



# Annual Report FY25

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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.

The University of Northern Iowa does not discriminate in employment or education. Visit [uni.edu/policies/1303](http://uni.edu/policies/1303) for additional information.

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## Introduction

The Office of Civil Rights Compliance (OCRC) receives and responds to 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](http://civilrights.uni.edu) for information on the additional roles of OCRC.

Information in this report stems from reports received and prevention efforts conducted by OCRC during FY25 (July 1, 2024 to June 30, 2025). 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.

When a report is received in OCRC, a case is created. Multiple reports regarding the same incident are merged into a single case. In FY25, 162 cases were created to reflect incident reports and other concerns reported to OCRC.<sup>1</sup> In FY24, 227 cases were created. The following pages reflect the 162 concerns reported to OCRC during FY25.

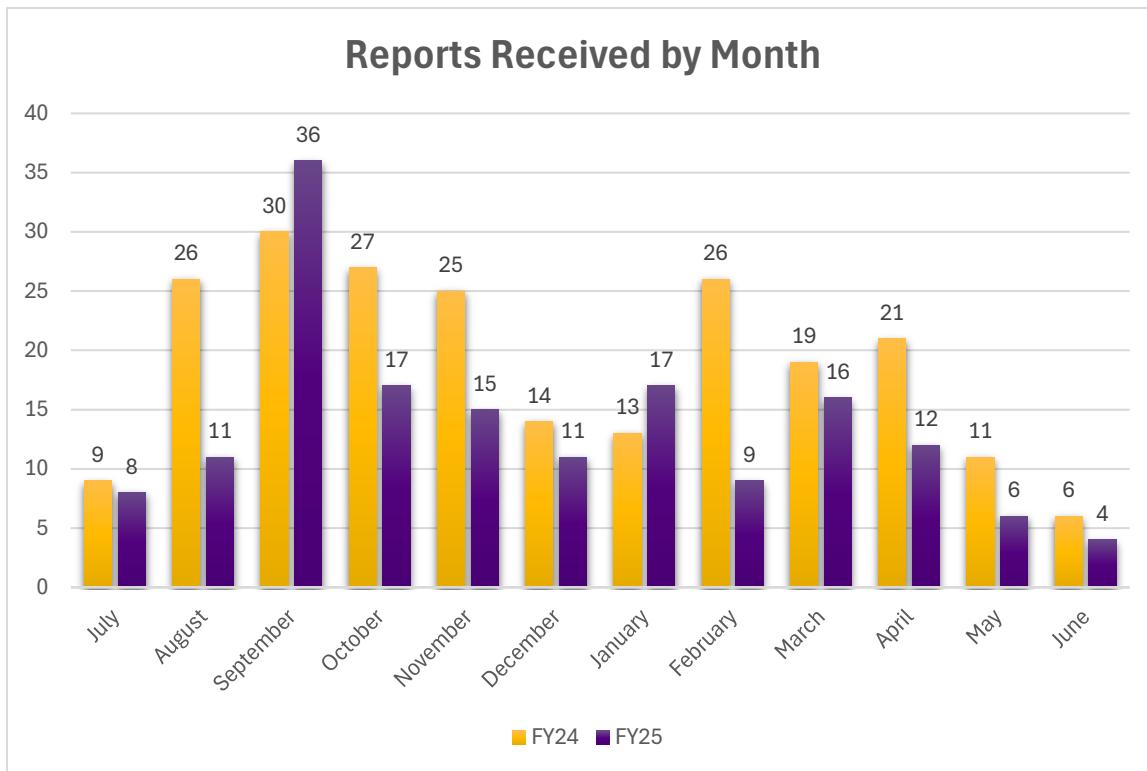
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<sup>1</sup> The case management system is used for tracking additional administrative actions. This report focuses only on the cases involving incident reports.

## Case Data

### Reports Received By Month

The chart below reflects the number of reports of incidents and other concerns received by OCRC each month during FY24 (227) and FY25 (162). The Fall semester continues to be when the highest number of incidents are reported, especially in the first several weeks of classes.



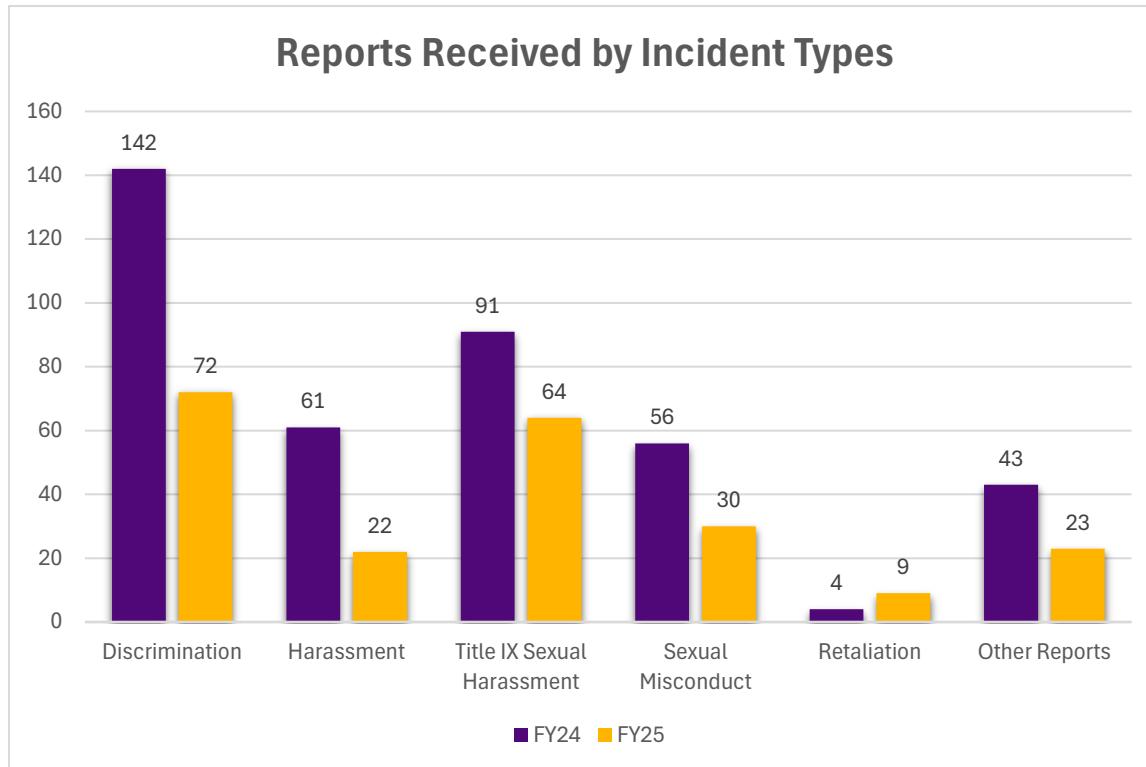
## Reports Received by Category

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 FY25 compared to FY24.

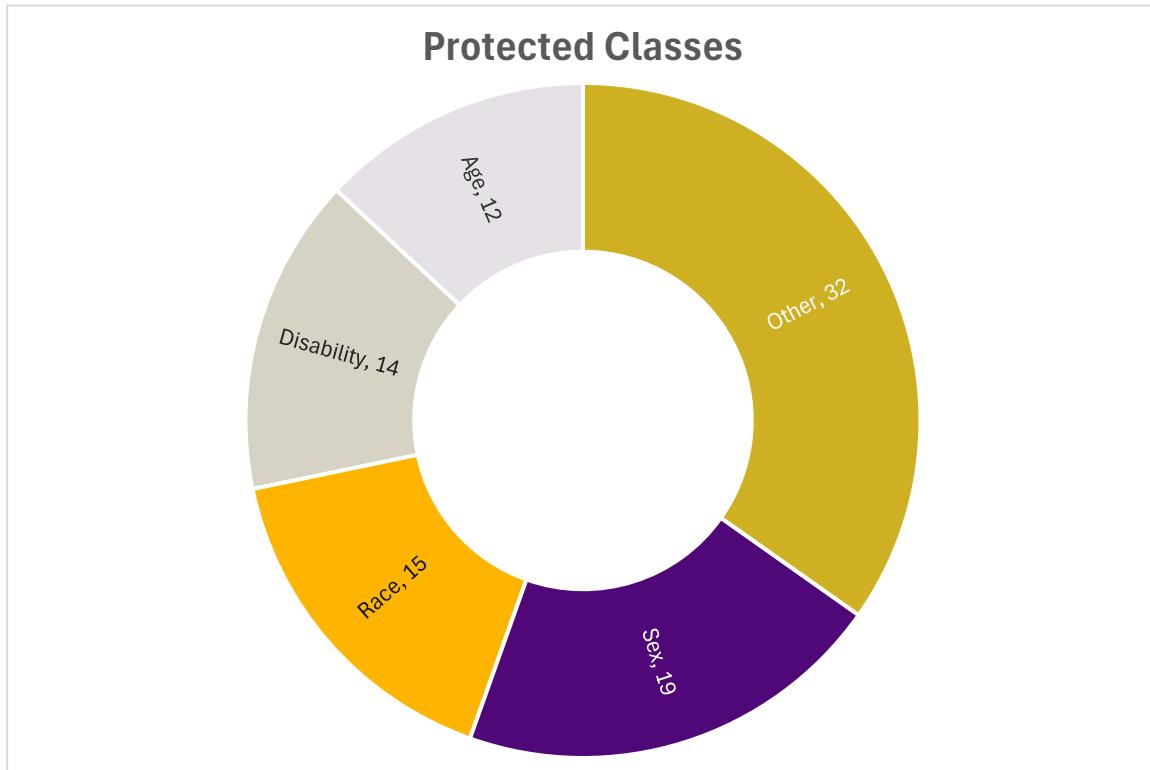


## Distribution of Protected Classes

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, disability ranks third, and age ranks fourth. 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.

Sex, race, disability, and age, in this order, were the top protected classes claimed for FY24 as well.

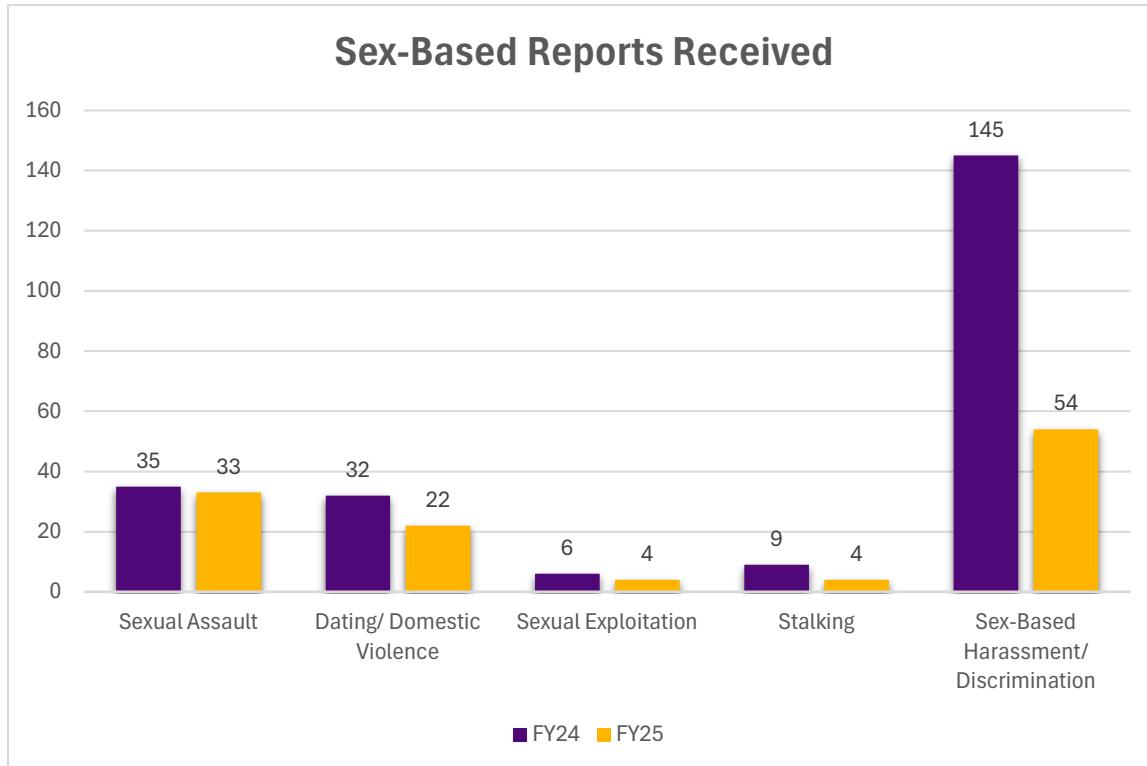
The graph below displays the breakdown of number of protected class claims in FY25.



## Sex-Based Reports Received

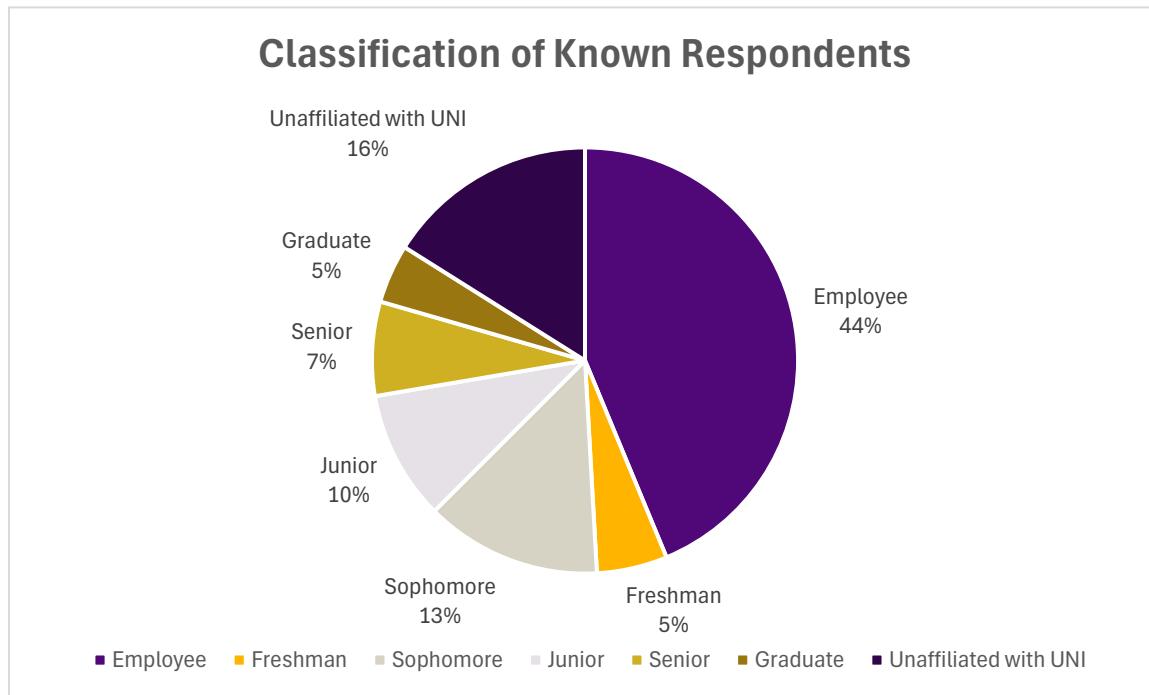
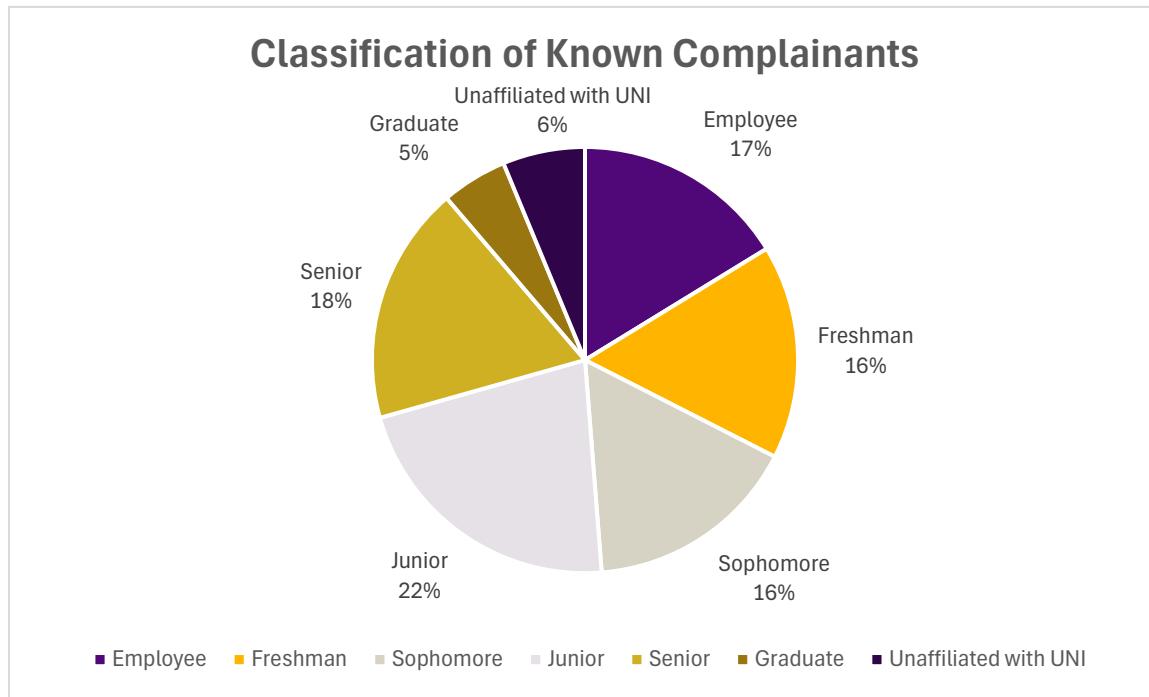
Sex-based reports received by OCRC are categorized into five general incident types. See Policy 13.02 for information on the related definitions. A report may include multiple incident types and appear under multiple categories.

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

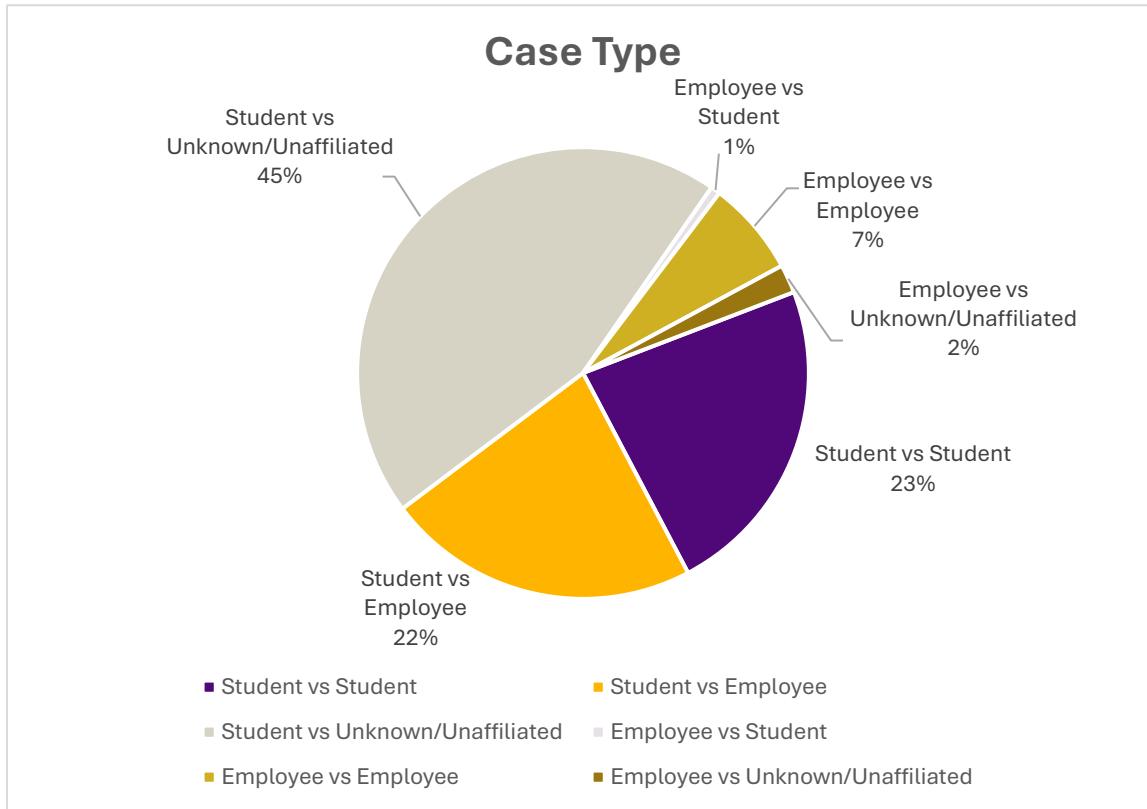


## Classification of Complainants and Respondents

Within the 162 cases in FY25, there were 160 known Complainants and 112 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/or Respondent were not identified. See Policy 13.02 for definitions of Complainant and Respondent. FY24 and FY25 had similar breakdowns of known Complainants and Respondents. The breakdown of known Complainants and Respondents for FY25 is displayed in the following two charts.



As displayed below, the largest portion of cases (45%) involved students as Complainants with unknown/unaffiliated Respondents.



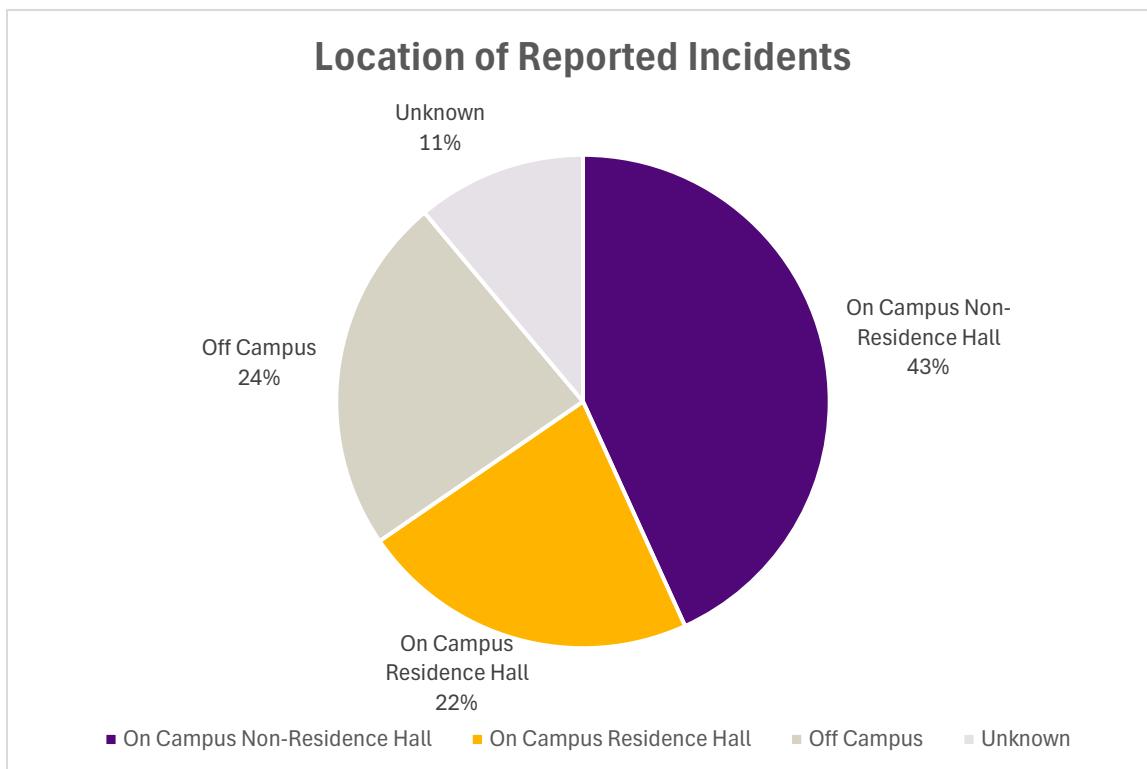
## Locations of Reported Incidents

Reports are categorized into four general location types. The majority of FY25 reported incidents occurred on campus (65%). 63% of FY24 reported incidents occurred on campus.

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 FY25.

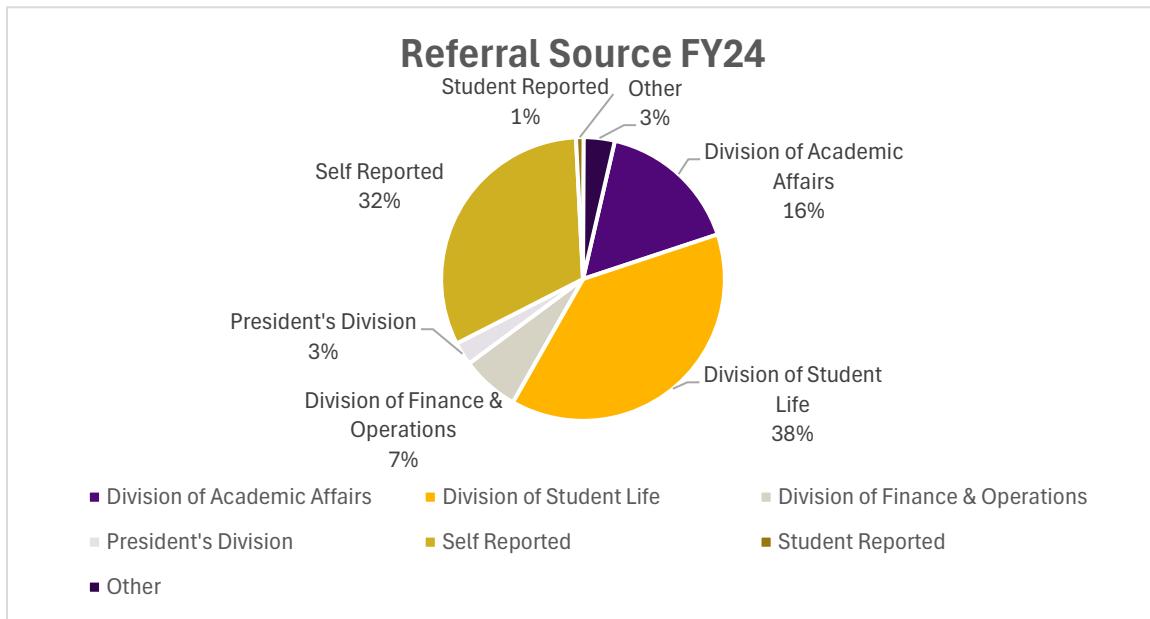
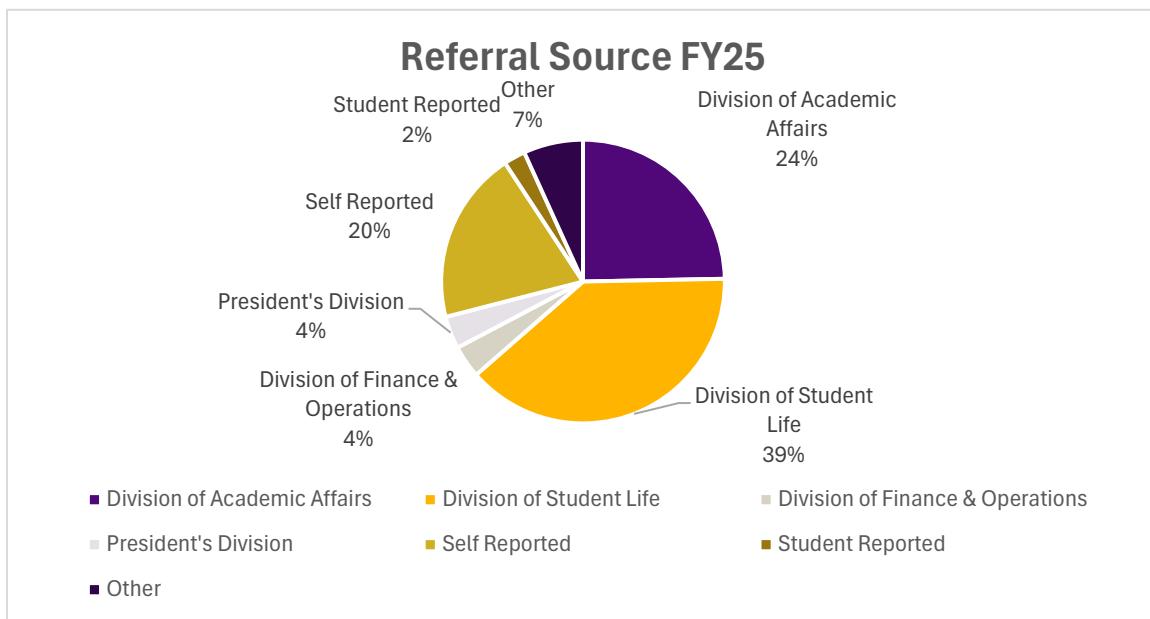


## Referral Source

Reports made to OCRC come from a large variety of sources. In FY25, the largest number of reports (39%) came from the Division of Student Life. The next largest source of reports (24%) is from the Division of Academic Affairs.

“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 a parent or family member, or reports from individuals outside of the University.

The following charts show the breakdown of the sources of reports made to OCRC for FY25 and FY24.

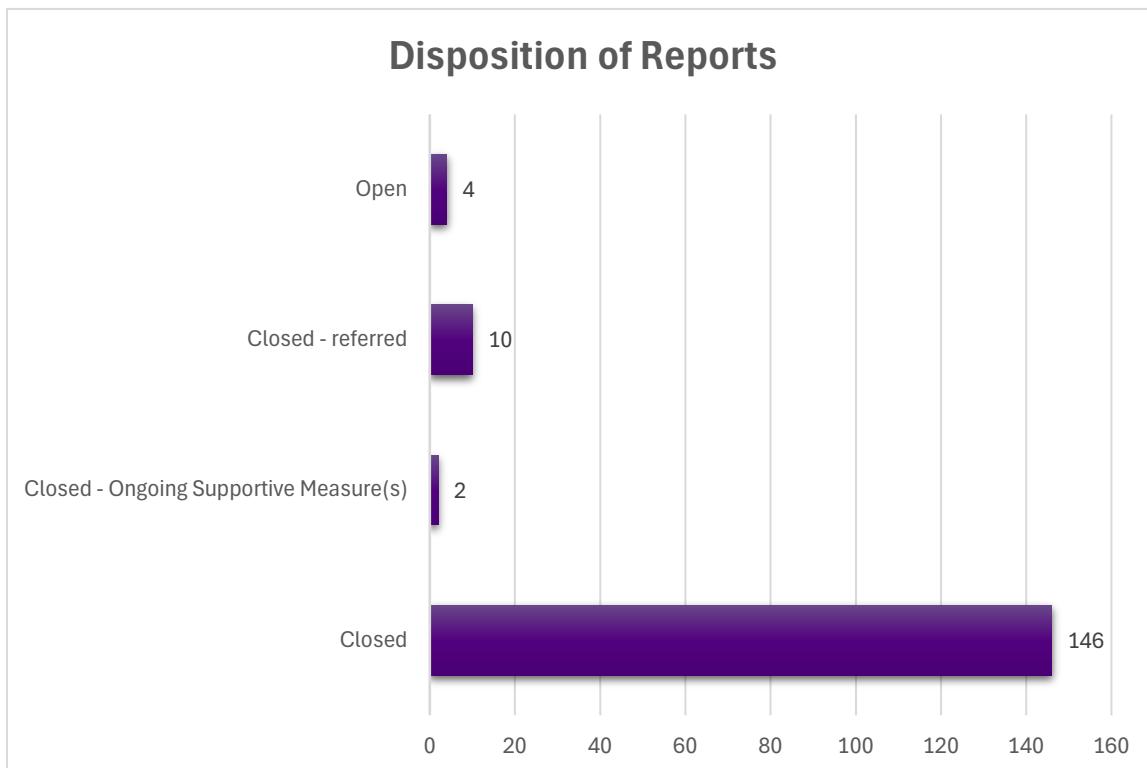


## Disposition of Reports

Each of the 162 reports is assigned a disposition based on the following categories:

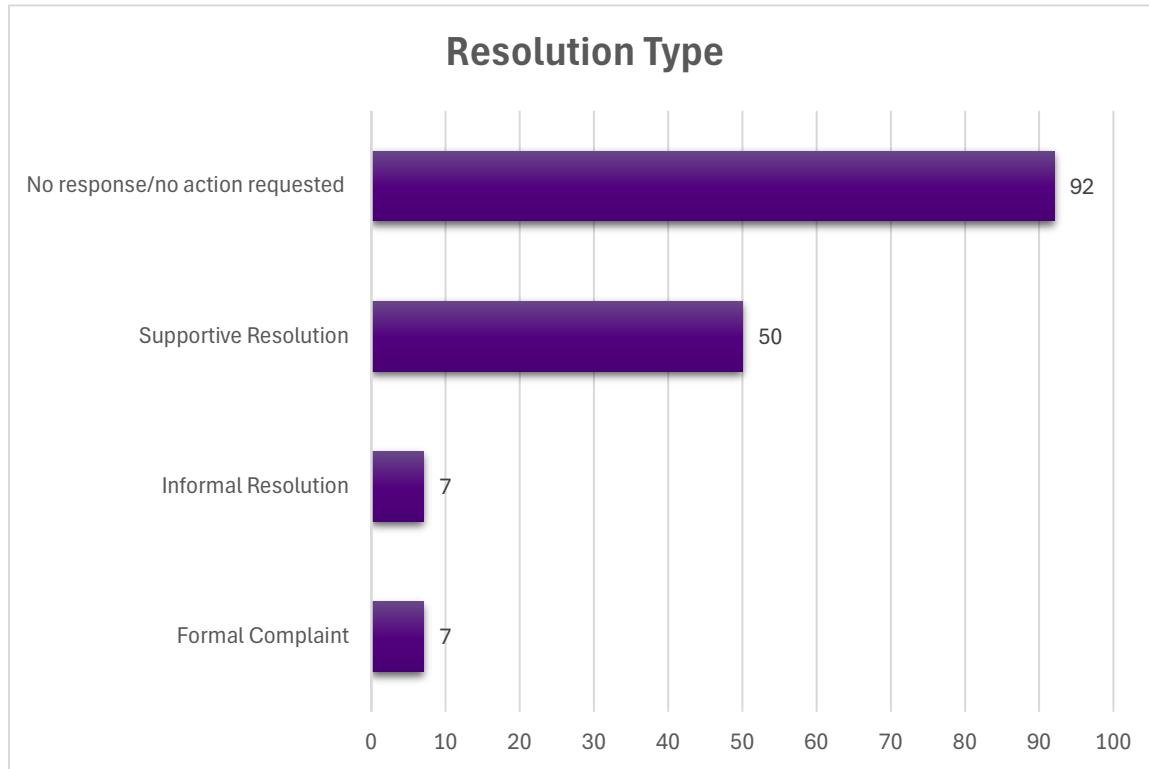
- **Open:** Remains active including reports going through a Formal Complaint process.
- **Closed-Ongoing Supportive Measures:** Ongoing Supportive Measures and/or sanctions.
- **Closed-referred:** Referred to another department on campus.
- **Closed:** Individuals did not respond to outreach, did not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

The following chart shows the dispositions of the 162 cases at the end of FY25.



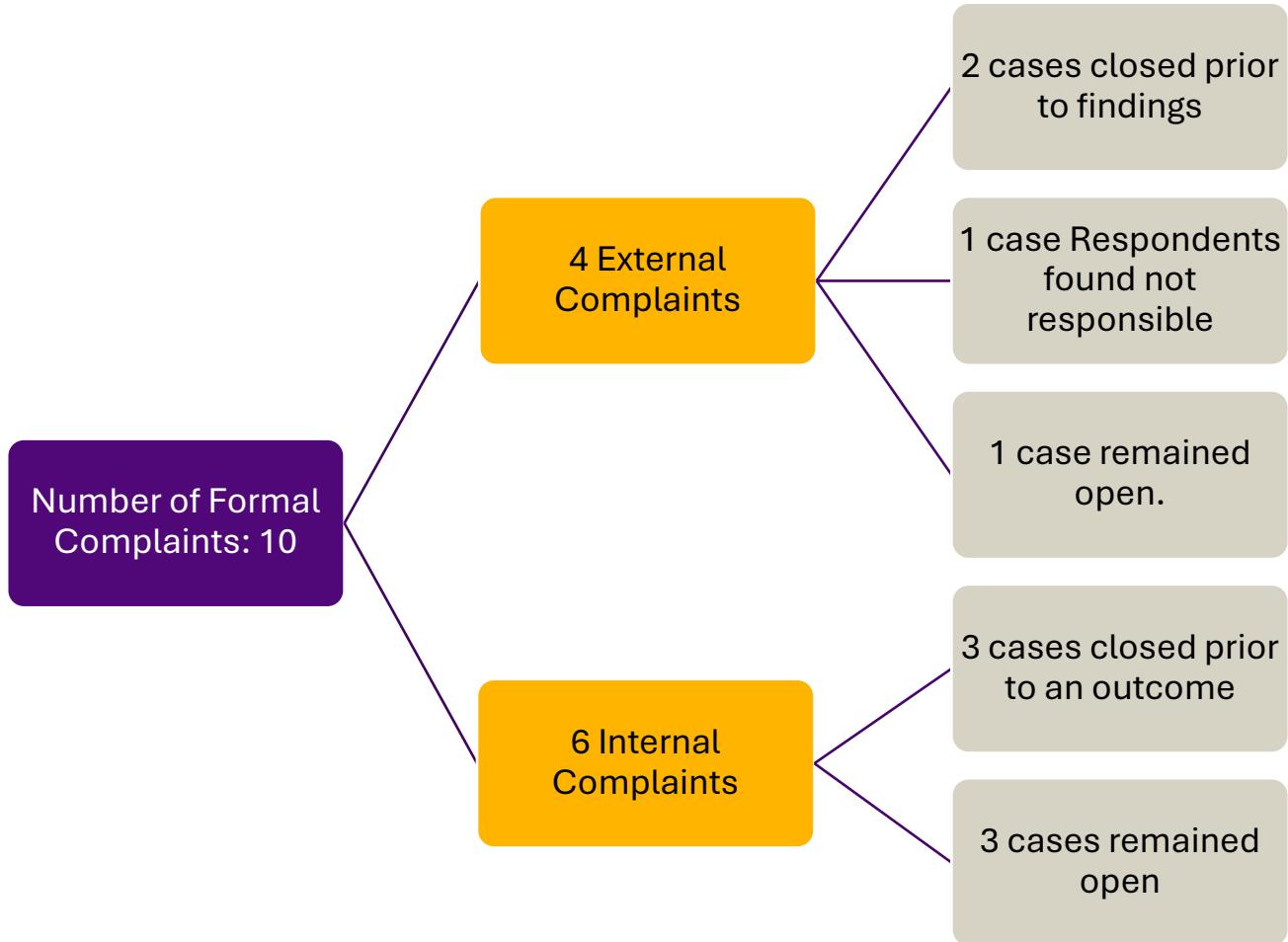
**Closed Case Resolutions.** Each of the 156 closed cases (Disposition of Closed-referred or Closed) were addressed through one of four resolution types: No response/action requested, Supportive Resolution, Informal Resolution, or Formal Complaint.

The following chart shows the resolution type of the 156 closed cases at the end of FY25.



## Formal Complaints

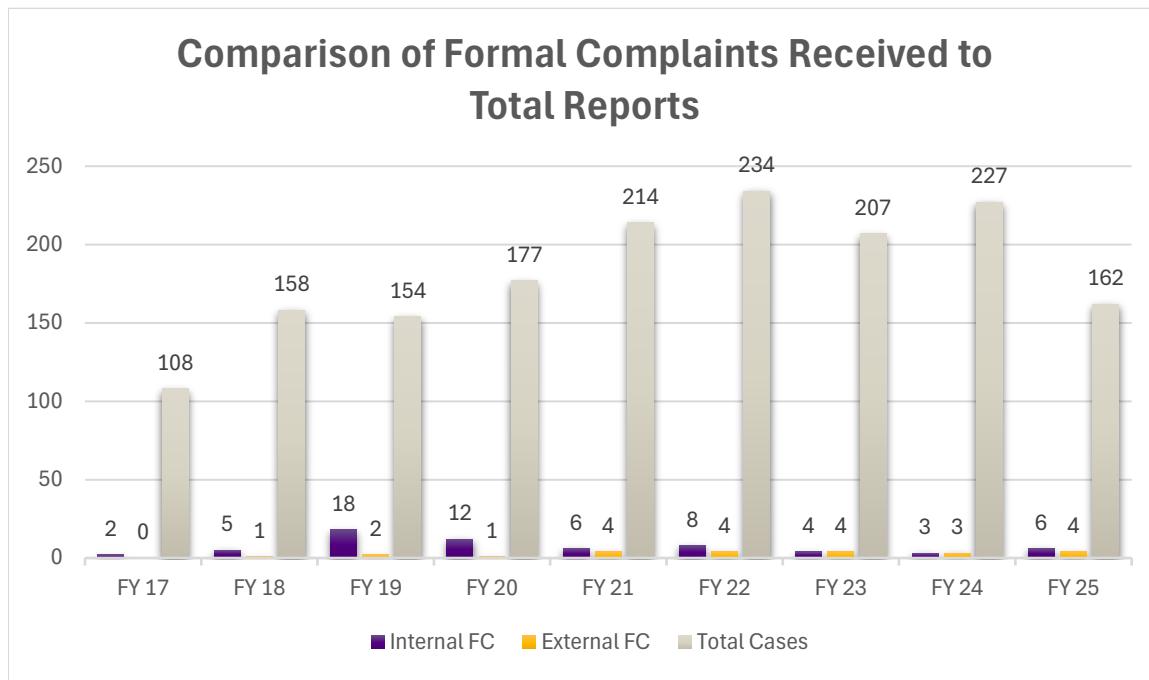
A total of ten (10) reports were resolved through the Formal Complaint process in FY25. See Policy 13.02, Process A, and Process B for information on resolution options. The chart below shows the breakdown and resolution of each of the ten cases.



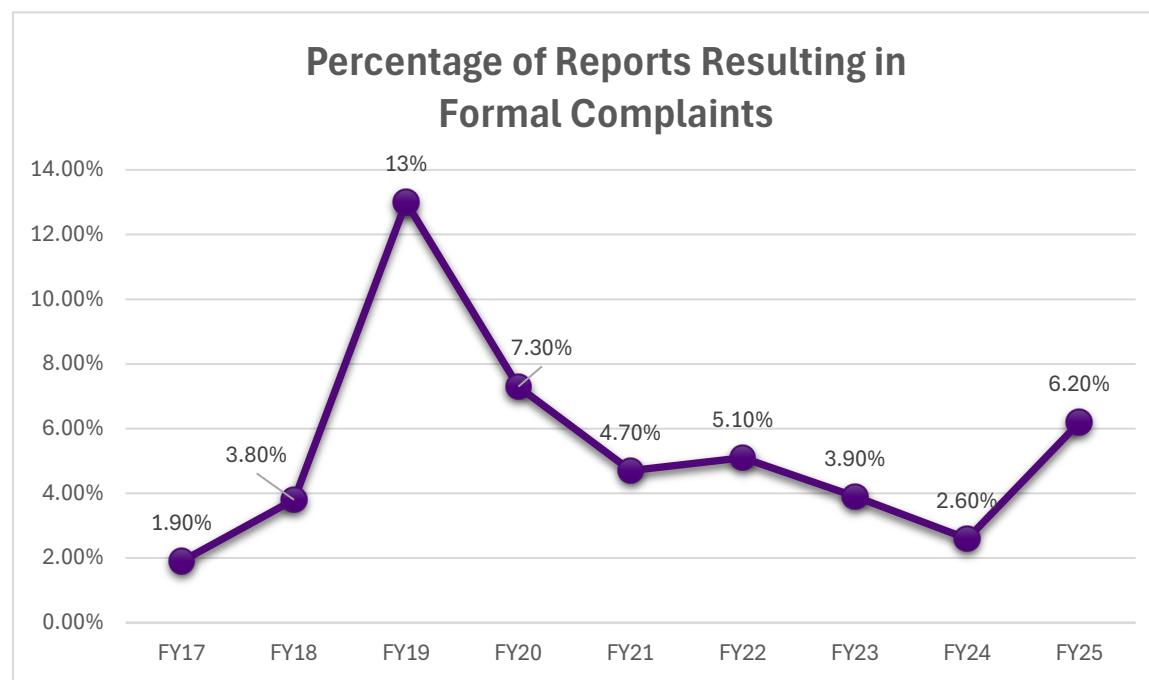
Two Internal Formal Complaints from FY24 were still open on in the FY24 Annual Report. One of the two concluded with the Respondent being found not responsible. The second is pending appeal.

## 9-Year Comparison of Formal Complaints

The number of Formal Complaints (FC) received by OCRC varies each fiscal year. 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. The running average number of total reports received each year is 182.

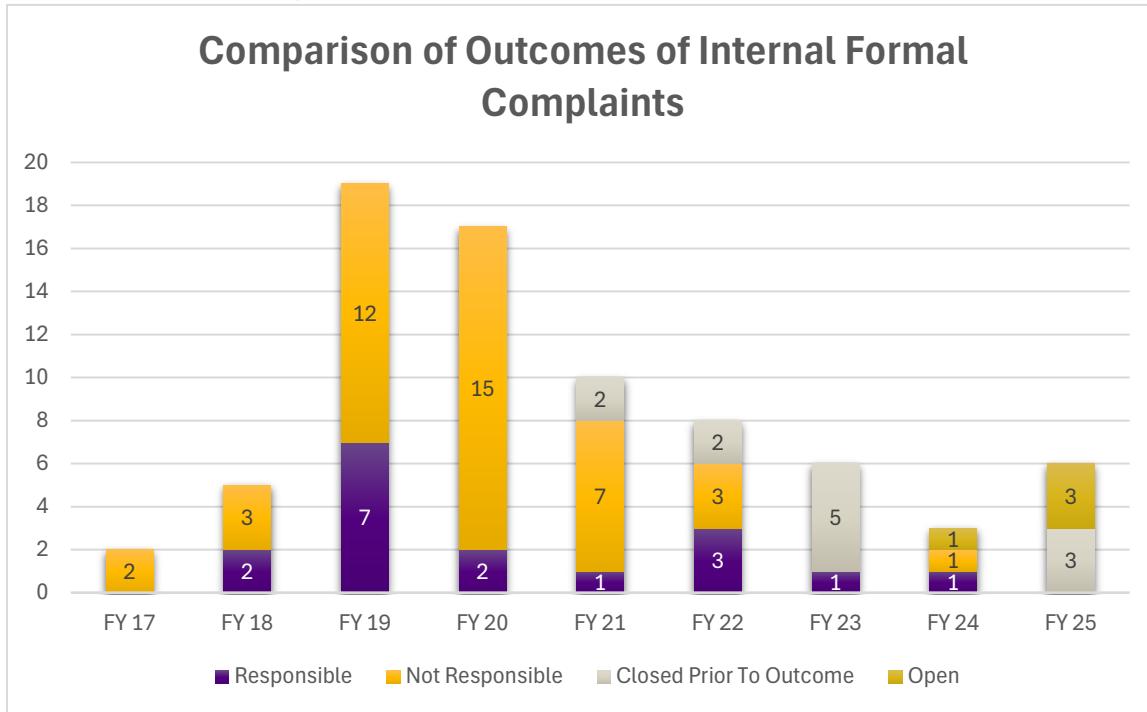


The running average percentage of reports received resulting in Formal Complaints is 5.4%. The following chart displays the percentage of reports received each year resulting in Formal Complaints.

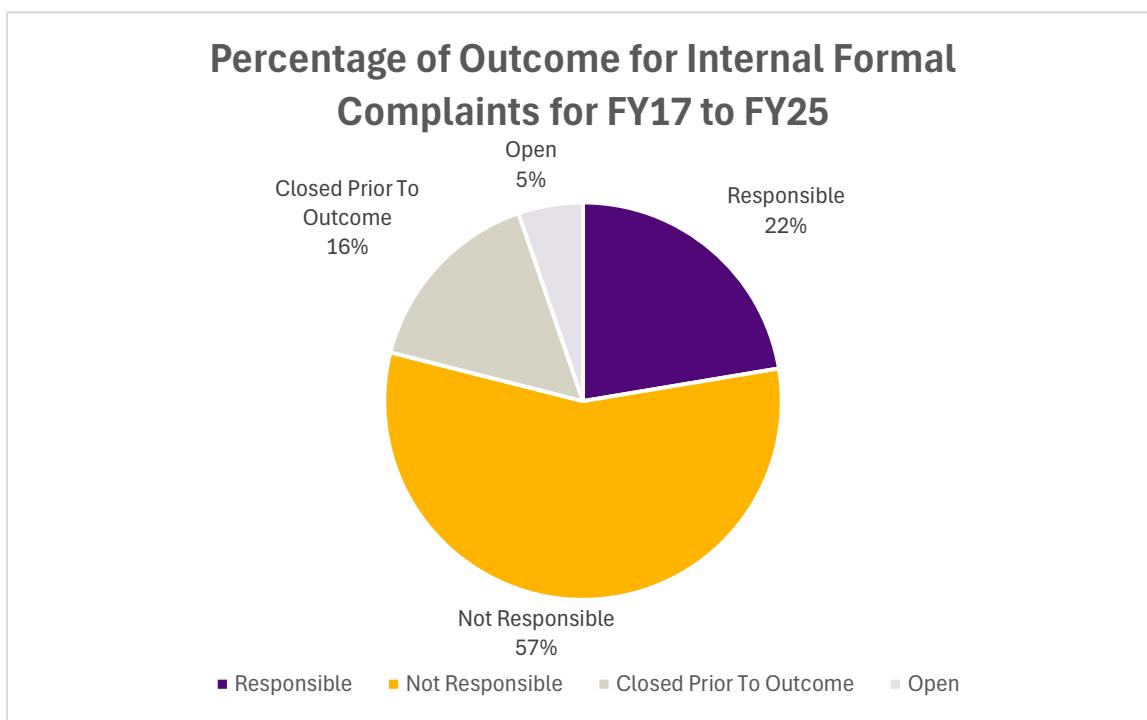


## Outcomes of Internal Formal Complaints

The following chart displays the types and frequencies of the outcomes of internal Formal Complaints including policy violation, no policy violation, or a closure prior to an outcome. These numbers are based on Respondents, not cases.

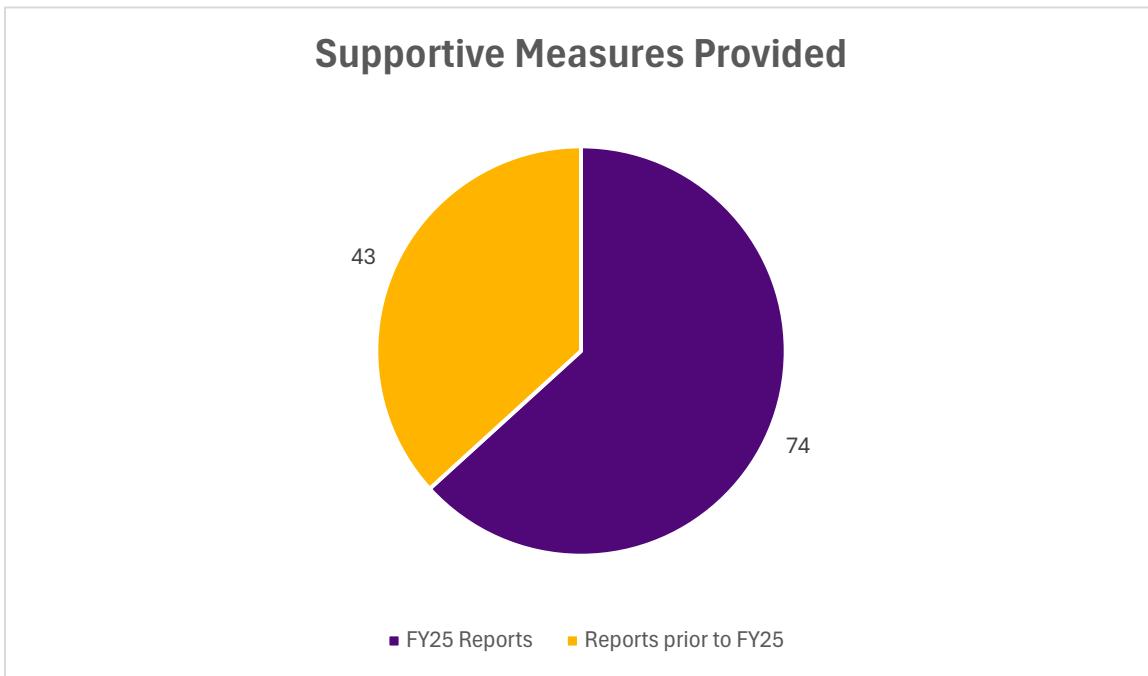


The following chart displays the percentage of each outcome for the Internal Formal Complaints from FY17 to FY24.

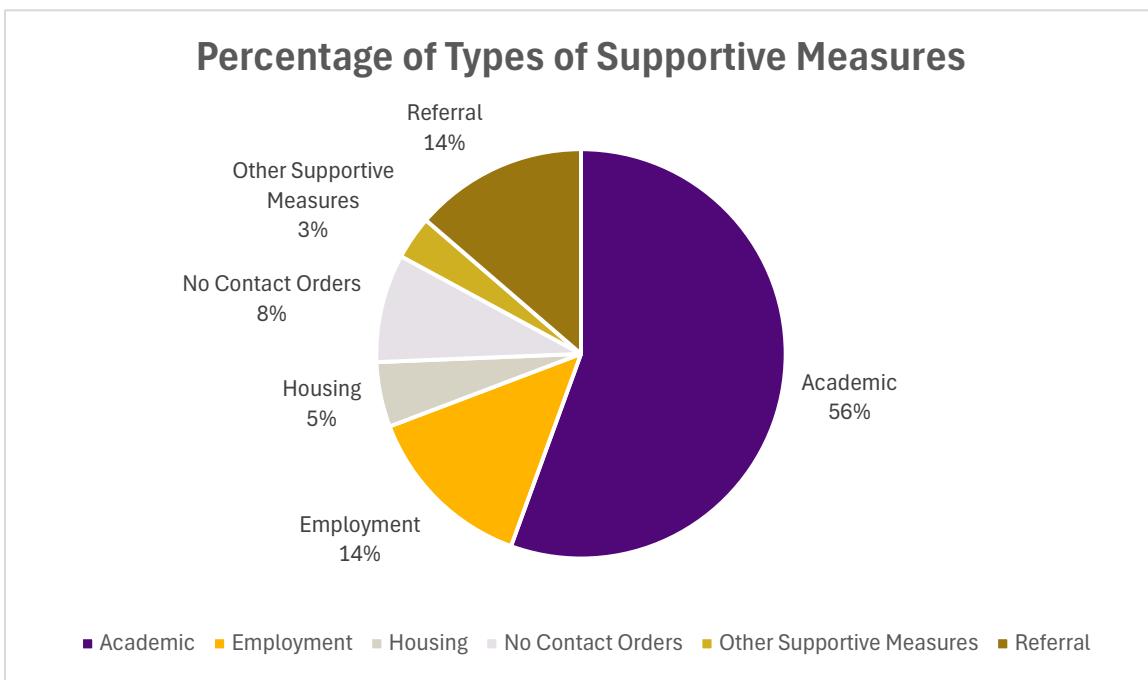


## Supportive Measures

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 117 Supportive Measures in FY25. The following chart shows the estimated breakdown of number of Supportive Measures provided for reports during FY25 and ongoing Supportive Measures provided during FY25 for reports made in prior years.



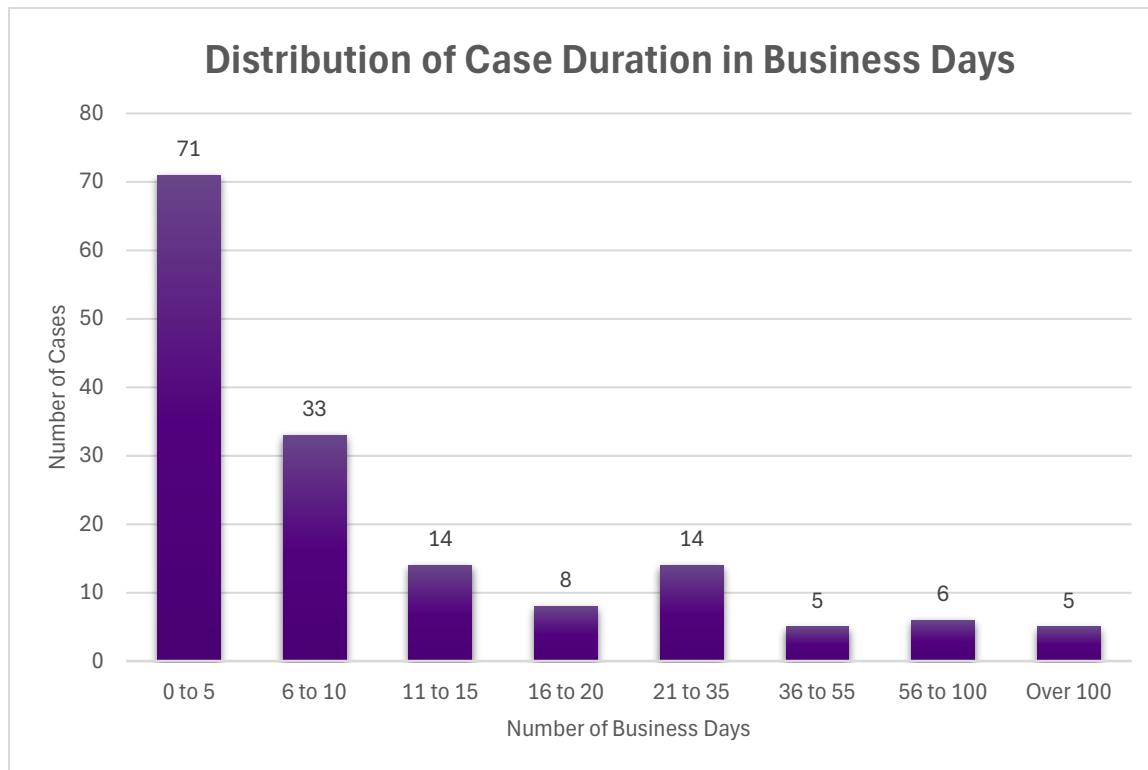
The following chart displays the percentage of each type of Supportive Measure provided during FY25.



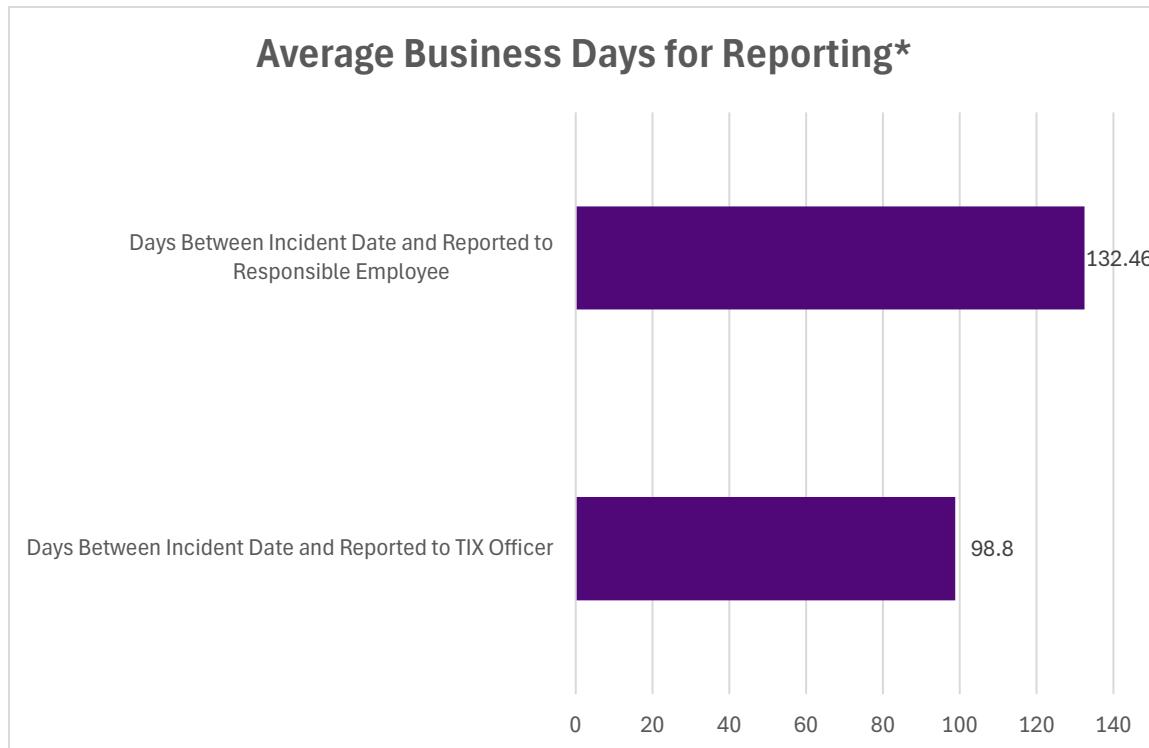
## Timeframes

In FY25, cases were closed an average of 18.22 business days after being reported to the Title IX Coordinator.

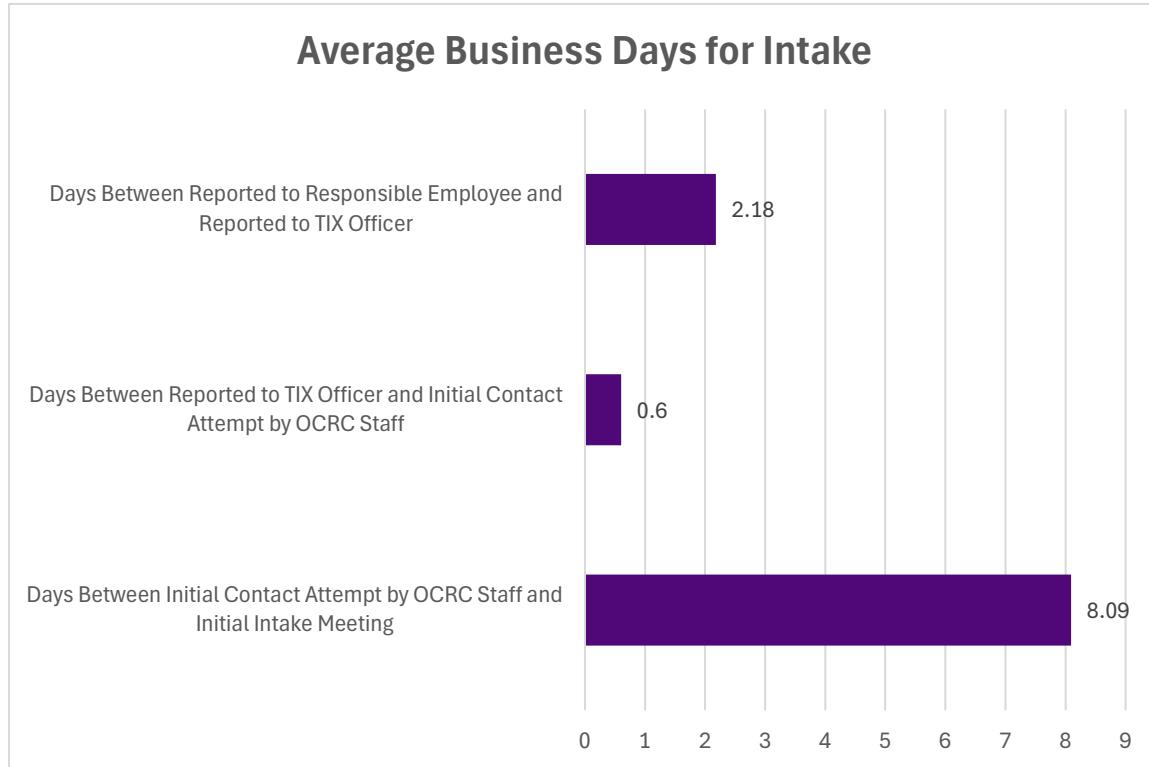
The following chart displays the distribution of the 154 closed cases based on the number of business days they were open.



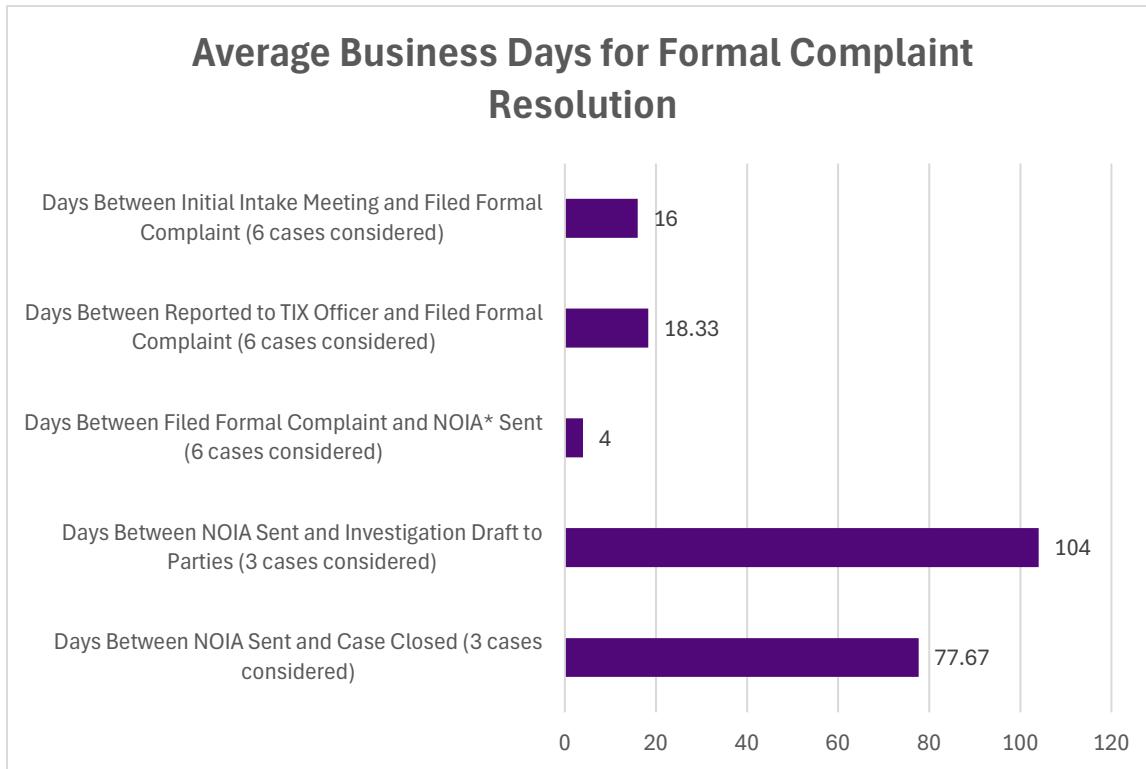
**Reporting & Intake.** The following charts show the average number of business days it took for various points in the reporting and intake process.



\*Data includes incidents that took place years before being reported which extends the average business days for reporting.



**Formal Complaint Resolution.** The following chart shows the average number of business days it took for key points in the Formal Complaint process.



\*Notice of Investigation and Allegations

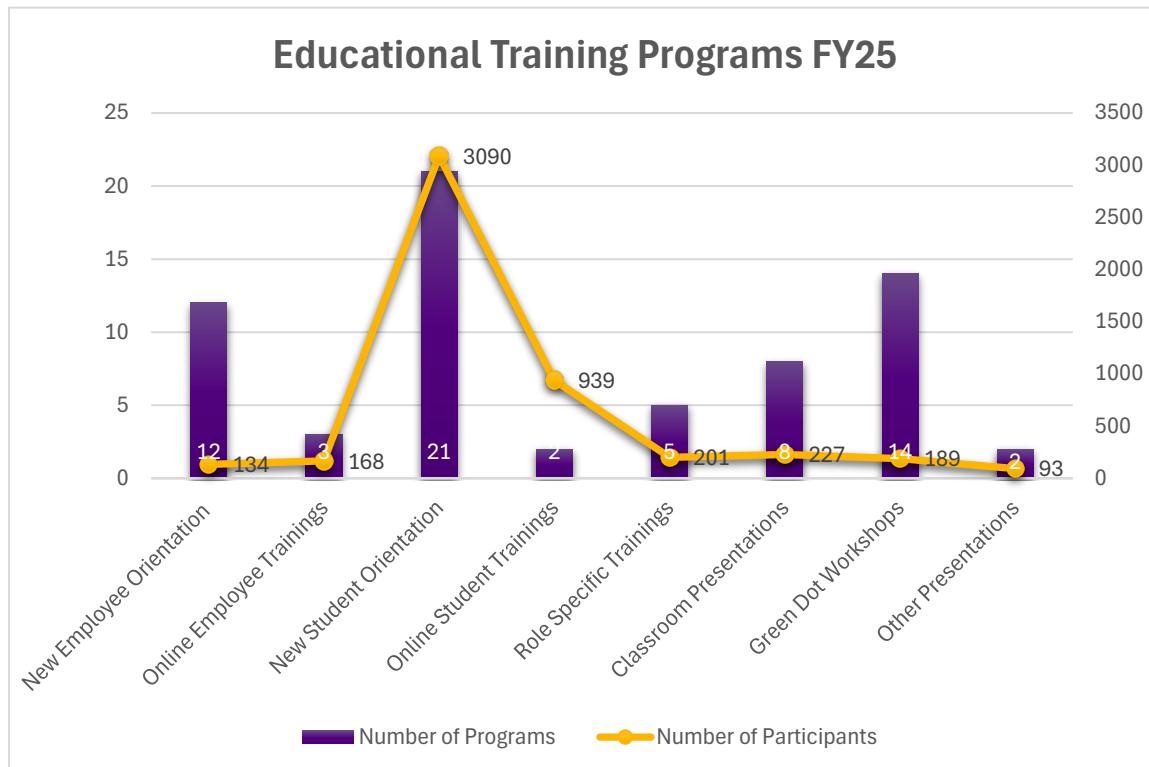
## Prevention Data

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](http://civilrights.uni.edu) for more information on specific programs and events provided by OCRC.

### Educational Training Programs

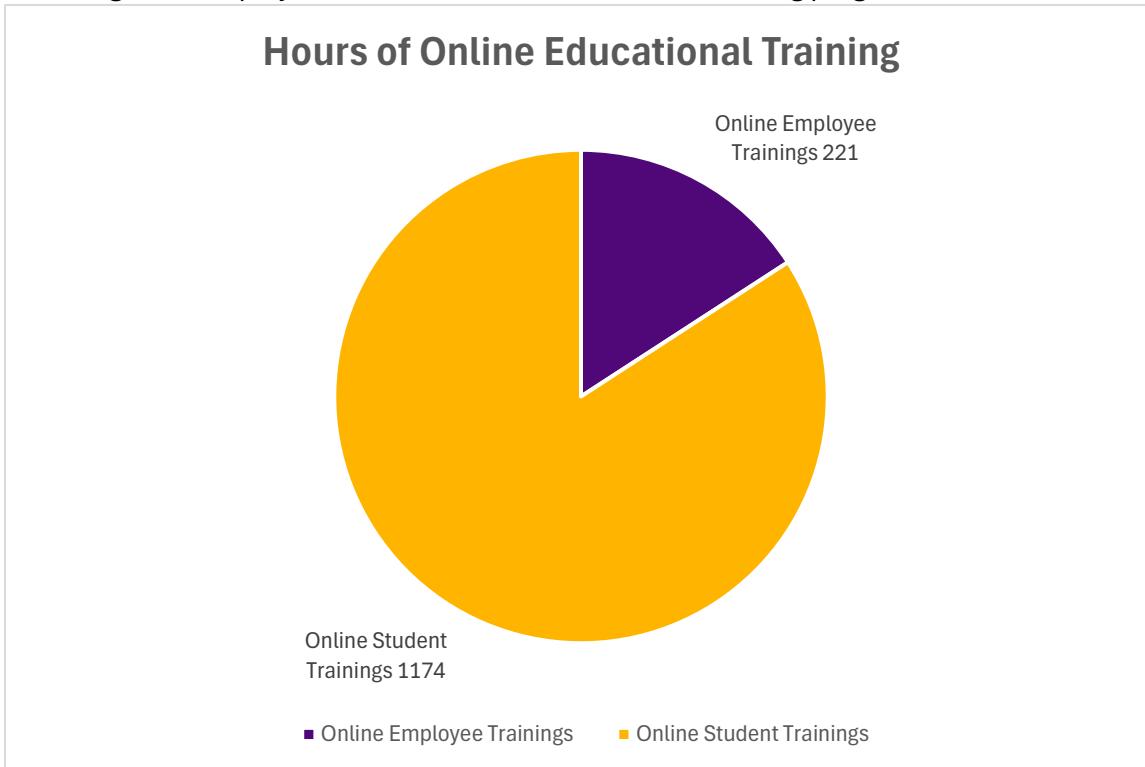
Educational Training Programs are courses and programs designed to enhance specific skills or knowledge for professional or personal growth. Programs include presentations about OCRC and its services; trainings that include information about Policy 13.02, mandated reporting, Title IX requirements, and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

A total of 67 Educational Training Programs were provided in FY25, reaching 5,041 participants. This was a significant increase compared to FY24, where there were 60 Educational Training Programs provided, reaching 3,504.

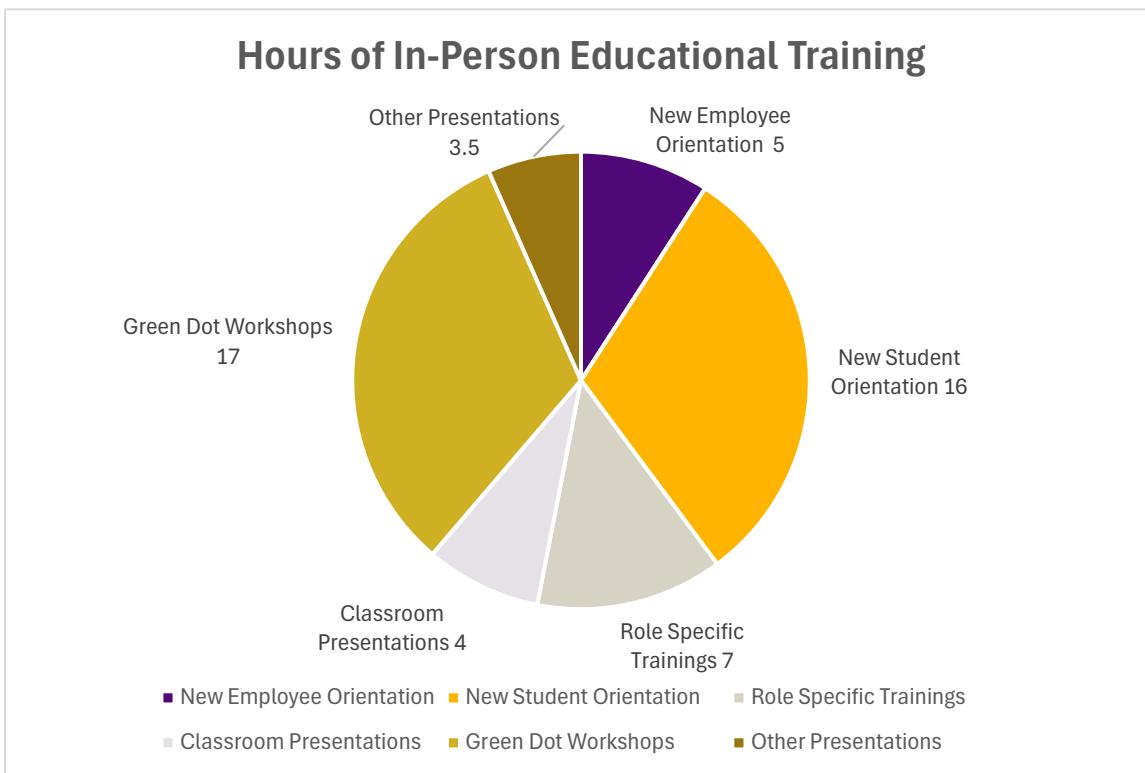


Throughout FY25, there was a total of 1,448 hours of educational training provided to the UNI community. This does not include preparation time for the programs.

The following chart displays the hours of online educational training programs offered in FY25.



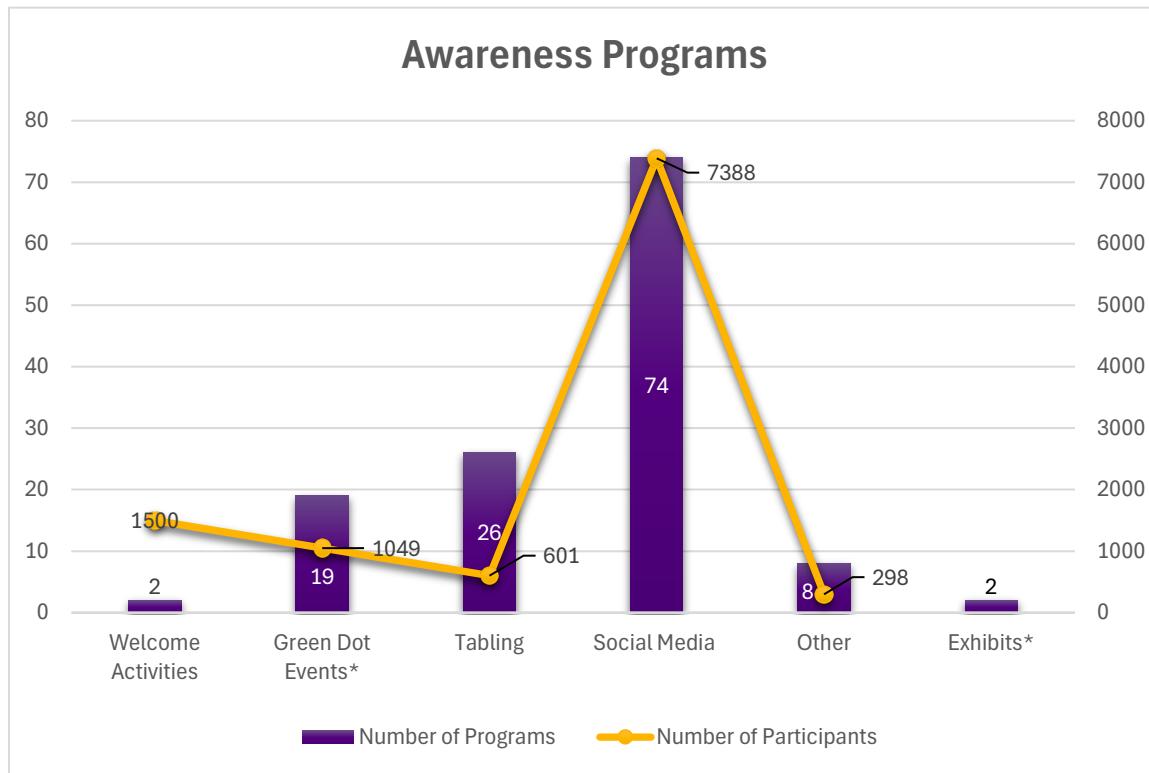
The following chart displays the hours of in-person educational training programs offered in FY25.



## Awareness

Awareness Programs raise visibility around issues of sexual misconduct and the role of OCRC while also encouraging participation in prevention programs.

Measuring the impact of Awareness Programs is difficult but a total of 131 Awareness Programs reached approximately 10,836 participants throughout FY25. This was a significant increase compared to FY24, where there were 47 Awareness Programs provided, reaching 538 (FY24 numbers did not include data for social media posts). Neither FY25 nor FY24 data includes the impact of posters and other promotional methods.



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

Throughout FY25, a total of 107.5 hours of direct engagement was achieved with the UNI community focusing on Awareness Programs. This does not include preparation time for the programs. Some programs are passive, such as social media and exhibits, so the number of direct engagement hours for those programs is unknown.

The following chart displays the hours of direct engagement for each category of Awareness Programs in FY25.

