

# Office of Equity Annual Report

August 2023-July 2024



UtahStateUniversity

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# OUR CAMPUS COMMITMENT

Dear Aggie Community,

It is with great pride and appreciation that I share the progress made by the Office of Equity this past academic year in our ongoing efforts to cultivate a campus environment rooted in respect, inclusion, and equal opportunity for all. At Utah State University, we are dedicated to fostering a community where every individual can learn, work, and contribute in an atmosphere free from discrimination, harassment, and sexual misconduct.

This year we are pleased to announce the hiring of Susan Young as our senior prevention specialist. Susan has invigorated our training initiatives, developing tailored Respondent Education trainings to meet the specific needs of various groups. These customized efforts reflect our ongoing commitment to providing comprehensive education that strengthens our collective understanding and actions against discrimination and sexual misconduct.

Collaboration plays a critical role in our work. The Office of Equity at Utah State University has taken the lead in fostering regional partnerships, hosting quarterly meetings with Title IX Coordinators across the Mountain West. These gatherings enable us to share insights, discuss best practices, and continuously enhance our efforts, benefiting not only our campus but the broader educational community.

In alignment with our mission to ensure equity in access and opportunity, our supportive measures team successfully secured a Pregnancy Accommodations Materials grant, which has led to significant improvements to lactation spaces on the Logan campus.

## POLICY

USU's policies and procedures 305, 339, and 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). Policies and procedures can be found at [usu.edu/equity/policies-procedures](https://usu.edu/equity/policies-procedures).

For resources related to sexual misconduct or discrimination, please visit [sexualrespect.usu.edu](https://sexualrespect.usu.edu) or [usu.edu/equity/discrimination](https://usu.edu/equity/discrimination).

This initiative, done in collaboration with Facilities and the Disability Resource Center, underscores our ongoing commitment to listening to and addressing the diverse needs of our campus population.

This year, we also launched a new traveling statewide prevention specialist position, filled by Jes Christensen in April 2024. Jes has been a valuable asset to our team, traveling between USU's statewide campuses to provide essential training and support, ensuring that all members of our university, regardless of location, have access to vital resources.

We also saw a 7% increase in incident reports, alongside an 11% rise in our caseload. In response, we expanded our team, welcoming an additional investigator, now totaling six, to better serve the university community. This increase in reporting reflects a growing trust in the processes and support we offer, and we remain dedicated to thoroughly addressing each case with the utmost care and diligence.

As we look forward to the upcoming year, we remain committed to building an inclusive and respectful environment, where diversity of thought and background strengthens our university community. Together, we will continue to strive for a positive working, learning, and living university environment.

Sincerely,


Matthew Pinner, *Executive Director*  
Office of Equity

# QUICK FACTS

**1,462**  **INCIDENT REPORTS**  
+7%  
from  
AY 22-23

**898**  **CASES**  
+11%  
from  
AY 22-23

**34**  **FORMAL COMPLAINTS FILED**

**283**  **RESPONDENT EDUCATION PROVIDED**

**137**  **SAFETY ASSESSMENTS COMPLETED**  
**CASES**

**1,026**  **SUPPORTIVE MEASURES OFFERED**

**51**  **ACCOMODATIONS PROVIDED FOR PREGNANCY OR RELATED CONDITIONS**  
**CASES**

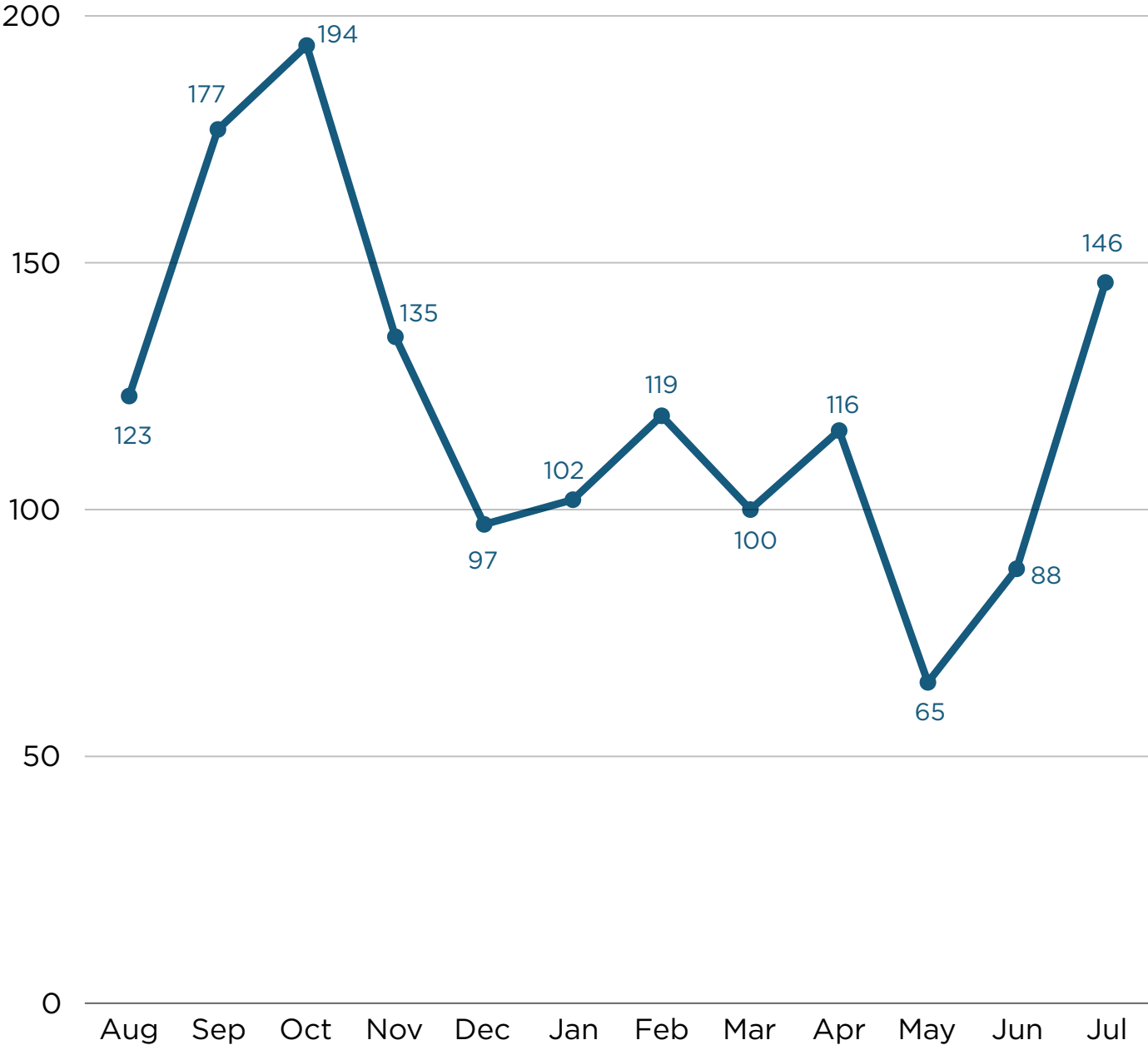
**344**  **SUPPORTIVE MEASURES PROVIDED**

*Incidents in this annual report include sexual misconduct that was reported during AY23-24 which occurred prior to enrollment, employment, or engaging in an educational program or activity at USU.*

# INCIDENT REPORTS TO THE OFFICE OF EQUITY

Individuals can report discrimination or sexual misconduct to the Office of Equity online at [usu.edu/equity/report](https://usu.edu/equity/report), in person in room 404 of the Distance Education building on the Logan campus, over the phone at 435-797-1266, or via email to [titleix@usu.edu](mailto:titleix@usu.edu) or [discrimination@usu.edu](mailto:discrimination@usu.edu). The following graphic shows the number of incident reports received each month by the Office of Equity from August 2023 to July 2024.

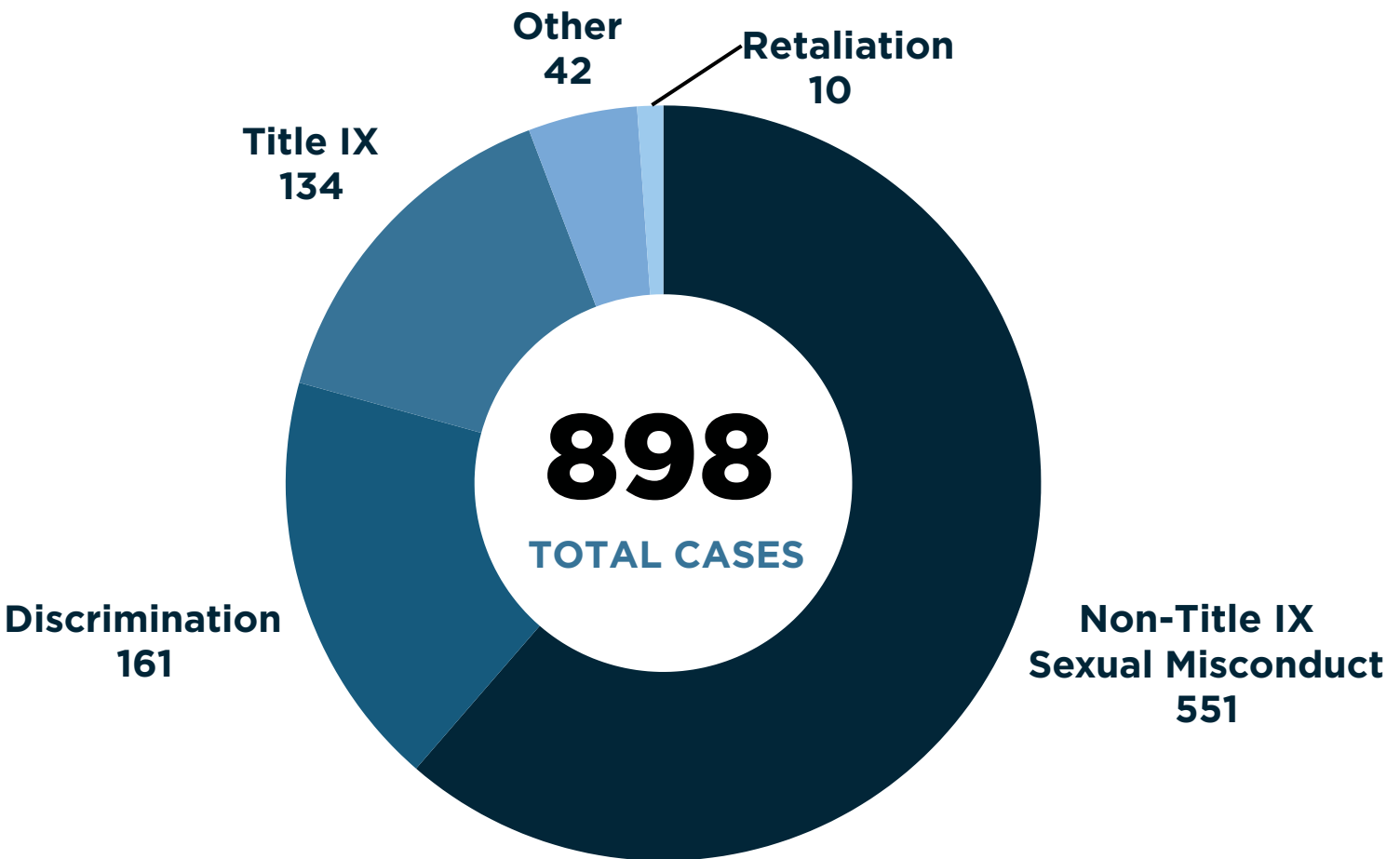
Incident Reports by Month



# CASE TYPES

The Office of Equity received 1,462 incident reports from August 2023 to July 2024. These incident reports are submitted by reporting employees, students, community members, and others. Individuals can also report anonymously. Reports do not always contain enough information for the Office of Equity to take action, or due process

concerns limit the Office of Equity's ability 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 898 unique cases from August 2023 to July 2024.



**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 and 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.

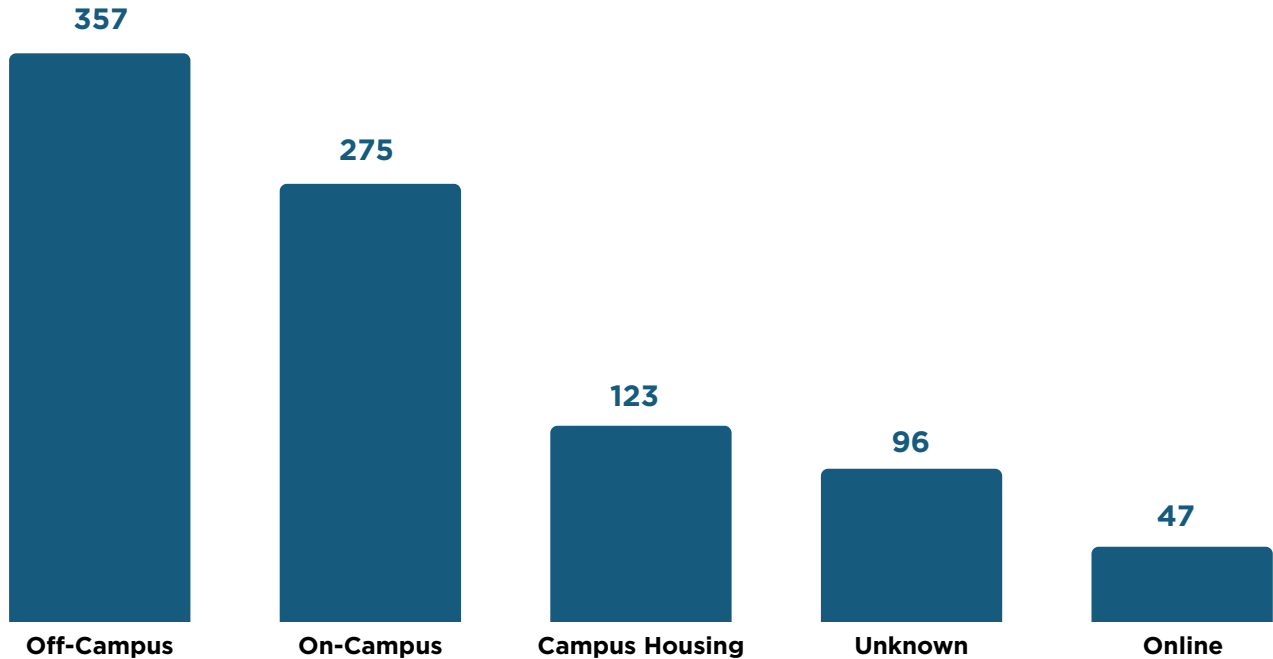
**Discrimination cases** are allegations of discrimination based on a protected identity.

**Other Equity cases** 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).

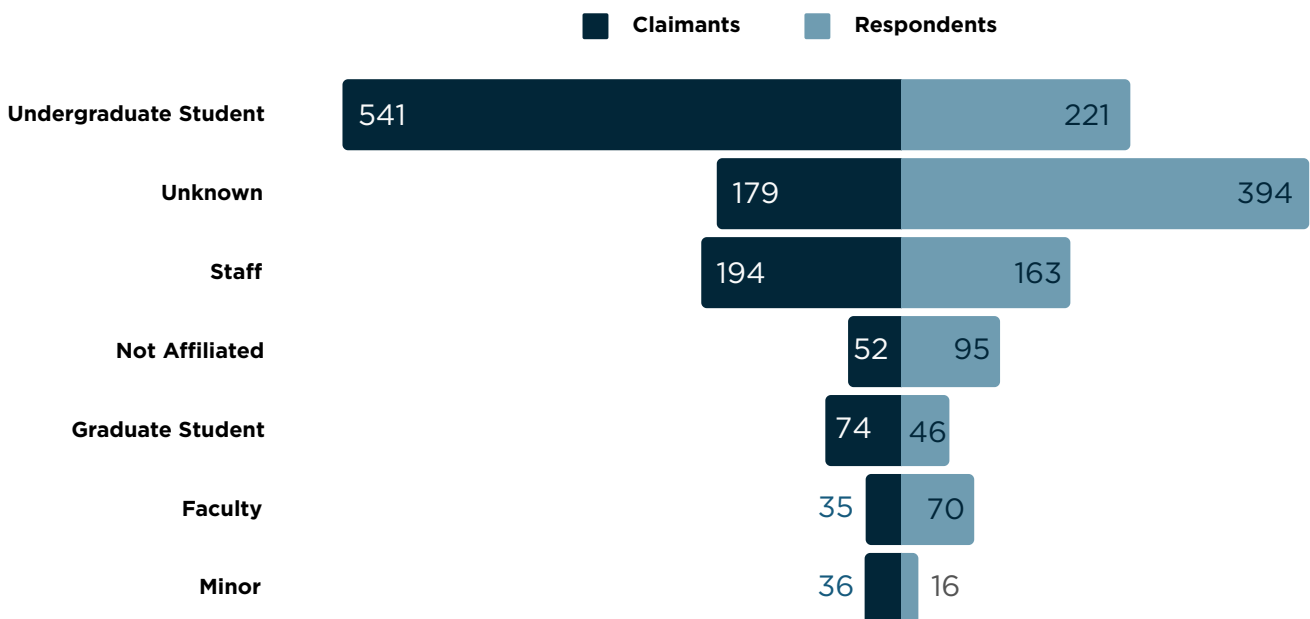
# CASE INFORMATION

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. A “claimant” is the individual or group making the claim or allegation that misconduct occurred; a “respondent” is the person or group accused of misconduct.

## Incident Locations



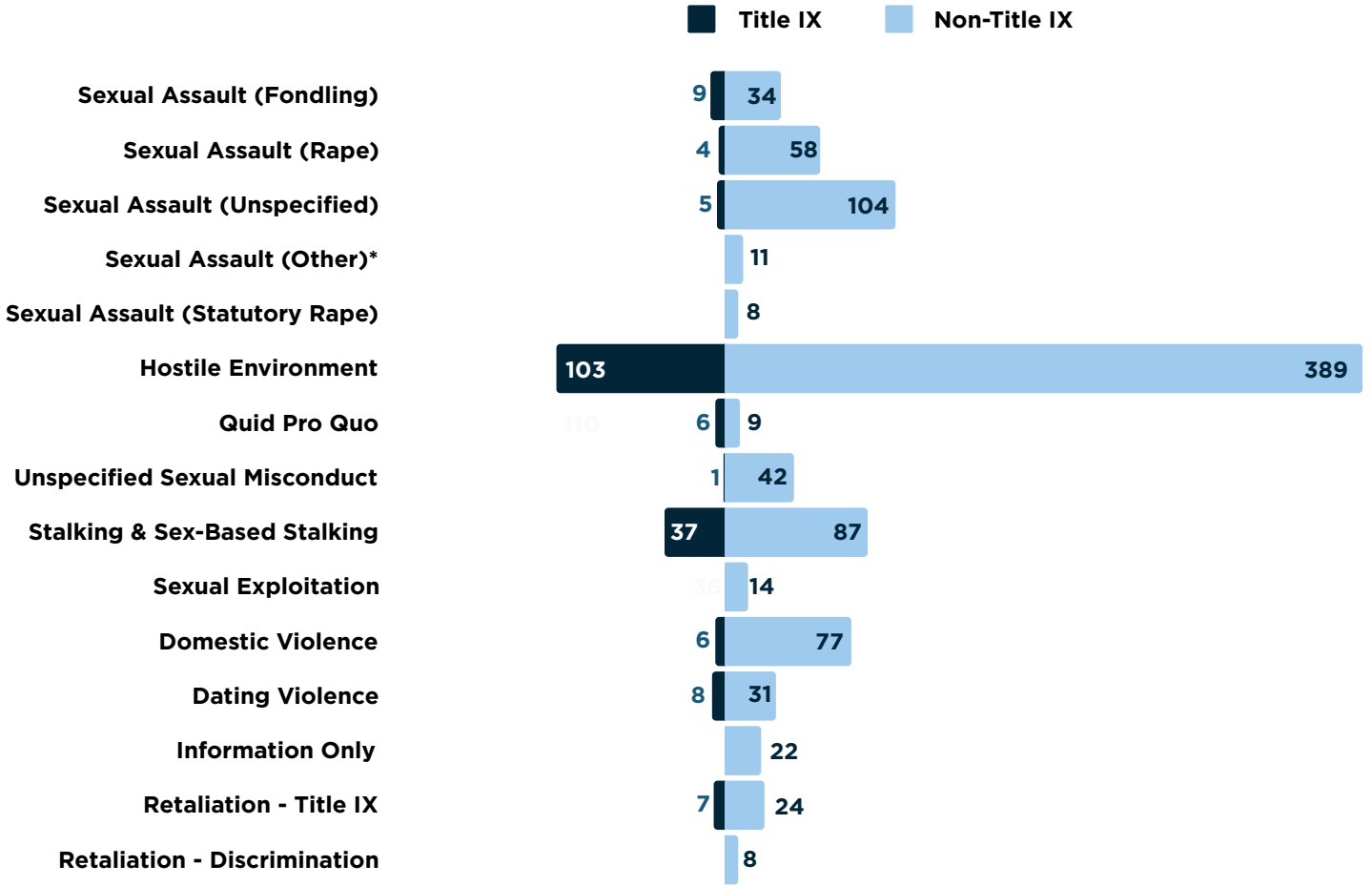
## University Affiliation of Involved Parties



# BREAKDOWN OF ALLEGATIONS

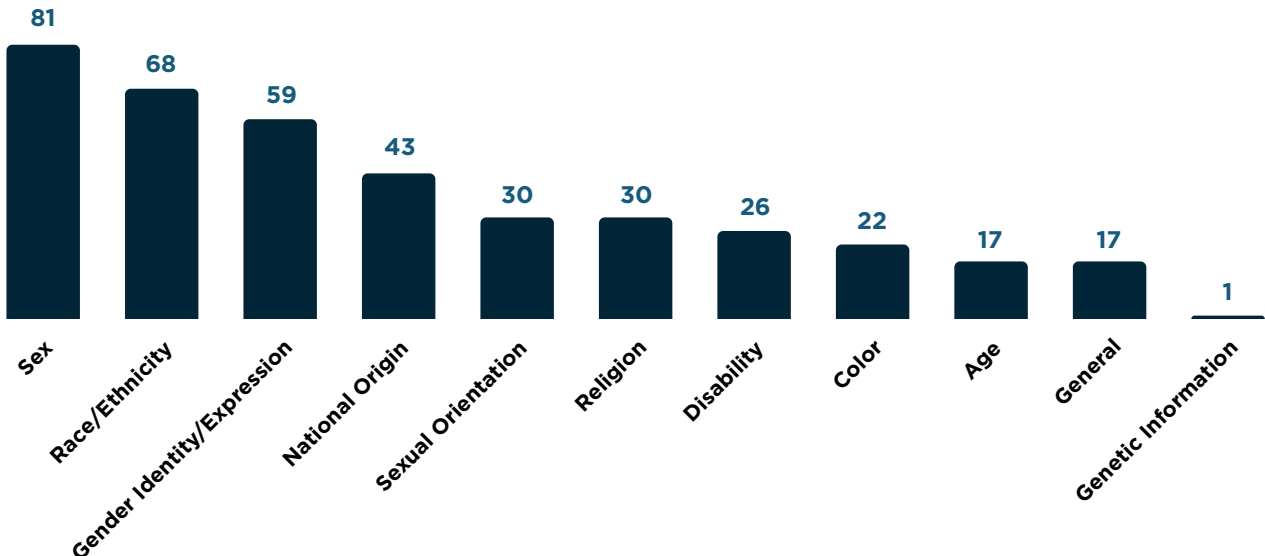
For definitions of allegations, go to the [sexual misconduct terms webpage](#) or [discrimination webpage](#).

## Misconduct Allegations



\* Sexual Assault (Other) includes incest, sexual assault with an object, and sodomy. These allegations have been aggregated to avoid individually-identifiable information due to few allegations of each type.

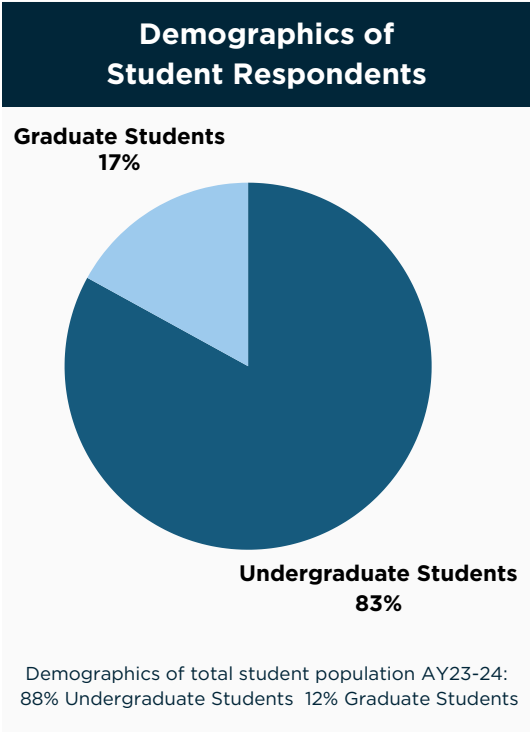
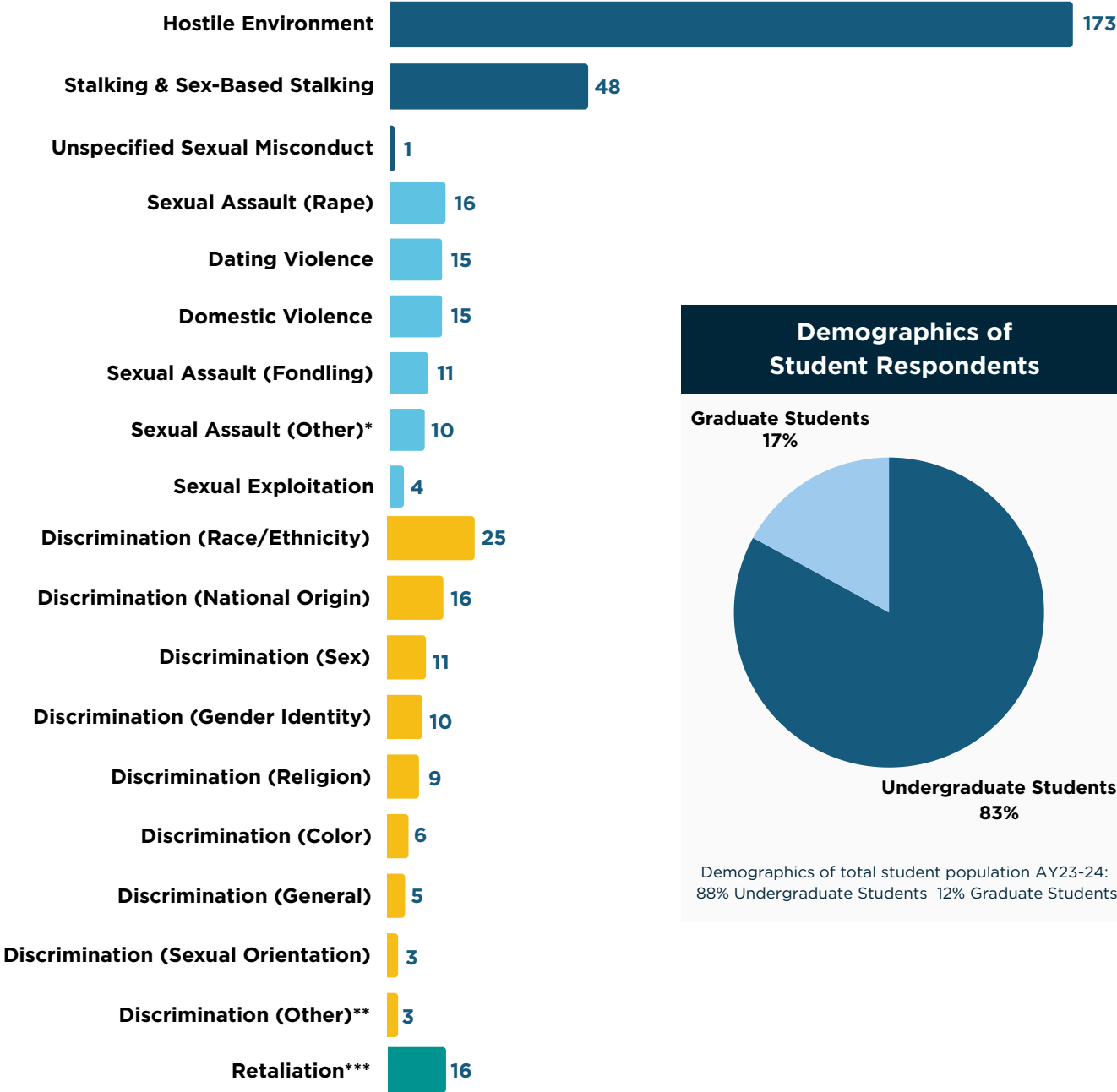
## Discrimination Allegations



# ALLEGATIONS INVOLVING STUDENT RESPONDENTS

Each case may have multiple respondents, and each respondent may have allegedly committed multiple violations of policy. In AY23-24, the 267 student respondents outlined on page 6 were alleged to have committed the 397 policy violations outlined below.

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



\* Sexual Assault (Other) includes sexual assault with an object, sodomy, statutory rape, and unspecified sexual assault. These allegations have been aggregated to avoid individually-identifiable information due to few allegations of each type.

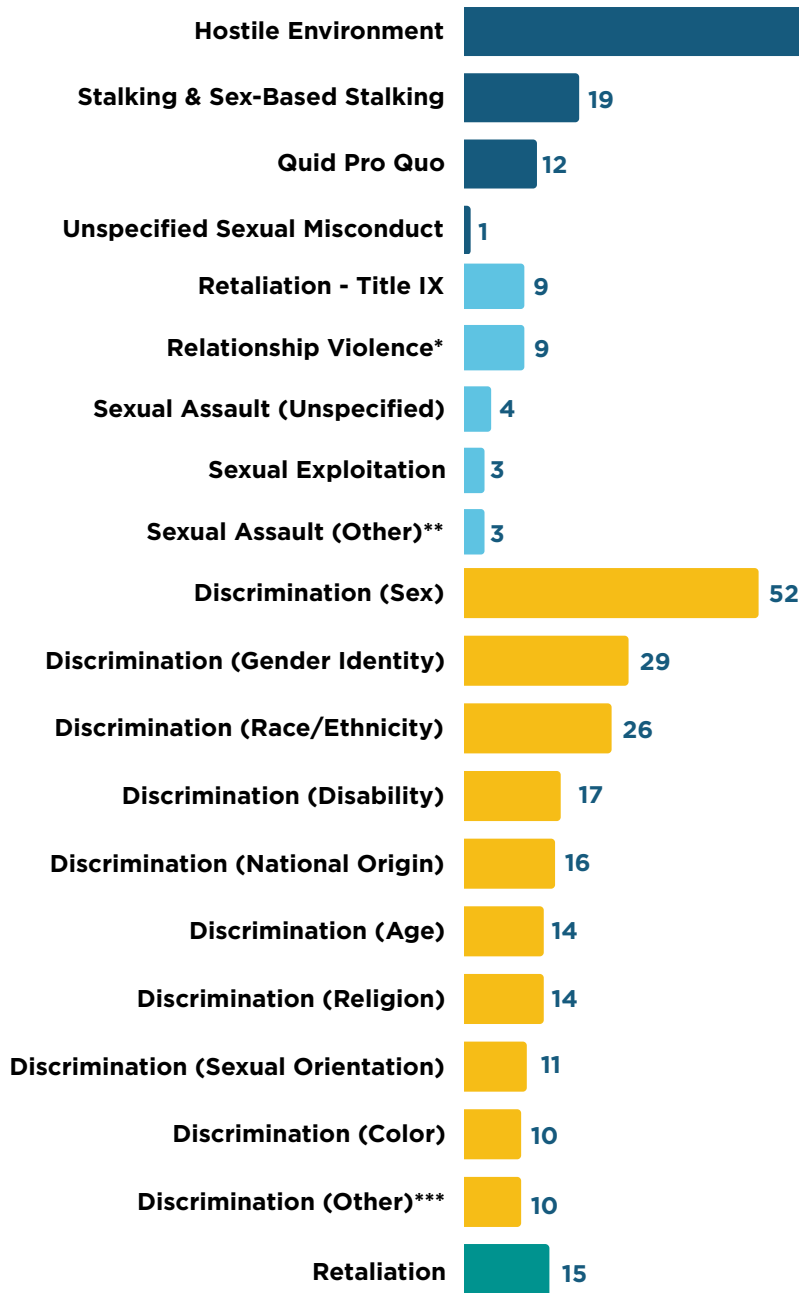
\*\* Discrimination (Other) includes discrimination on the basis of disability and age. These allegations have been aggregated to avoid individually-identifiable information due to few allegations of each type.

\*\*\* Retaliation includes allegations of retaliation in regards to both Title IX and discrimination reports. These allegations have been aggregated to avoid individually-identifiable information due to few allegations of each type.

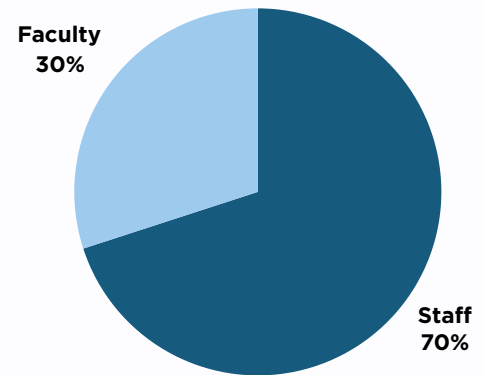
# ALLEGATIONS INVOLVING EMPLOYEE RESPONDENTS

Each case may have multiple respondents, and each respondent may have allegedly committed multiple violations of policy. In AY23-24, the 233 employee respondents outlined on page 6 were alleged to have committed the 364 policy violations outlined below.

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



## Demographics of Employee Respondents



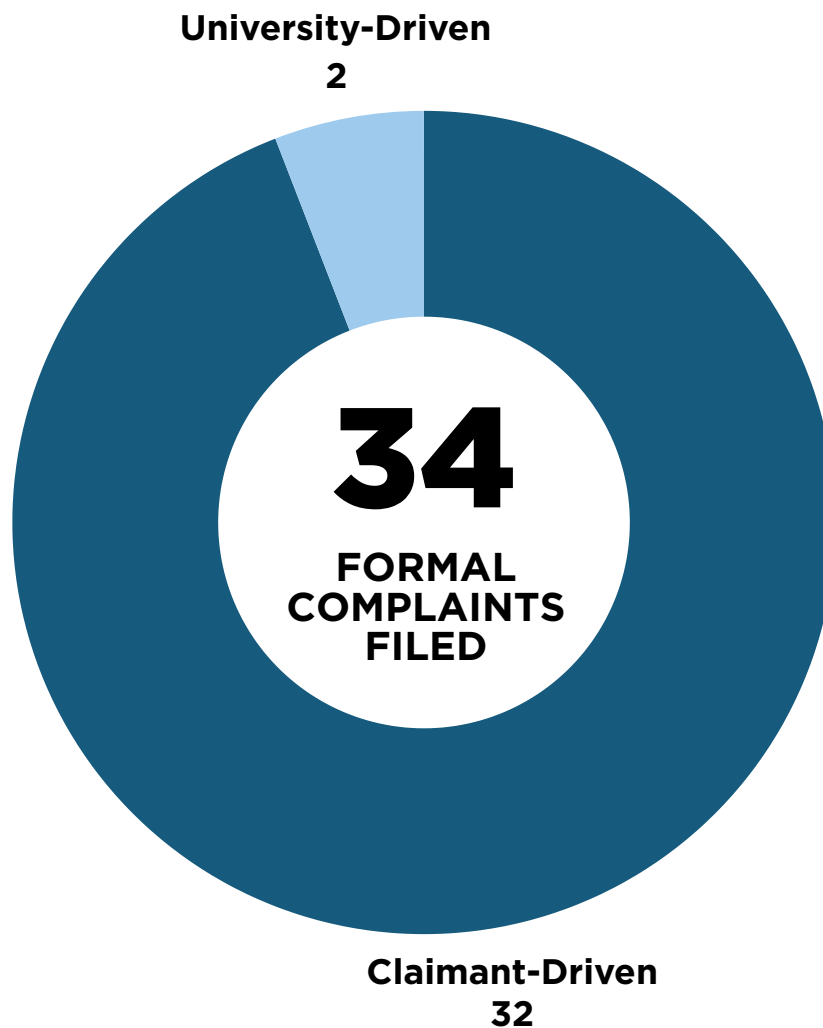
Demographics of total employee population AY23-24:  
71% Staff 29% Faculty

\* Relationship Violence includes dating violence and domestic violence. These allegations have been aggregated to avoid individually-identifiable information due to few allegations of each type.

\*\* Sexual Assault (Other) includes rape, fondling, and statutory rape. These allegations have been aggregated to avoid individually-identifiable information due to few allegations of each type.

\*\*\* Discrimination (Other) includes discrimination on the basis of color and general discrimination. These allegations have been aggregated to avoid individually-identifiable information due to few allegations of each type.

# RESOLUTIONS



## 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.

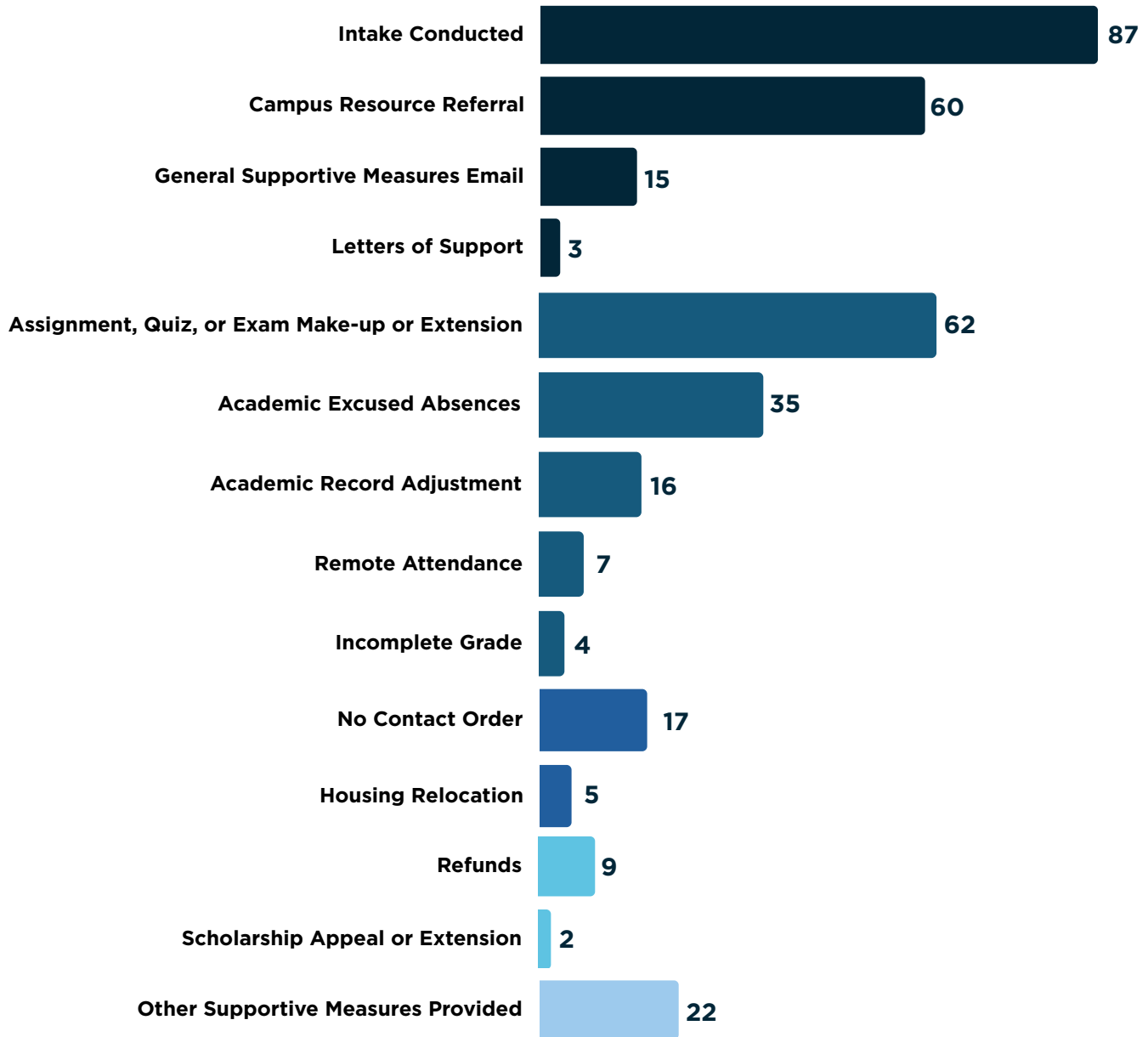
## Claimant-Driven Formal Investigation

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.

# 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.

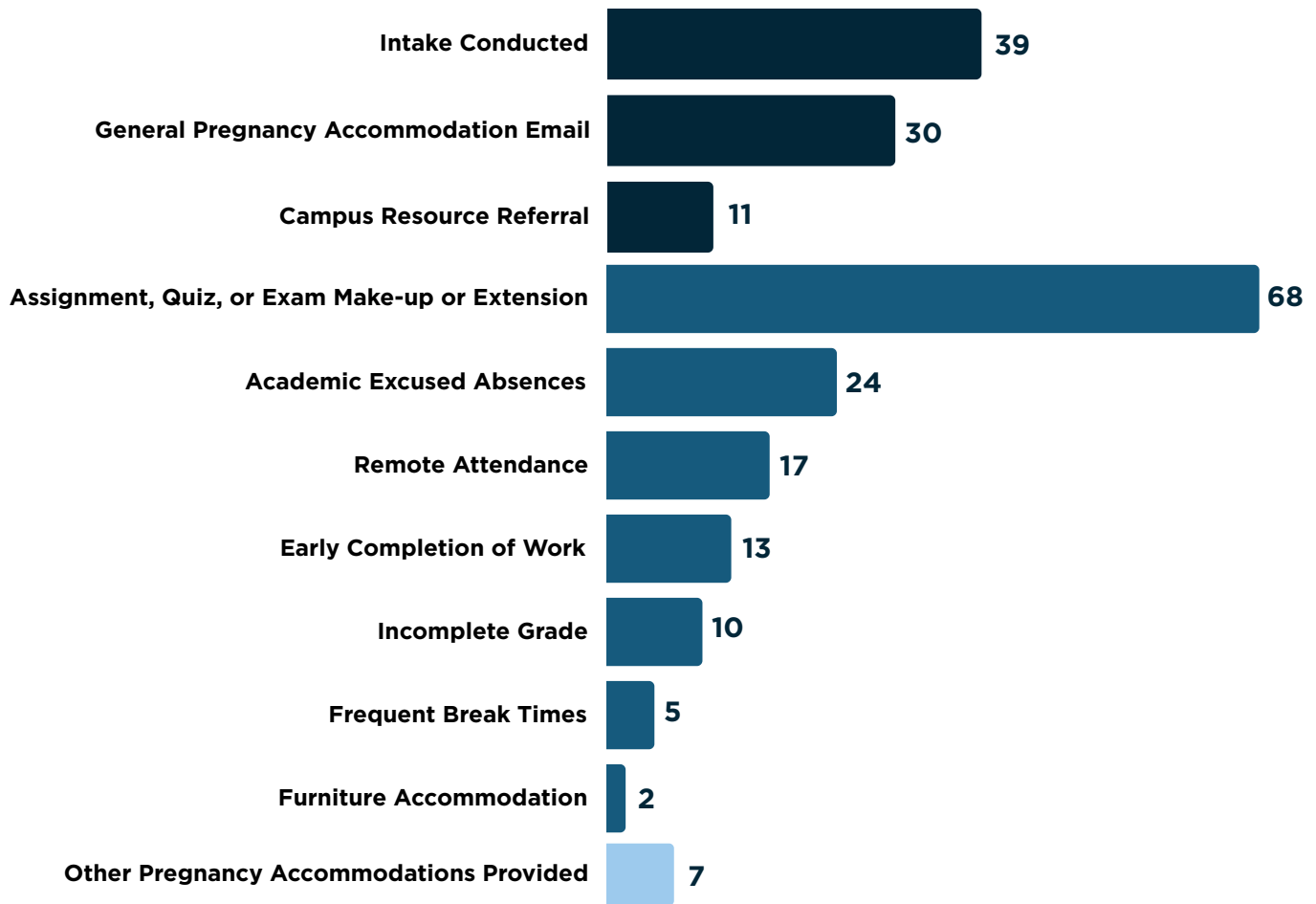
USU's Supportive Measures team coordinated 344 supportive measures across all Utah State University locations during the academic year 2023-2024.



# PREGNANCY AND RELATED CONDITIONS ACCOMMODATIONS

The Office of Equity offers pregnancy and related conditions accommodations to applicable students while at USU. Pregnancy and related conditions accommodations are designed to address an individual’s well-being and allow the individual continued access to educational opportunities.

USU’s Supportive Measures team offered accommodations to 59 students with a pregnancy or related condition. They coordinated 226 accommodations across all Utah State University locations during the academic year 2023-2024.

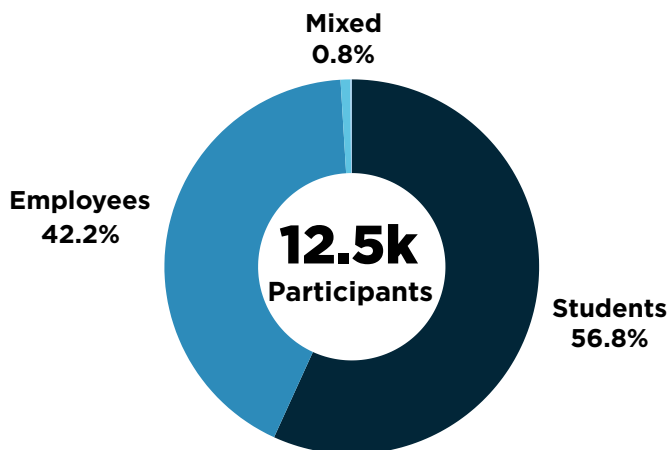


# TRAINING, AWARENESS & PREVENTION

## OUTREACH TYPES

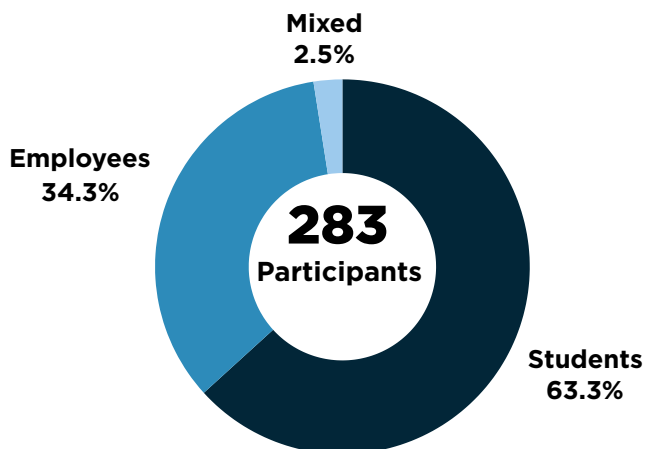
In Academic Year 2023-2024, the Prevention Team led 865 trainings across all Utah State University locations, wherein 15,083 individuals were trained during live trainings, and 16,428 individuals completed self-paced online training. The team also organized 12 outreach sessions, reaching 905 individuals. The three types of training are Compliance Training, Respondent Education, and Additional Trainings.

## 636 Compliance Training Sessions



Provided to students and employees about various sexual misconduct topics. The goal of these trainings is to explain what behavior is prohibited, stop sexual misconduct before it happens, help people recognize when those behaviors have happened, inform employees about their reporting obligations, and provide members of the campus community information on resources and reporting options if they do experience sexual misconduct. Trainings are led by both full-time staff and peer educators.

## 89 Respondent Education Sessions



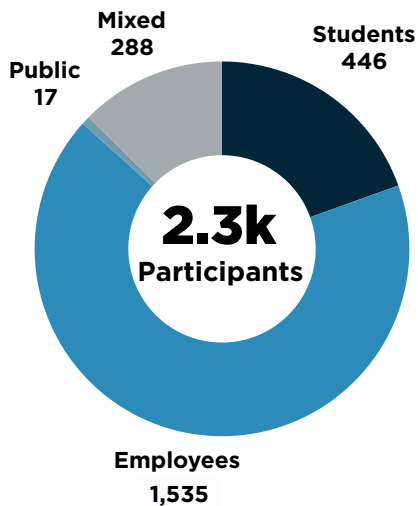
Provides a space for respondents to reflect on how to have healthy interactions with others. Topics covered might include boundaries, consent, or power dynamics. Respondent education sessions are led by full-time staff.

**12**  
Outreach  
Events

**905**  
Participants

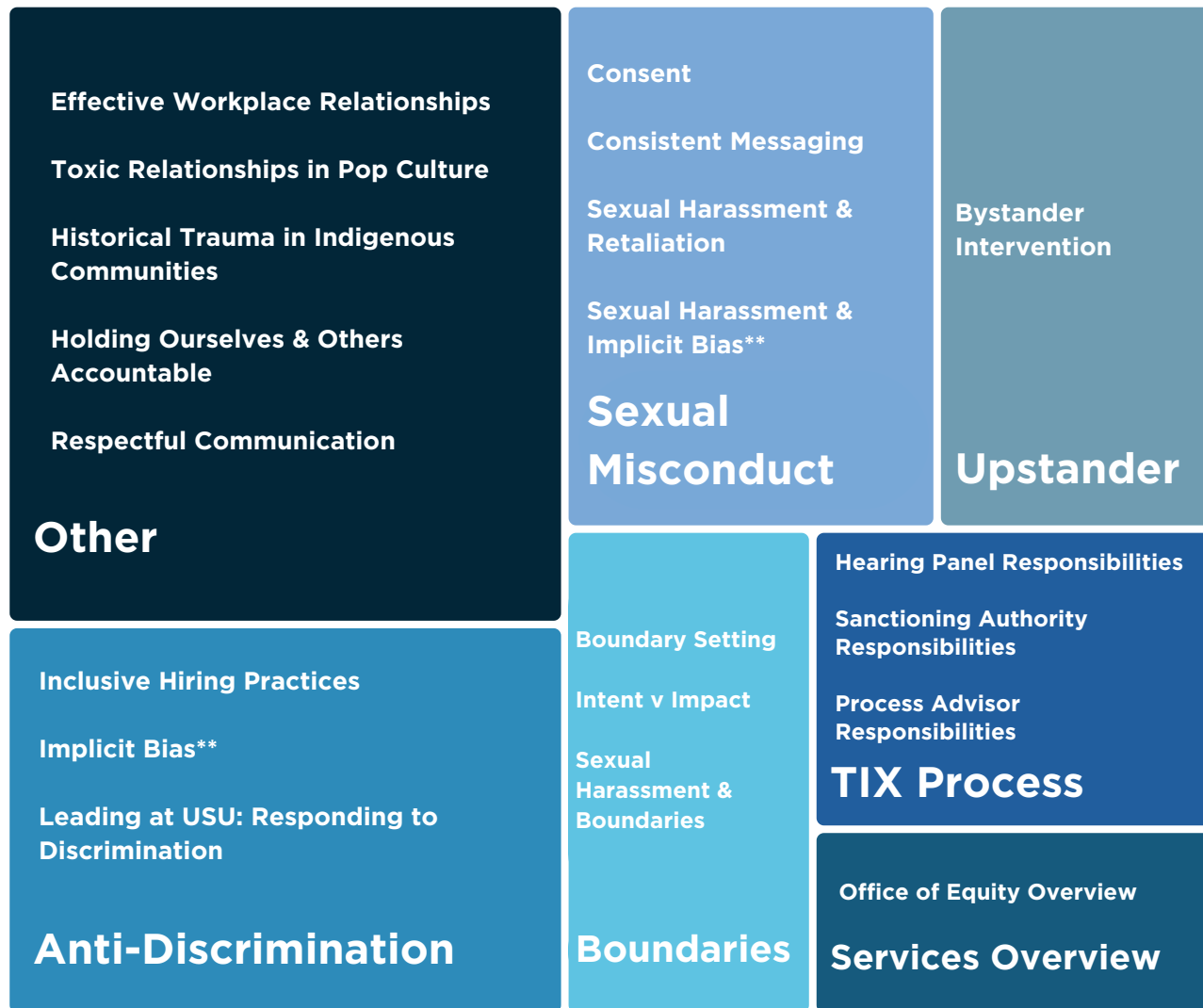
Outreach events such as USU Parent Orientation and Utah Navajo Health System Sexual Assault Prevention Conference are opportunities for us to talk to community members about the important work we do.

# 140 Additional Training Sessions



In addition to Compliance Training, the Office of Equity Prevention Team offered several other trainings that help further our goal of maintaining a safe and welcoming campus environment.

## Additional Training Topics \*



\*The area of each section in chart corresponds to the number of individuals who received that training.

\*\*Training sessions took place during the 2023-2024 academic year. In compliance with HB261 these training are no longer offered. For the most current list of available training opportunities, please visit [www.usu.edu/equity/trainings/additional-training](http://www.usu.edu/equity/trainings/additional-training).

# 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](mailto:matthew.pinner@usu.edu)

Distance Education Rm. 401

435.797.1266

**Title IX Coordinator**

**Cody Carmichael**

[titleix@usu.edu](mailto:titleix@usu.edu)

Distance Education Rm. 404

435.797.1266

For more information regarding non-discrimination, please visit [equity.usu.edu](http://equity.usu.edu), or contact:

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

800.421.3481

[OCR@ed.gov](mailto:OCR@ed.gov)

**U.S. Department of Education  
Denver Regional Office**

303.844.5695

[OCR.Denver@ed.gov](mailto:OCR.Denver@ed.gov)



**UtahStateUniversity**