



Annual Report FY24

Office of Civil Rights Compliance (OCRC)

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Mission:

We cultivate a culture of respect by honoring individuals' rights within our campus community.

Value Statements:

Approachable. Seek to understand and offer compassion.

Neutral. Share information, resources, and options in an impartial manner.

Fairness. Provide a process where everyone is heard and valued.

Integrity. Commit to transparency and honesty.

Respect. Show kindness by honoring the feelings, wishes, and rights of others.

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Introduction

The Office of Civil Rights Compliance (OCRC) receives reports related to Policy 13.02 Discrimination, Harassment, and Sexual Misconduct (Policy 13.02) and oversees sexual assault and harassment prevention efforts on campus. See civilrights.uni.edu for information on the additional roles of OCRC.

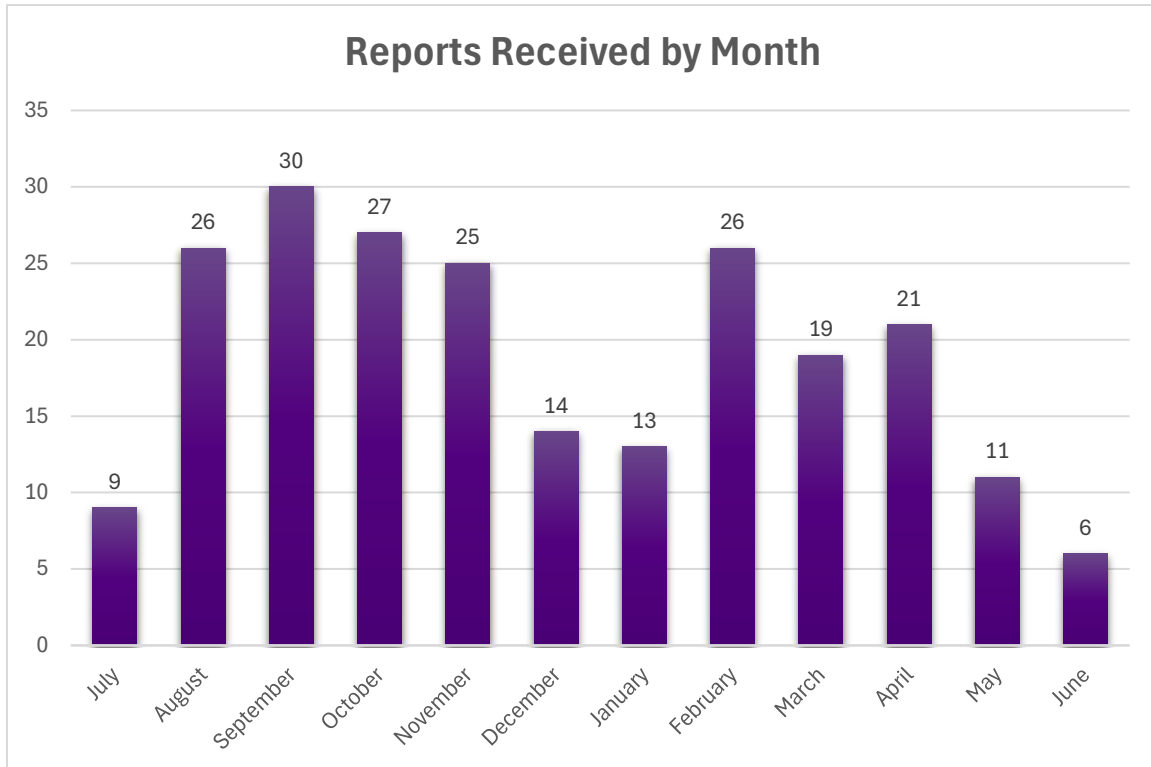
Information in this report stems from the reports received by OCRC as well as the prevention efforts conducted by OCRC during FY24 (July 1, 2023 to June 30, 2024). The data in this report reflects information shared with OCRC and does not reflect Clery crime statistics which are reported separately by the UNI Clery Officer.

A total of 254 cases were created in OCRC during FY24. Of these cases, 227 reflect incident reports and other concerns reported to OCRC. The additional 27 cases tracked administrative actions such as general consultations and background verifications for external entities. The following pages reflect the 227 concerns reported to OCRC.

Case Data

Reports Received By Month

The chart below reflects the number of reports (227) of incidents and other concerns received by OCRC each month during FY24. The Fall semester continues to be when the highest number of incidents are reported, especially in the first several weeks of classes.



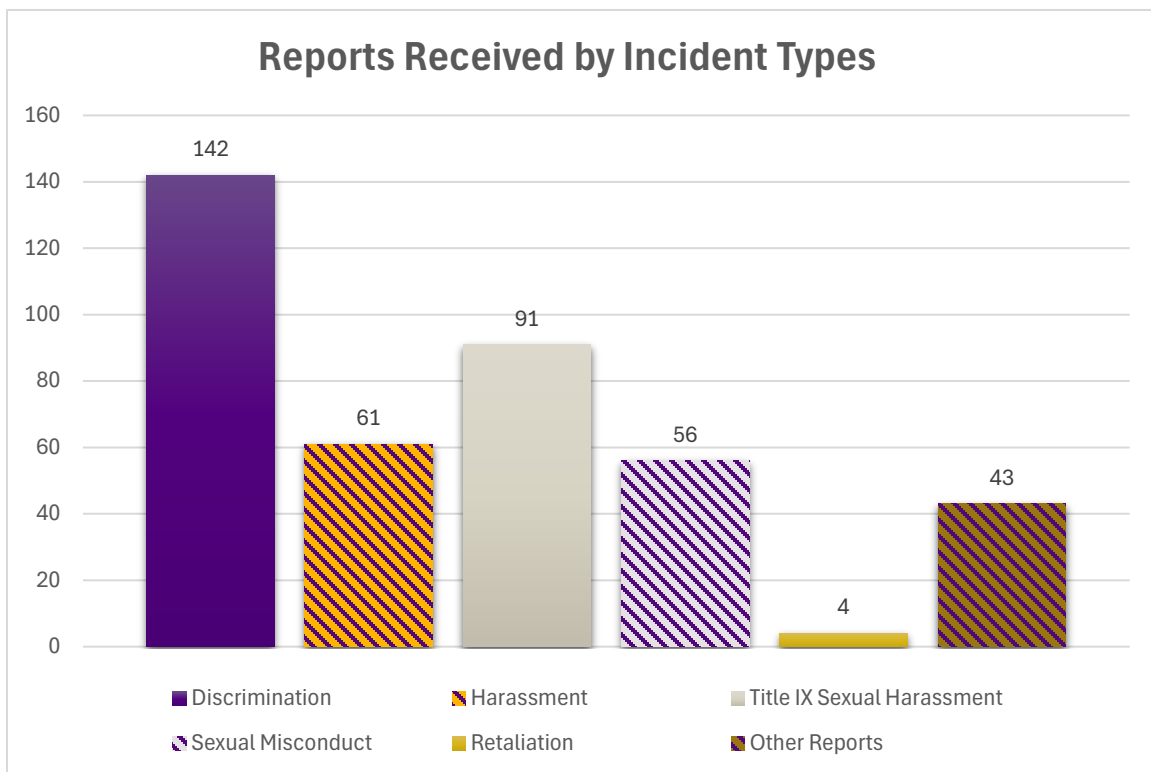
Reports Received by Category

Reports are categorized into six incident types using definitions outlined in Policy 13.02 Discrimination, Harassment, and Sexual Misconduct. A report may include multiple incident types; therefore, single reports may appear under multiple categories.

Incident Types:

- **Discrimination:** Reports regarding discrimination on the basis of a protected class. See Policy 13.02 for the list of protected classes.
- **Harassment:** Reports regarding discriminatory harassment on the basis of a protected class. See Policy 13.02 for the list of protected classes.
- **Title IX Sexual Harassment:** Includes quid pro quo sexual harassment, hostile environment sexual harassment, sexual assault (rape, fondling, incest, and statutory rape), dating violence, domestic violence, and stalking.
- **Sexual Misconduct:** Reports of sexual harassment that do not meet the definition of Title IX sexual harassment, non-consensual sexual contact with an object, and sexual exploitation.
- **Retaliation:** Reports of retaliation related to Policy 13.02.
- **Other Reports:** Includes employment concerns and/or general consultation of issues reported to OCRC that may not rise to the level of Policy 13.02 or do not fall under Policy 13.02. Employment concerns and general consultations are referred to another department as appropriate.

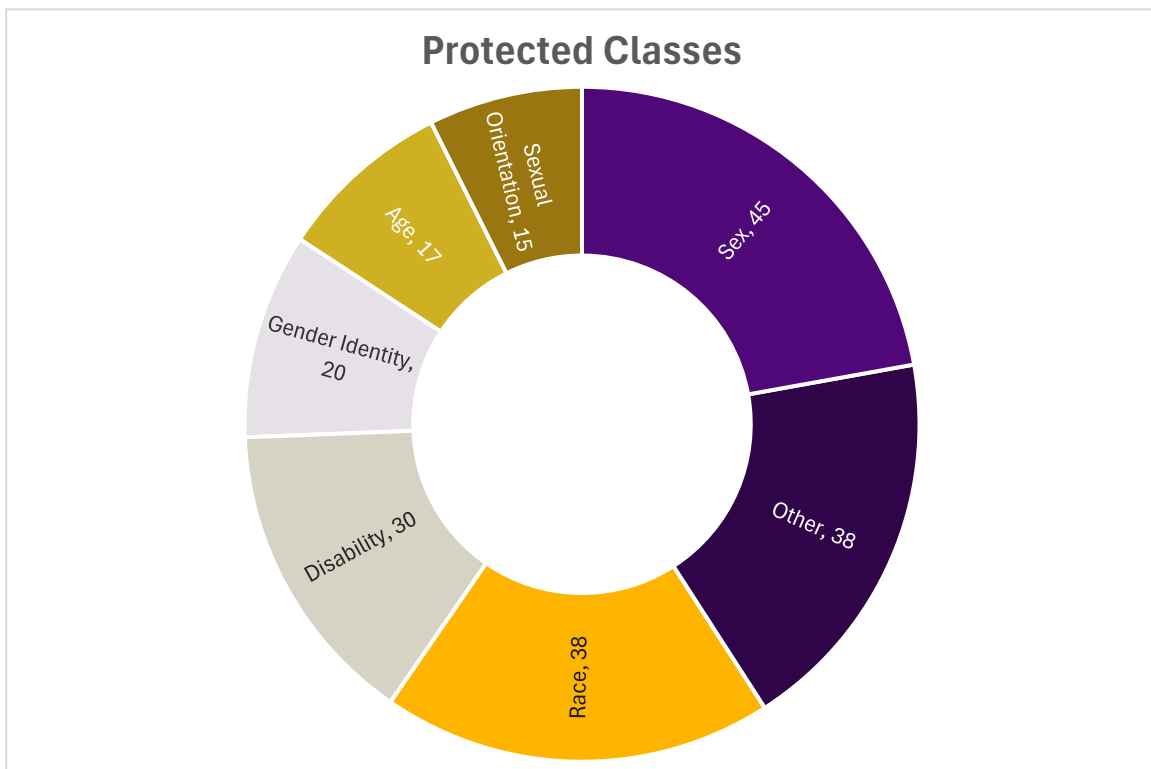
The chart below reflects the types of reports received by OCRC in FY24.



Distribution of Protected Classes

The distribution of protected classes reported within allegations of discrimination and discriminatory harassment indicates sex is the protected class claimed most often by individuals reporting concerns. Race is the second most common and disability ranks third. A report may include multiple protected classes and/or multiple incident types. The Other category includes the remainder of the protected classes listed in Policy 13.02.

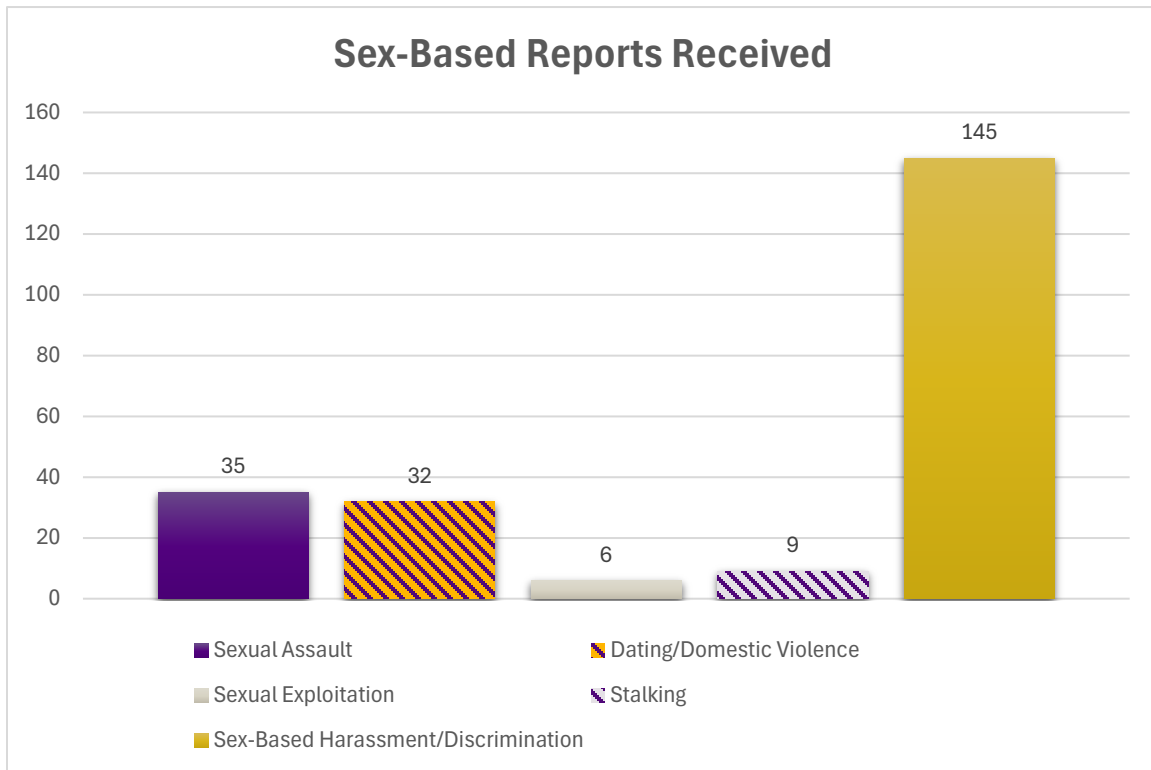
The graph below displays the breakdown of protected class claims in FY24.



Sex-Based Reports Received

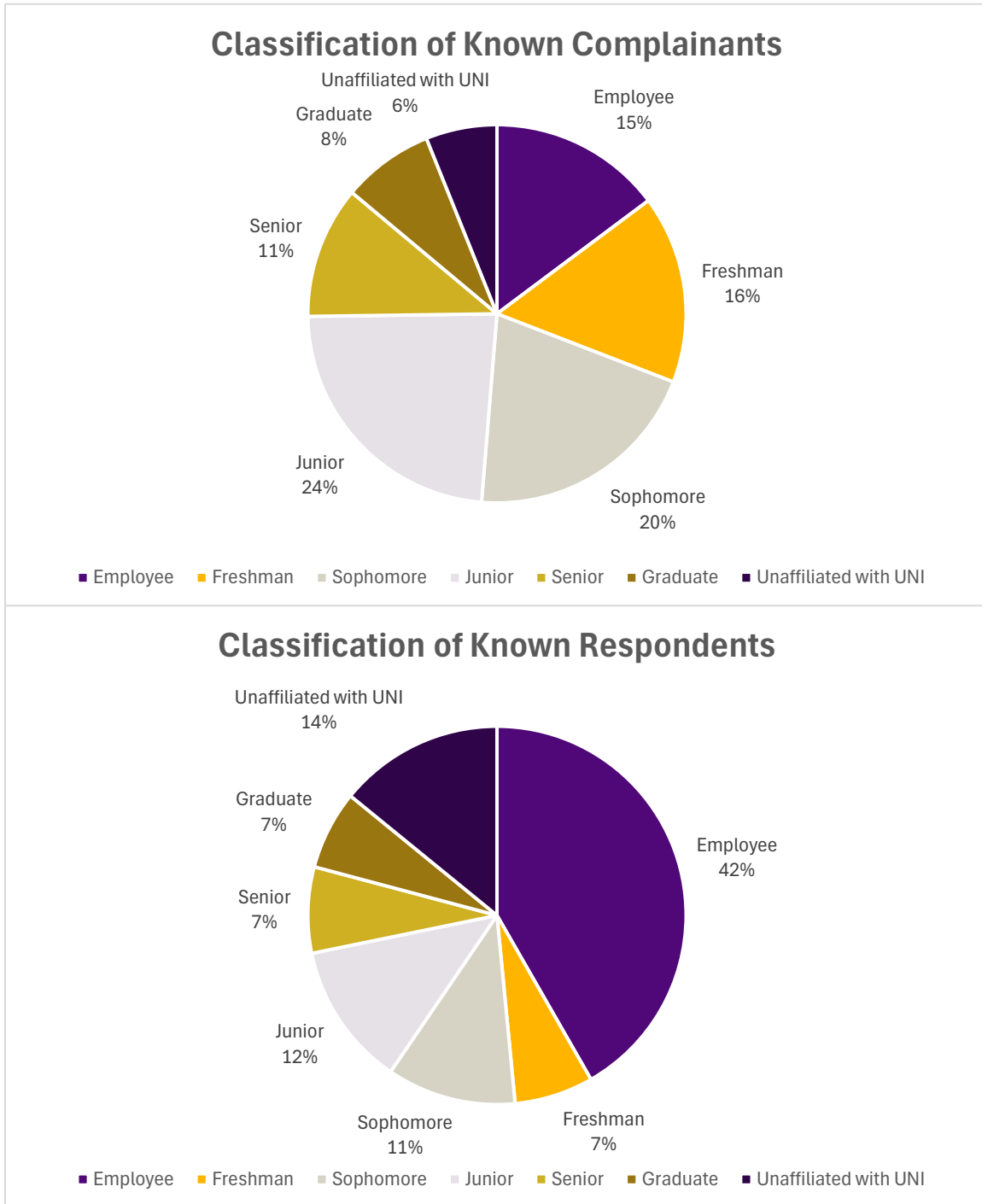
Sex-based reports received by OCRC are categorized into five incident types. See Policy 13.02 for information on the related definitions. A report may include multiple incident types and appear under multiple categories.

The chart below displays the distribution of sex-based reports within the policy categories.



Classification of Complainants and Respondents

Within the 227 cases in FY24, there were 230 known Complainants, and 163 known Respondents based on the affiliation of the individuals at the time the incident was reported to OCRC. There may be more than one Complainant and/or Respondent per report and, in some reports, Complainant and Respondent were not identified. See Policy 13.02 for definitions of Complainant and Respondent. The breakdown of known Complainants and Respondents is displayed in the following two charts.



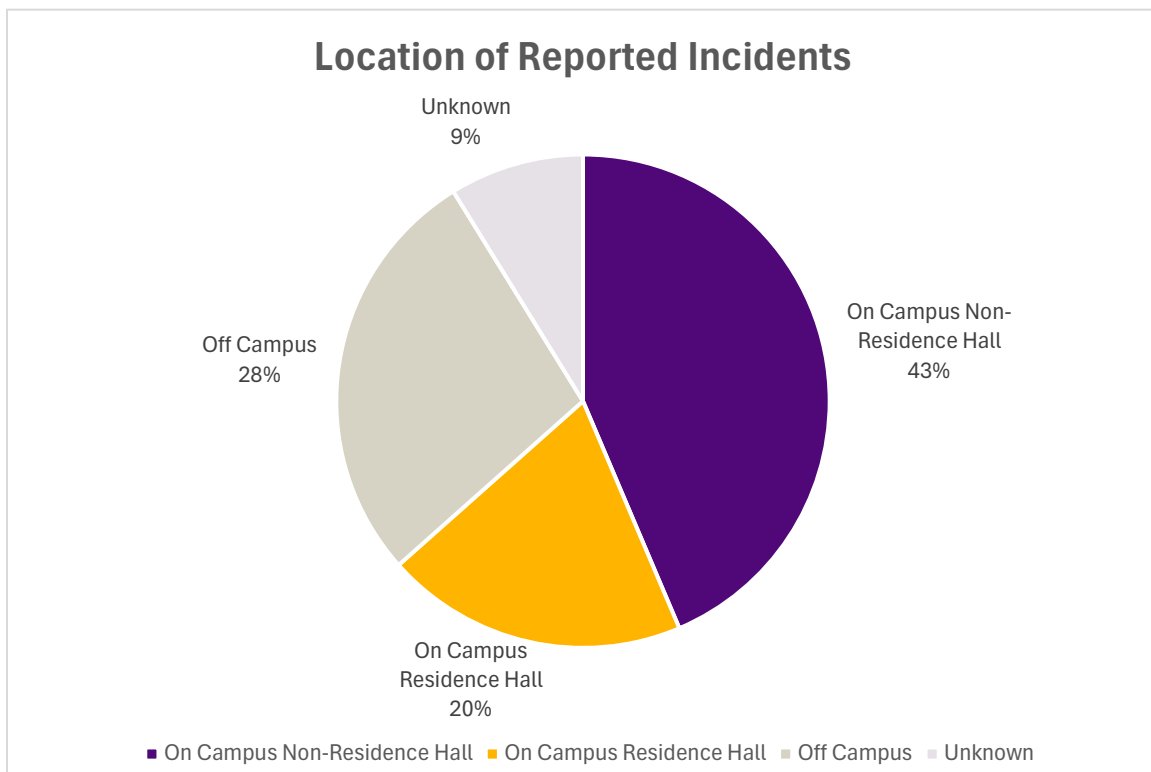
Locations of Reported Incidents

Reports are categorized into four location types. The majority of reports received relate to incidents that occurred on campus (63%).

Location Types:

- **On Campus Non-Residence Hall:** Reports in which the incident was reported to have taken place in an on campus building that is not a residence hall, including academic buildings, on campus public areas, parking lots, fraternity and sorority houses, and other buildings controlled by the university.
- **On Campus Residence Hall:** Reports in which the incident was reported to have taken place in a residence hall on campus.
- **Off Campus:** Reports in which the incident was reported to have taken place at an off campus location not controlled by the university.
- **Unknown:** Reports in which no location information was reported.

The following chart displays the breakdown of reported locations in FY24.



Referral Source

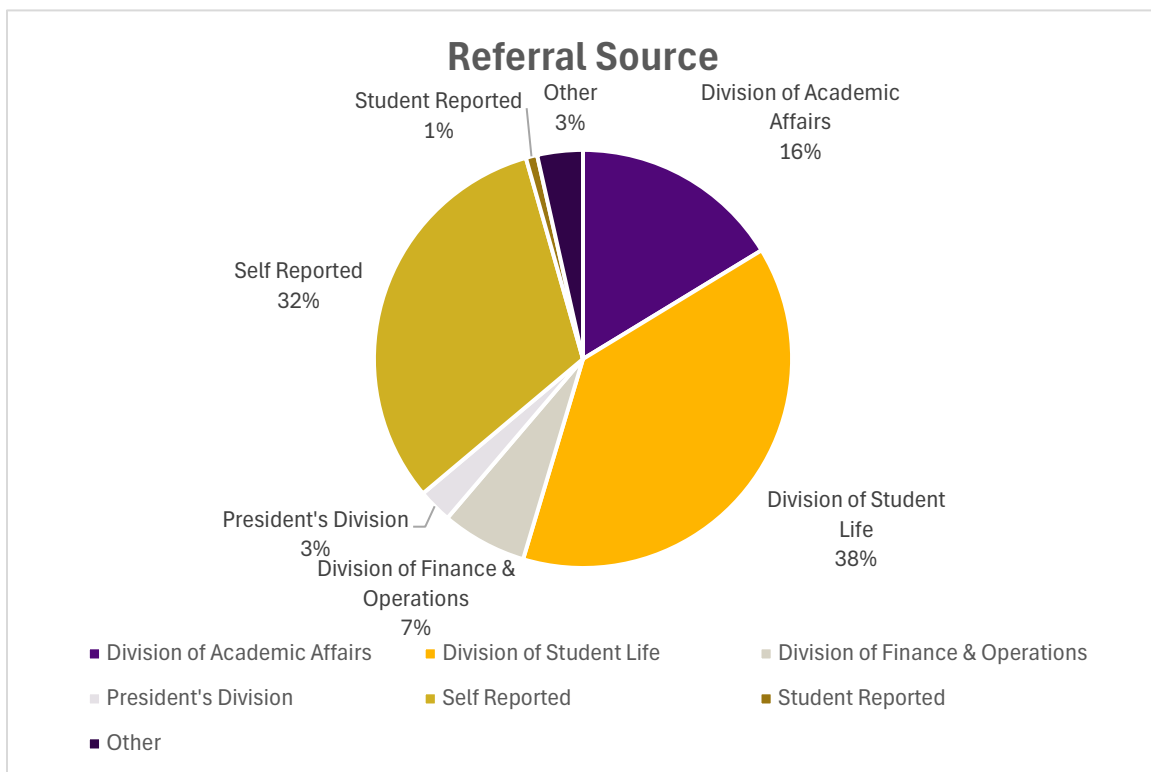
Reports made to OCRC come from a large variety of sources. In FY24 the largest number of reports came from the Division of Student Life. The next largest source of reports is those individuals who report on their own behalf.

“Self Reported” includes anytime a Complainant reported directly to OCRC on their own behalf.

“Student Reported” includes anytime a student other than the Complainant, reported to OCRC.

“Other” includes reports that were anonymously reported to OCRC, reports from an advocacy agency, or reports from individuals outside of the university.

The following chart shows the breakdown of the sources of reports made to OCRC.

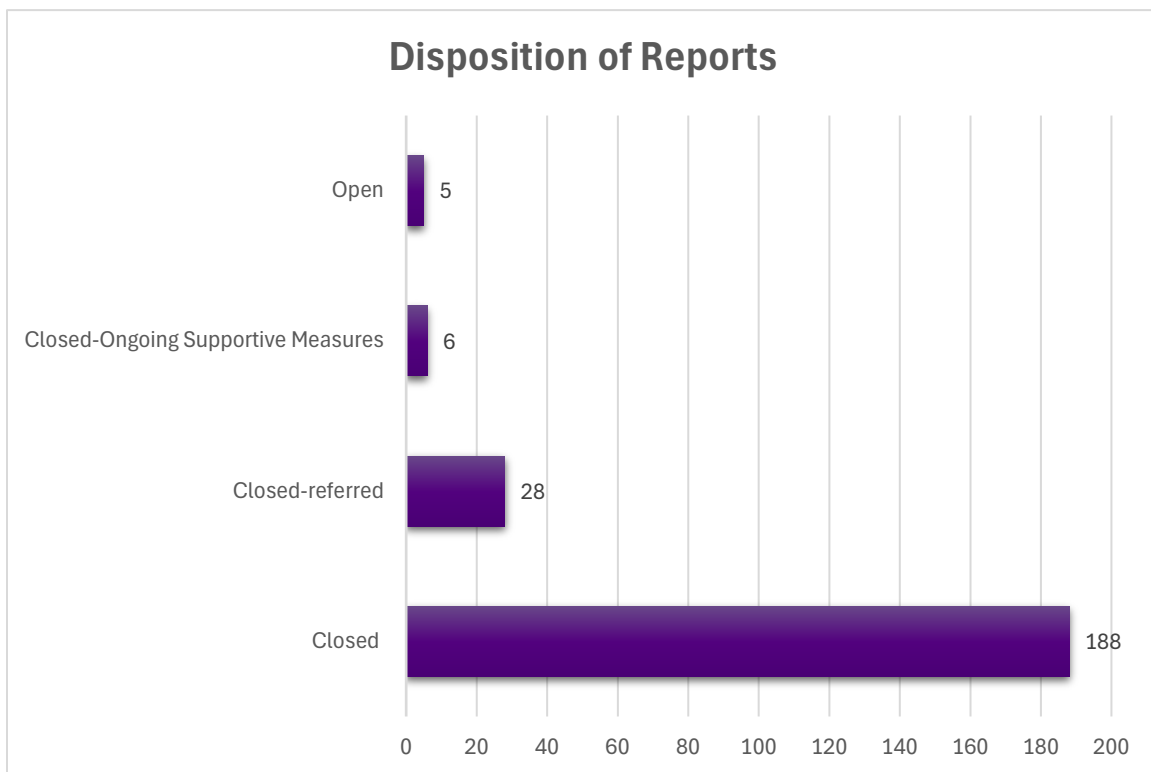


Disposition of Reports

Each of the 227 reports is assigned a disposition based on the following categories:

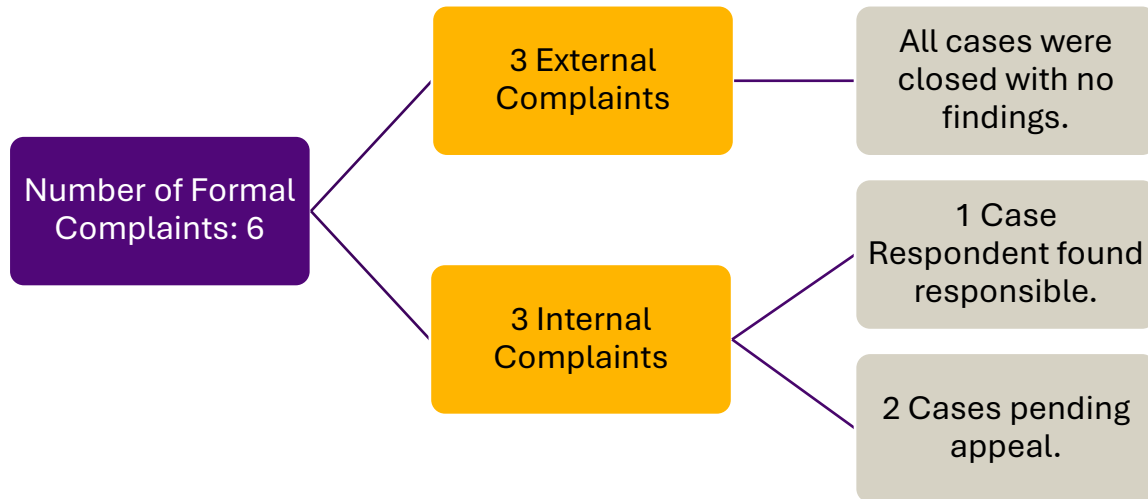
- Open: Remains active including reports going through a Formal Complaint process.
- Closed-Ongoing Supportive Measures: Ongoing supportive measures or sanctions.
- Closed-referred: Referred to another department on campus.
- Closed: Individuals did not respond to outreach, did not pursue any resolution, Respondent was not a part of the campus community, the case was informally resolved, or some other action was taken to resolve the reported concern.

The following chart shows the dispositions of the 227 cases at the end of FY24.



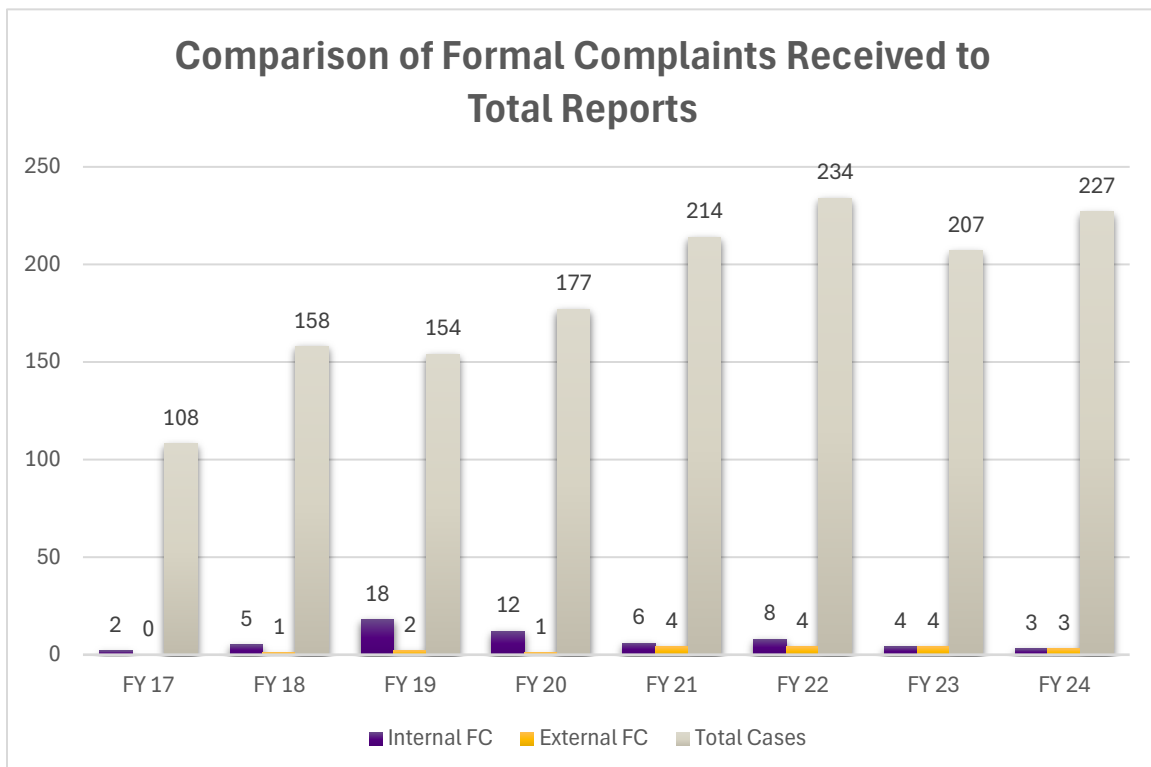
FY24 Formal Complaints

A total of six (6) reports were resolved through the Formal Complaint process in FY24. See Policy 13.02, Process A, and Process B for information on resolution options. The chart below shows the breakdown and resolution of each of the six cases.



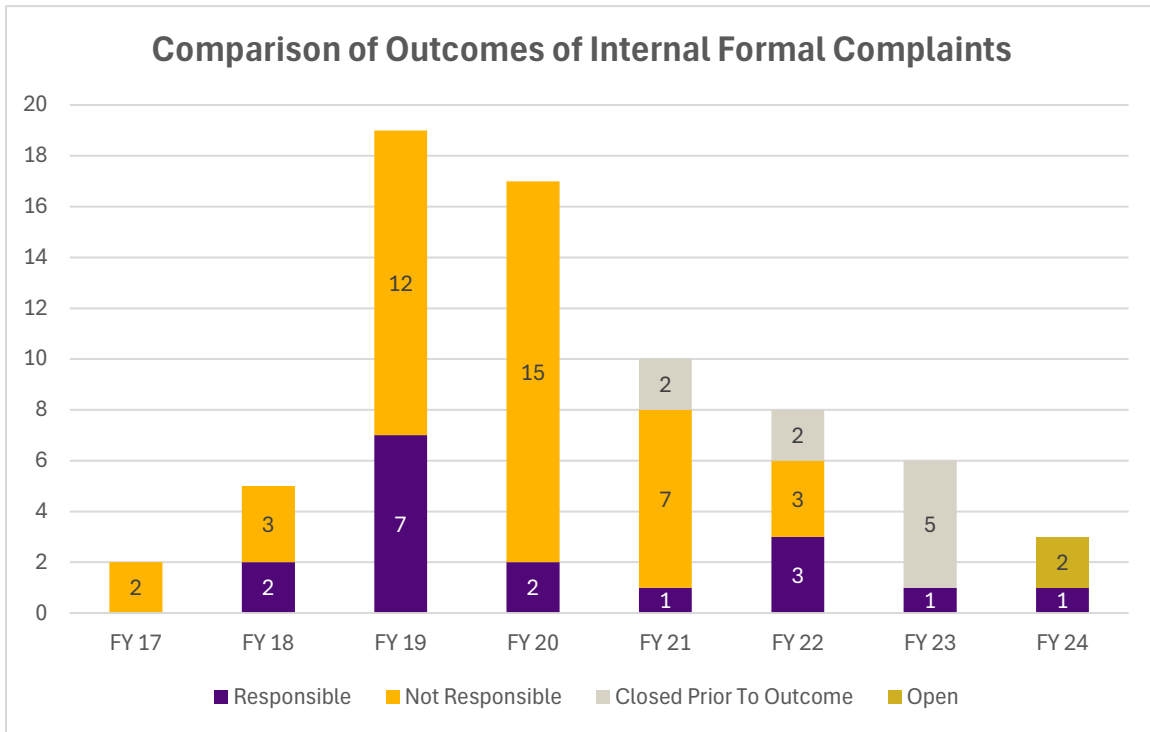
8-Year Comparison of Formal Complaints

The number of Formal Complaints (FC) received by OCRC during each fiscal year can vary greatly. The largest majority of reports are resolved through informal methods and do not result in Formal Complaints. The following chart displays the varied number of Formal Complaints in comparison to the number of reports received each year.

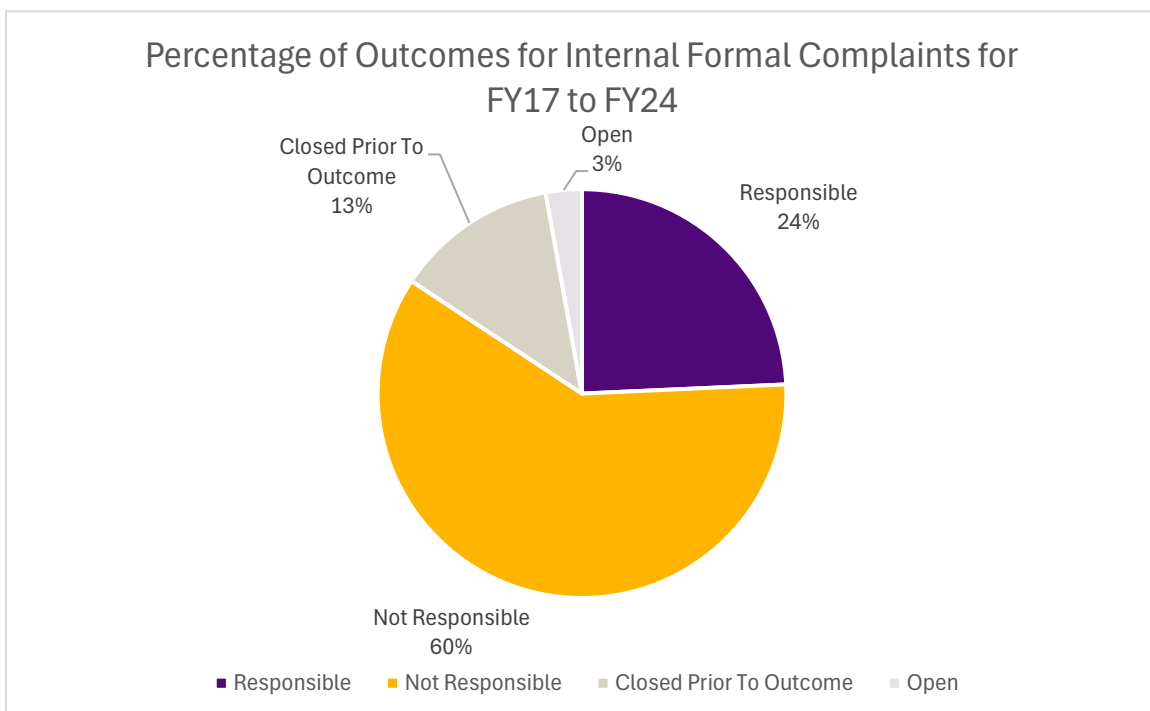


Outcomes of Internal Formal Complaints

The following chart displays the outcomes of internal Formal Complaints that resulted in either a policy violation, no policy violation, or a closure prior to an outcome. These numbers are based on Respondents, not cases.



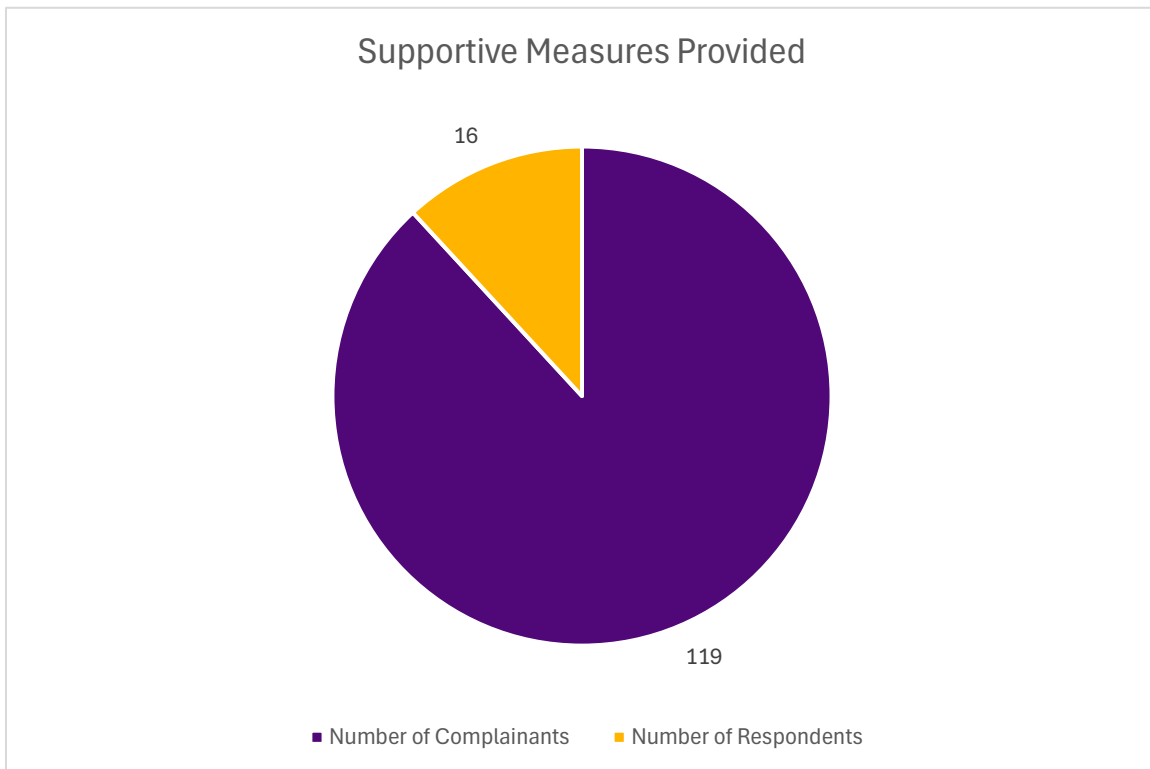
The following chart displays the percentage of each outcome for the internal Formal Complaints from FY17 to FY24.



Supportive Measures

The University is required to offer and provide appropriate and reasonable Supportive Measures to parties upon notice of alleged discrimination, harassment, and/or retaliation. See Policy 13.02 for the definition of a Supportive Measure. OCRC provided an estimated 135 Supportive Measures in FY24.

The following chart shows the estimated breakdown of Supportive Measures provided to Complainants and Respondents.



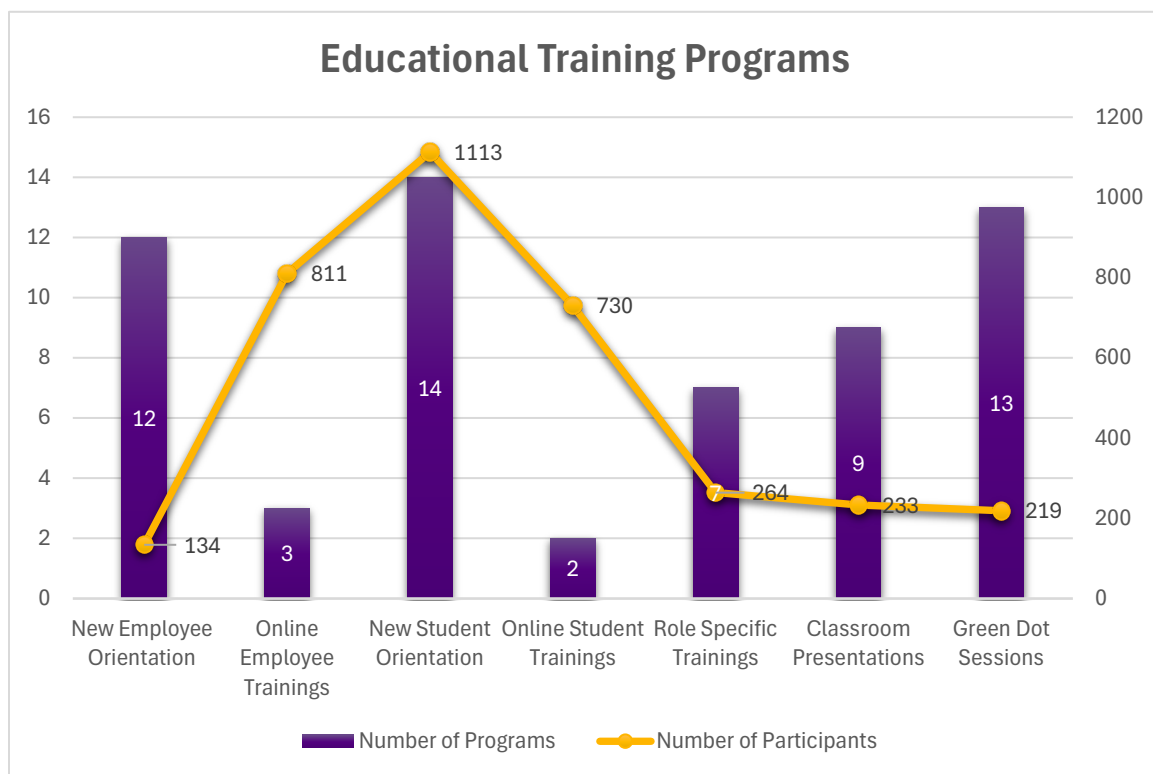
Prevention Data

In addition to responding to and resolving policy concerns, OCRC also focuses on the prevention of discrimination, harassment, and sexual misconduct. Prevention efforts are categorized into two types: Educational Training Programs and Awareness Programs. Visit civilrights.uni.edu for more information on specific programs and events provided by OCRC.

Educational Training Programs

Educational Training Programs are courses and programs designed to enhance specific skills or knowledge for professional or personal growth. Programs include presentations about OCRC and its services; trainings that include information about Policy 13.02, mandated reporting, Title IX requirements, and strategies for prevention; and Green Dot Sessions. Green Dot is a bystander intervention program focused on decreasing the likelihood of sexual assault, stalking, and dating and domestic abuse.

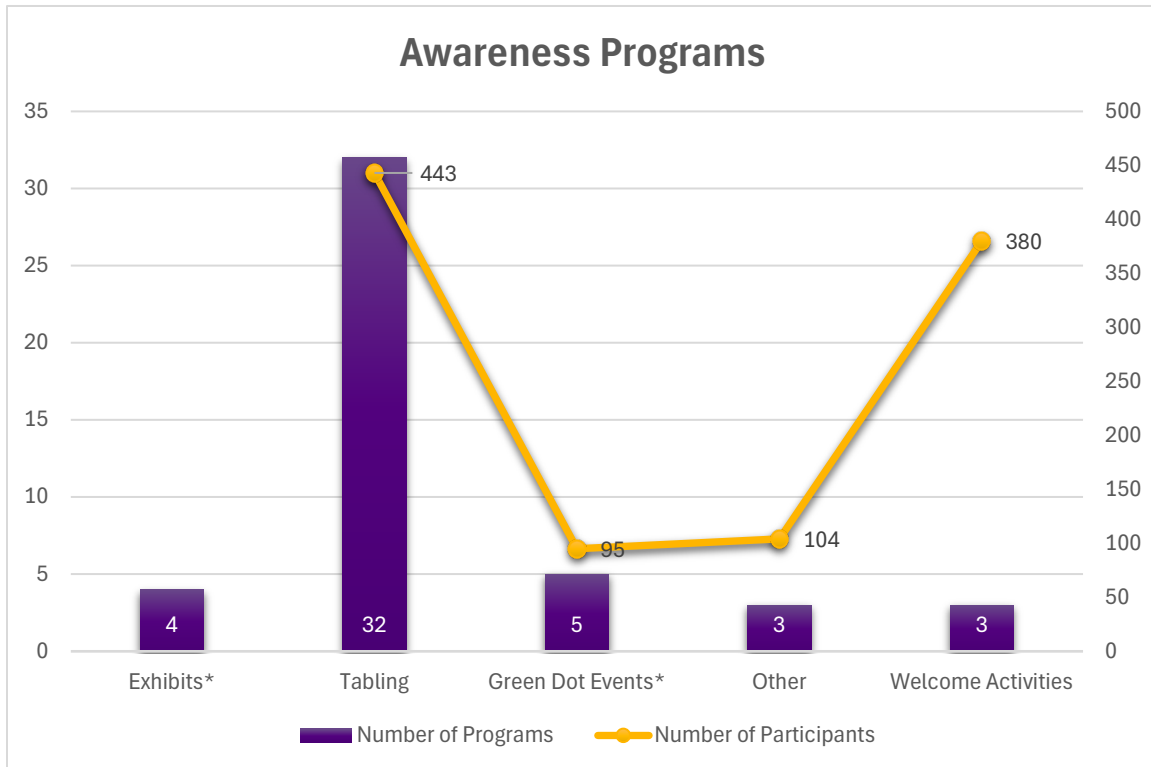
A total of 60 Educational Training Programs were provided in FY24, reaching 3,504 participants.



Awareness

Awareness programs raise visibility around issues of sex-based violence and the role of OCRC while also encouraging participation in prevention programs.

Measuring the impact of awareness programs is difficult but a total of 47 awareness programs reached approximately 538 participants throughout the year. This does not include the impact of social media posts, posters, and other promotional methods.



*Some events are unmonitored displays and open to the public, so the number of participants is unknown.