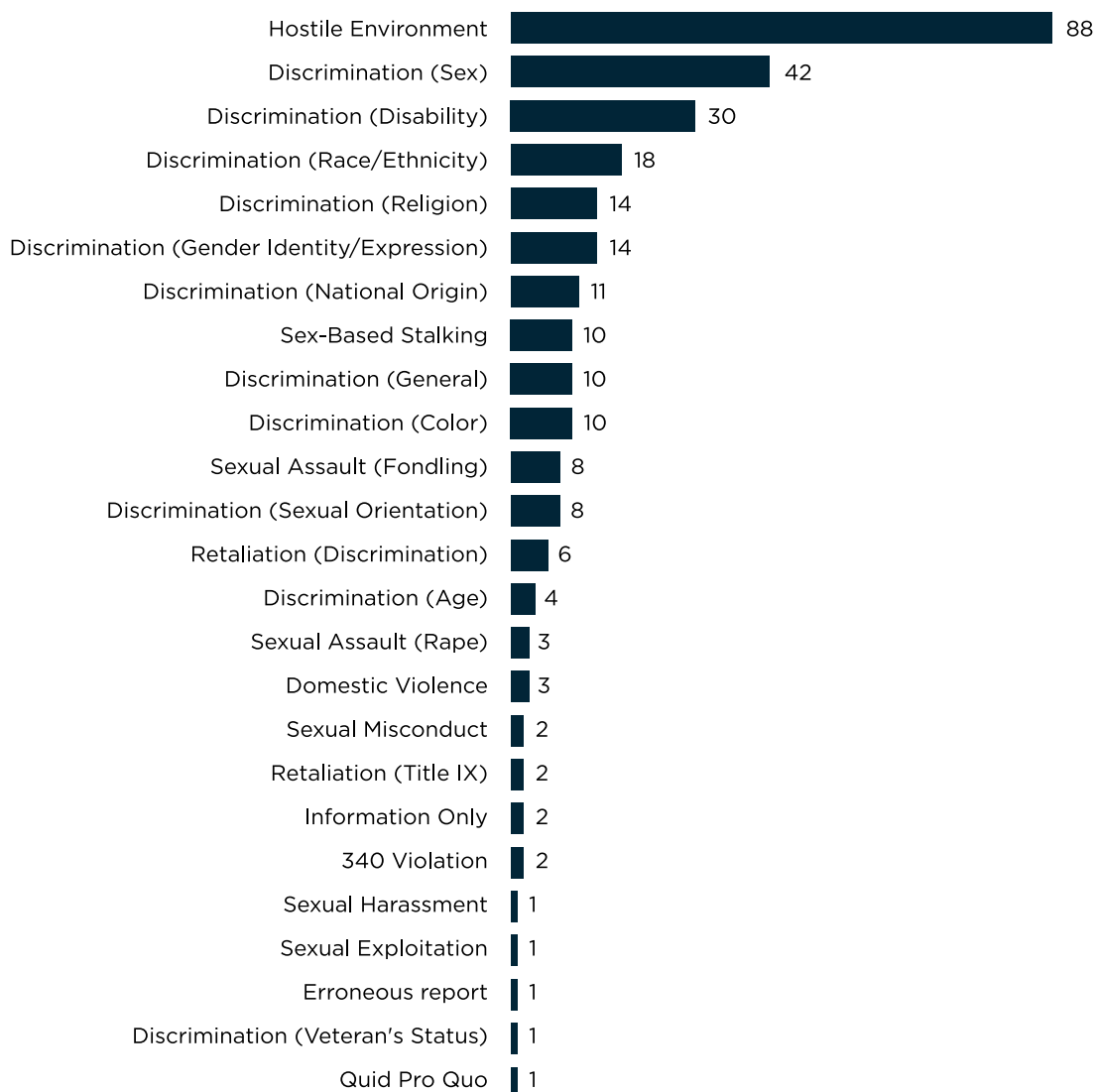
CASES INVOLVING EMPLOYEE RESPONDENTS



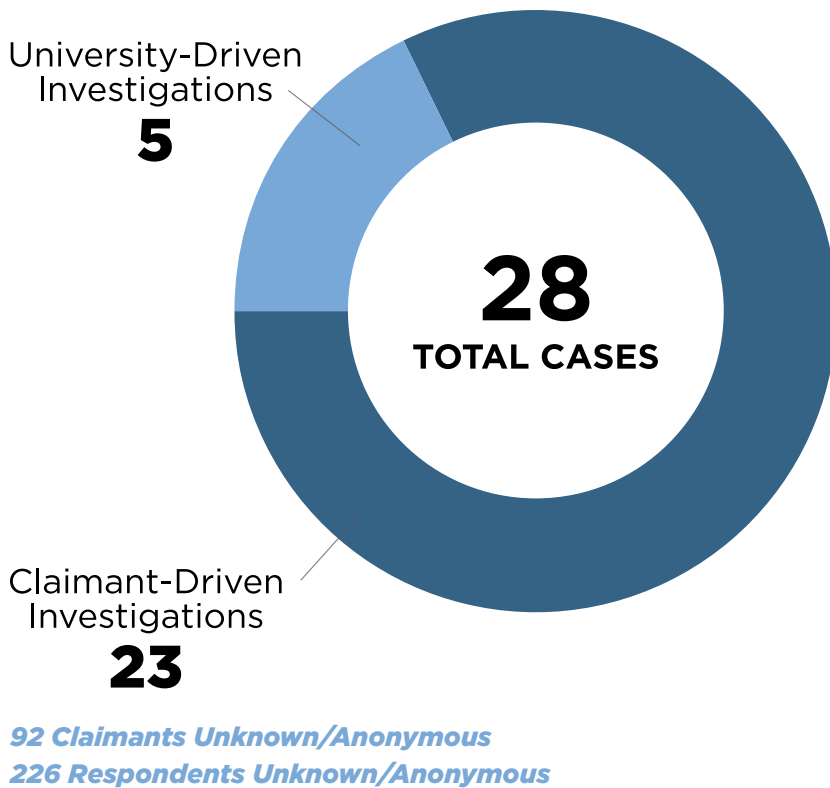
ALLEGATIONS INVOLVING EMPLOYEE RESPONDENTS

Each case may have multiple respondents, and each respondent may be charged with multiple allegations. In AY22-23, the 210 employee respondents outlined above were charged with the 292 allegations outlined below.

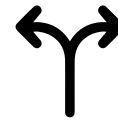
For definitions of allegations, go to the [sexual misconduct terms webpage](#) or [discrimination webpage](#).



RESOLUTIONS



11
CASES
RESOLVED BY HEARING



2
CASES
RESOLVED BY ALTERNATE RESOLUTION



52
CASES
RESPONDENT EDUCATION PROVIDED

University-Driven Formal Investigation

An investigation of allegations of sexual misconduct undertaken by the university when 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.

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.

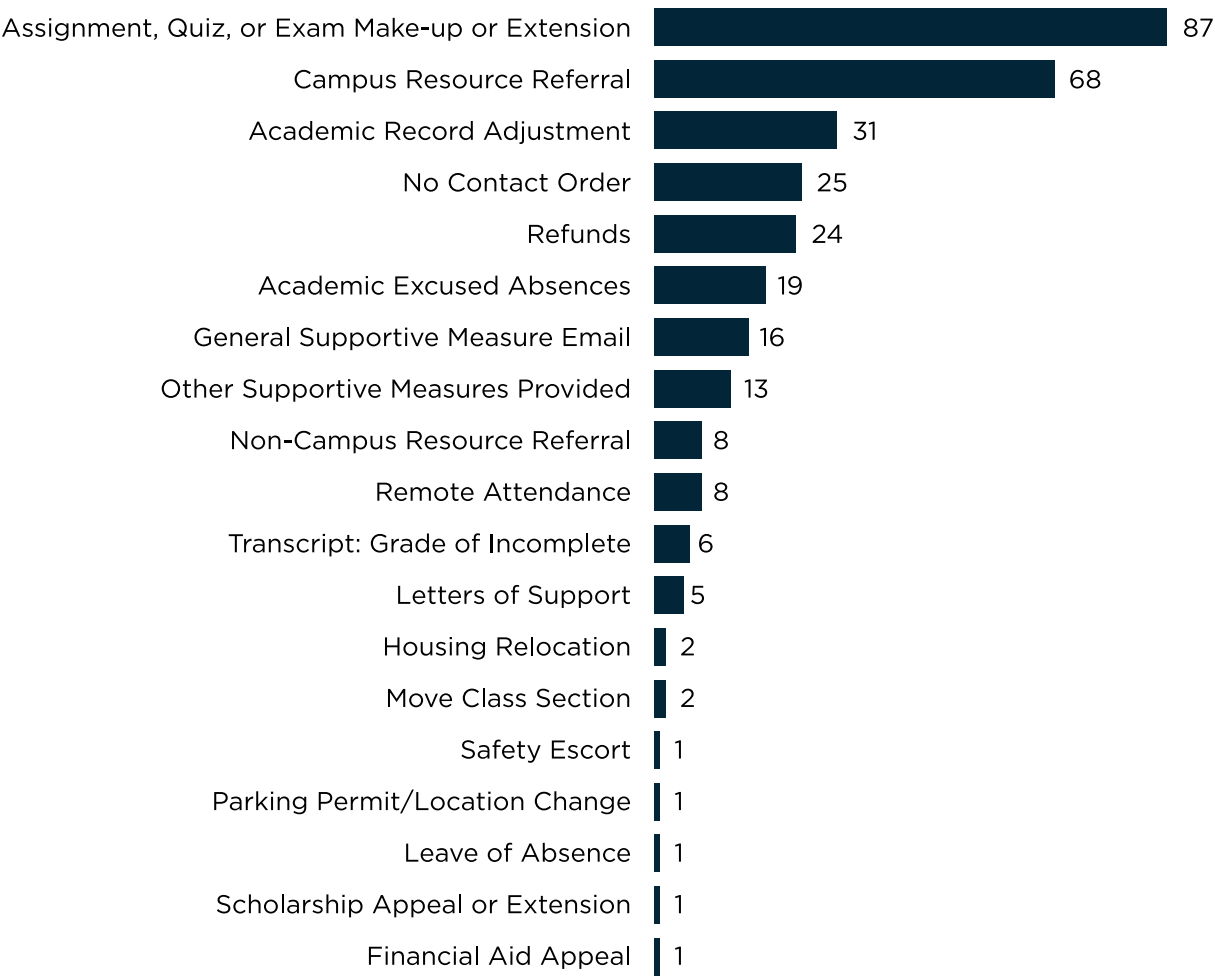
Alternative Resolution Process

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

SUPPORTIVE MEASURES

The Office of Equity offers supportive measures to individuals who have experienced or are impacted by sexual misconduct or discrimination while at USU. Supportive measures are designed to address an individual’s safety and well-being and allow the individual continued access to educational or employment opportunities.

USU’s Supportive Measures team offered **1,020 supportive measures** to individuals involved in equity claims. They coordinated 319 supportive measures across all Utah State University locations during the academic year 2022-2023.

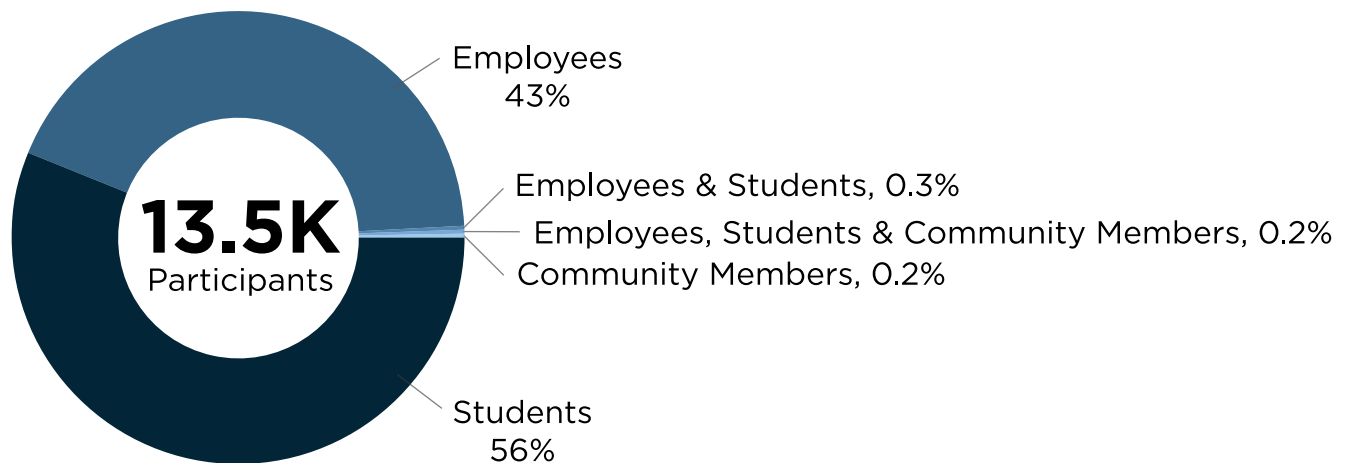


TRAINING, AWARENESS & PREVENTION

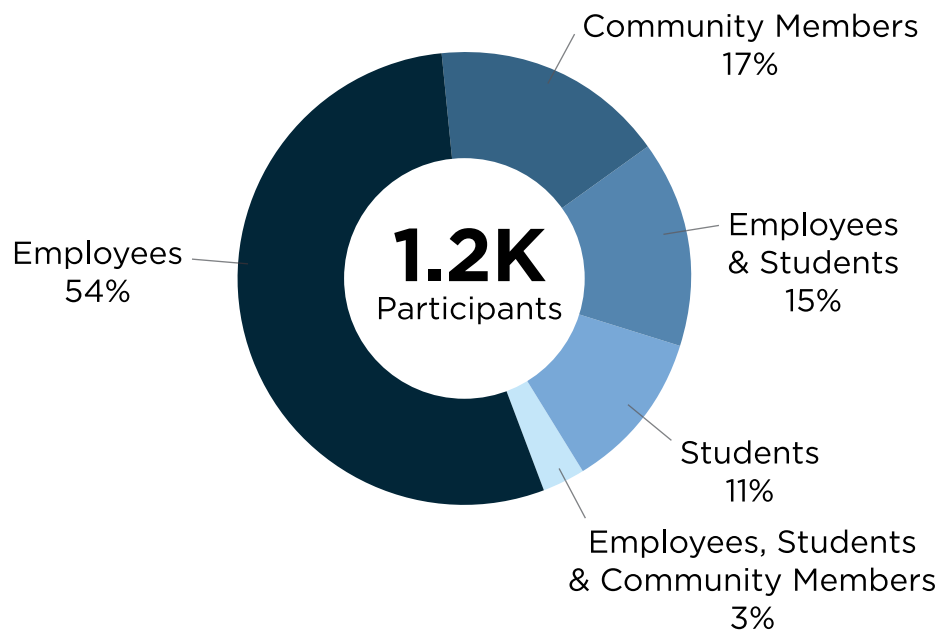
OUTREACH TYPES

The prevention team organized a total of 641 trainings across all Utah State University locations during the academic year 2022-2023. Four types of trainings were conducted: Sexual Misconduct, Non-Discrimination, General, and Upstanding.

641 **SEXUAL MISCONDUCT SESSIONS**

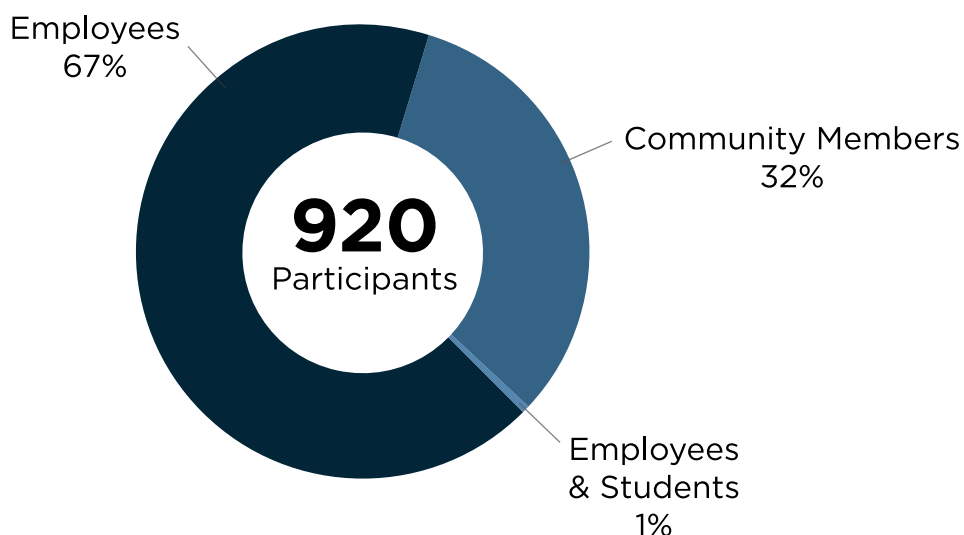


96 **NON-DISCRIMINATION SESSIONS**



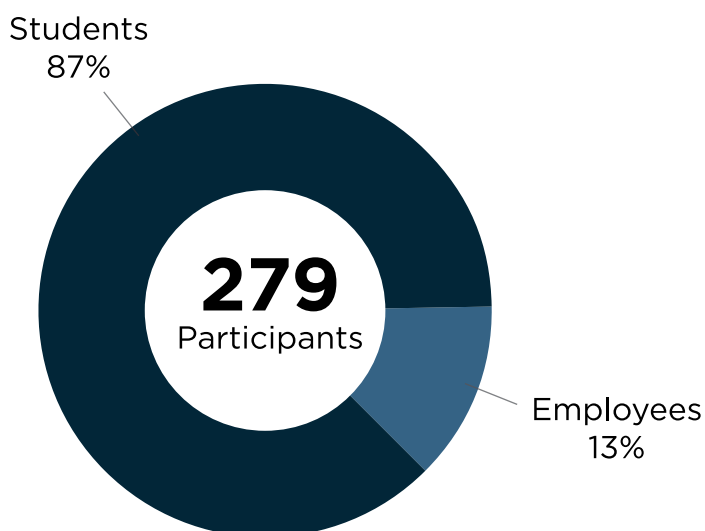
Trainings related to non-discrimination include implicit bias; conducting a diversity, equity, and inclusion informed search; discrimination of a protected class; sex-based discrimination; and diversity, equity, and inclusion basics.

42 GENERAL SESSIONS



General sessions offered by the Office of Equity include various additional trainings on relevant topics (e.g., effective workplace relationships, boundary setting, conflict management, and power dynamics).

7 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.

NOTICE OF NON-DISCRIMINATION

In its programs and activities, including in admissions and employment, Utah State University does not discriminate or tolerate discrimination, including harassment, based on race, color, religion, sex, national origin, age, genetic information, sexual orientation, gender identity or expression, disability, status as a protected veteran, or any other status protected by University policy, Title IX, or any other federal, state, or local law. The following individuals have been designated to handle inquiries regarding the application of Title IX and its implementing regulations and/or USU's non-discrimination policies:

Executive Director of the Office of Equity

Matt Pinner

matthew.pinner@usu.edu

Distance Education Rm. 401

435.797.1266

Title IX Coordinator

Cody Carmichael

titleix@usu.edu

Distance Education Rm. 404

435.797.1266

For further information regarding non-discrimination, please visit equity.usu.edu, or contact:

U.S. Department of Education Office of Assistant Secretary for Civil Rights

800.421.3481

OCR@ed.gov

U.S. Department of Education Denver Regional Office

303.844.5695

OCR.Denver@ed.gov

