2011 ANNUAL REPORT
(105 Cases)

Complainant: Unknown
Respondent: Community member

Summary of Allegations: Anti-atheist statements on Library Walk
Action Taken: Protected speech

Complainant: Unknown
Respondent: Unknown

Summary of Allegations: Sexist graffiti
Action Taken: Graffiti removed

Complainant: Staff -- Non-supervisory
Respondent: Staff-Supervisory

Summary of Allegations: Alleged failure to accommodate religious practice.
Action Taken: Informally resolved

Complainant: Unknown
Respondent: Unknown

Summary of Allegations: Racist graffiti
Action Taken: Graffiti removed

Complainant: Undergraduate Student
Respondent: Unknown

Summary of Allegations: Defacement of posters, anti-religion
Action Taken: No further action possible

Complainant: Undergraduate Student
Respondent: Unknown

Summary of Allegations: Racist comment
Action Taken: Handled by appropriate campus office
Complainant: Unknown  
Respondent: Community member 

Summary of Allegations: Homophobic comment  
Action Taken: Warning  

Complainant: Undergraduate Student 
Respondent: Unknown  

Summary of Allegations: Vandalism  
Action Taken: Report taken, but no other action possible.  

Complainant: Staff -- Non-supervisory  
Respondent: Staff -- Non-supervisory  

Summary of Allegations: Unwelcome remarks regarding sexual orientation  
Action Taken: Warning and education  

Complainant: Unknown  
Respondent: Unknown  

Summary of Allegations: Making fun of someone's accent  
Action Taken: No further action possible  

Complainant: Unknown  
Respondent: Community member  

Summary of Allegations: Holocaust denier  
Action Taken: No further action possible  

Complainant: Undergraduate Student  
Respondent:  

Summary of Allegations: Targetted posting of information on the basis of religion  
Action Taken: Not substantiated
Complainant: Undergraduate Student  
Respondent: Unknown  

Summary of Allegations: Alleged different treatment on the basis of race  
Action Taken: Not substantiated  

Complainant: Undergraduate Student  
Respondent: Unknown  

Summary of Allegations: Damage to property on the basis of religion  
Action Taken: No action possible  

Complainant: Staff-Supervisory  
Respondent: Unknown  

Summary of Allegations: Discrimination on the basis of race  
Action Taken: Evidence did not support allegations  

Complainant: Faculty  
Respondent: Faculty  

Summary of Allegations: Discrimination on the basis of race and gender in employment decisions  
Action Taken: Evidence did not support allegations  

Complainant: Unknown  
Respondent: Faculty  

Summary of Allegations: Comments relating to national origin  
Action Taken: Comments removed
Complainant: Community member
Respondent: Unknown

Summary of Allegations: Religious bias
Action Taken: Protected speech

Complainant: Staff -- Non-supervisory
Respondent: Staff-Supervisory

Summary of Allegations: Discrimination on the basis of age and disability
Action Taken: Evidence did not support allegations

Complainant: Staff -- Non-supervisory
Respondent: Staff-Supervisory

Summary of Allegations: Improper consensual relationship
Action Taken: Could not substantiate

Complainant: Undergraduate Student
Respondent: Graduate Student

Summary of Allegations: Unwelcome sexual attention
Action Taken: Warning and education

Complainant: Graduate Student
Respondent: Other

Summary of Allegations: Harassment and discrimination on the basis of religion
Action Taken: Complainant could not provide evidence of the asserted conduct

Complainant: Staff -- Non-supervisory
Respondent: Staff-Supervisory

Summary of Allegations: Discrimination on the basis of sexual orientation
Action Taken: Complainant could not provide evidence of discrimination
Complainant: Staff -- Non-supervisory
Respondent: Staff -- Non-supervisory

Summary of Allegations: Harassment on the basis of race
Action Taken: Informal resolution, including warning and education

Complainant: Graduate Student
Respondent: Faculty

Summary of Allegations: Unwelcome sexual contact
Action Taken: Discipline

Complainant: Staff -- Non-supervisory
Respondent: Staff -- Non-supervisory

Summary of Allegations: Harassment on the basis of race
Action Taken: Discipline

Complainant: Staff -- Non-supervisory
Respondent: Faculty

Summary of Allegations: Inappropriate comments regarding race, gender and national origin
Action Taken: Warning and education

Complainant: Staff -- Non-supervisory
Respondent: Staff -- Non-supervisory

Summary of Allegations: Unwelcome sexual attention
Action Taken: Warning and education

Complainant: Faculty
Respondent: Faculty

Summary of Allegations: Retaliation for prior complaint
Action Taken: Prior complaint too remote in time
Complainant: Graduate Student
Respondent: Faculty

Summary of Allegations: Unwelcome conduct of a sexual nature
Action Taken: Unable to confirm

Complainant: Graduate Student
Respondent: Faculty

Summary of Allegations: Gender stereotyping comments
Action Taken: Complainant elected to defer follow up

Complainant: Staff -- Non-supervisory
Respondent: Staff-Supervisory

Summary of Allegations: Different treatment on the basis of race
Action Taken: Evidence did not support the claim

Complainant: Unknown
Respondent: Other

Summary of Allegations: Disrespectful conduct regarding Native Americans
Action Taken: Education

Complainant: Staff -- Non-supervisory
Respondent: Staff-Supervisory

Summary of Allegations: Discrimination on the basis of race
Action Taken: Complainant could not provide evidence

Complainant: Unknown
Respondent: Other

Summary of Allegations: Comments reflecting bias on the basis of disability
Action Taken: Education
Complainant: Community member
Respondent: Staff -- Non-supervisory

**Summary of Allegations:** Unwelcome conduct of a sexual nature

**Action Taken:** Unable to substantiate whether the conduct was unwelcome

Complainant: Staff-Supervisory
Respondent: Unknown

**Summary of Allegations:** Anti-religion material in inappropriate area

**Action Taken:** Material removed

Complainant: Staff -- Non-supervisory
Respondent: Faculty

**Summary of Allegations:** Gender discrimination

**Action Taken:** Informal resolution

Complainant: Faculty
Respondent: Faculty

**Summary of Allegations:** Retaliation for complaint regarding gender identity

**Action Taken:** Complainant elected not to pursue

Complainant: Staff -- Non-supervisory
Respondent: Staff-Supervisory

**Summary of Allegations:** Discrimination on basis of age and gender, and retaliation

**Action Taken:** Resolved

Complainant: Staff -- Non-supervisory
Respondent: Staff -- Non-supervisory

**Summary of Allegations:** Unwelcome sexual advances

**Action Taken:** Warning and education
Complainant: Unknown
Respondent: Faculty

Summary of Allegations: Sexually explicit speech
Action Taken: Protected speech or conduct

Complainant: Unknown
Respondent: Other

Summary of Allegations: Offensive photographs and speech
Action Taken: Protected speech or conduct

Complainant: Unknown
Respondent: Unknown

Summary of Allegations: Unwelcome sexual conduct by unknown individual
Action Taken: Insufficient information provided

Complainant: Faculty
Respondent: Faculty

Summary of Allegations: Gender discrimination
Action Taken: Education and resolution

Complainant: Staff-Supervisory
Respondent: Unknown

Summary of Allegations: Unwelcome conduct of a sexual nature
Action Taken: Reassignment of the respondent

Complainant: Graduate Student
Respondent: Undergraduate Student

Summary of Allegations: Unwelcome comment of a sexual and racial nature
Action Taken: Warning and education
Complainant: Unknown
Respondent: Unknown

**Summary of Allegations:** Native American symbols used in Halloween costumes  
**Action Taken:** None possible

Complainant: Staff -- Non-supervisory
Respondent: Staff-Supervisory

**Summary of Allegations:** Racist statements  
**Action Taken:** Informally resolved

Complainant: Unknown
Respondent: Unknown

**Summary of Allegations:** Racial microagression  
**Action Taken:** No action possible

Complainant: Unknown
Respondent: Faculty

**Summary of Allegations:** Racial bias  
**Action Taken:** Warning and education

Complainant: Graduate Student
Respondent: Faculty

**Summary of Allegations:** Gender discrimination  
**Action Taken:** Complainant elected to handle this through department channels

Complainant: Other
Respondent: Unknown

**Summary of Allegations:** Systemic bias on the basis of race  
**Action Taken:** Additional resources requested
2011 ANNUAL REPORT
(105 Cases)

Complainant: Graduate Student
Respondent: Faculty

Summary of Allegations: Conduct of a sexual nature in a classroom setting
Action Taken: Protected speech or conduct

Complainant: Resident
Respondent: Faculty

Summary of Allegations: Unwelcome conduct of a sexual nature
Action Taken: Warning and education

Complainant: Undergraduate Student, Unknown
Respondent: Undergraduate Student

Summary of Allegations: Stereotypes based on religion
Action Taken: Warning and education

Complainant: Faculty
Respondent: Faculty

Summary of Allegations: Unwelcome conduct on the basis of race and gender
Action Taken: Warning and remedial action

Complainant: Other
Respondent: Other

Summary of Allegations: Unwelcome sexual overtures
Action Taken: Dismissal

Complainant: Unknown
Respondent: Staff -- Non-supervisory

Summary of Allegations: Unwelcome verbal conduct of a sexual nature
Action Taken: Discipline
2011 ANNUAL REPORT  
(105 Cases)

Complainant: Staff -- Non-supervisory
Respondent: Staff -- Non-supervisory

**Summary of Allegations:** Unwelcome verbal conduct on the basis of sexual orientation

**Action Taken:** Warning and education

Complainant: Graduate Student
Respondent: Alumni

**Summary of Allegations:** Unwelcome verbal and physical conduct on basis of race

**Action Taken:** Warning and education

Complainant: Faculty
Respondent: Staff -- Non-supervisory

**Summary of Allegations:** Unwelcome comments and innuendos on the basis of sex

**Action Taken:** Reporting party sought advice only

Complainant: Staff -- Non-supervisory
Respondent: Staff-Supervisory

**Summary of Allegations:** Inappropriate comments on the basis of gender and race

**Action Taken:** Advice and counseling

Complainant: Faculty
Respondent: Unknown

**Summary of Allegations:** Unwanted romantic comments

**Action Taken:** Reporting party sought advice only

Complainant: Staff -- Non-supervisory
Respondent: Staff -- Non-supervisory

**Summary of Allegations:** Unwelcome racial comments

**Action Taken:** Advice and education
Complainant: Staff -- Non-supervisory
Respondent: Unknown

Summary of Allegations: Unwanted personal attention
Action Taken: Reporting party sought advice only

Complainant: Graduate Student
Respondent: Other

Summary of Allegations: Unwelcome comments regarding accent
Action Taken: Reporting party sought advice only

Complainant: Staff -- Non-supervisory
Respondent: Staff -- Non-supervisory

Summary of Allegations: Unwelcome sexual comments
Action Taken: Discipline

Complainant: Graduate Student
Respondent: Graduate Student

Summary of Allegations: Unwanted personal attention
Action Taken: Warning and education

Complainant: Graduate Student
Respondent: Graduate Student

Summary of Allegations: Unwelcome verbal conduct of a sexual nature
Action Taken: Warning and education

Complainant: Unknown
Respondent: Staff-Supervisory

Summary of Allegations: Offensive material based on gender
Action Taken: Insufficient evidence
Complainant: Staff -- Non-supervisory
Respondent: Faculty

Summary of Allegations: Unwelcome personal comments
Action Taken: Reporting party sought advice only

Complainant: Graduate Student
Respondent: Alumni

Summary of Allegations: Unwelcome physical conduct
Action Taken: Reporting party sought advice only

Complainant: Staff -- Non-supervisory
Respondent: Staff -- Non-supervisory

Summary of Allegations: Unwelcome verbal conduct
Action Taken: Warning and education

Complainant: Graduate Student
Respondent: Other

Summary of Allegations: Gender Bias
Action Taken: Complainant elected to address on his own

Complainant: Undergraduate Student
Respondent: Other

Summary of Allegations: Unequal treatment based on national origin
Action Taken: Insufficient evidence

Complainant: Undergraduate Student
Respondent: Other

Summary of Allegations: Unequal access to Recreation facility
Action Taken: Referred to appropriate office for resolution

Page 13 of 18
Complainant: Undergraduate Student
Respondent: Unknown

Summary of Allegations: Unwelcome personal attention
Action Taken: Complainant elected to address on her own

Complainant: Unknown
Respondent: Staff -- Non-supervisory

Summary of Allegations: Inappropriate verbal and physical conduct
Action Taken: Warning and transfer

Complainant: Undergraduate Student
Respondent: Unknown

Summary of Allegations: Racist Graffiti
Action Taken: Removal of graffiti and advice to complainant and education for residence hall.

Complainant: Staff -- Non-supervisory
Respondent: Staff -- Non-supervisory

Summary of Allegations: Defaced Flyer
Action Taken: Warning and education

Complainant: Staff -- Non-supervisory
Respondent: Undergraduate Student

Summary of Allegations: Inappropriate email using derogatory language based on sex, race, religion and sexual orientation
Action Taken: Referred to College Dean
Complainant: Faculty
Respondent: Faculty

**Summary of Allegations:** Unfair treatment based on disability

**Action Taken:** Reporting party sought advice only

Complainant: Staff -- Non-supervisory
Respondent: Faculty

**Summary of Allegations:** Inappropriate sexual comments

**Action Taken:** Advice and complainant elected to handle on own

Complainant: Undergraduate Student
Respondent: Staff-Supervisory

**Summary of Allegations:** Unwelcome physical conduct

**Action Taken:** Discipline

Complainant: Faculty
Respondent: Non-affiliate

**Summary of Allegations:** Unwelcome personal attention

**Action Taken:** Reporting party sought advice only

Complainant: Staff -- Non-supervisory
Respondent:

**Summary of Allegations:** Gender bias

**Action Taken:** Referred to appropriate office for resolution

Complainant: Undergraduate Student
Respondent: Undergraduate Student

**Summary of Allegations:** Unwelcome personal attention

**Action Taken:** Advice
Complainant: Undergraduate Student
Respondent: Unknown

**Summary of Allegations:** Inappropriate photo online

**Action Taken:** Reporting party sought advice only

Complainant: Faculty
Respondent: Undergraduate Student

**Summary of Allegations:** Inappropriate written statements

**Action Taken:** Referral to Dean

Complainant: Staff -- Non-supervisory
Respondent: Staff -- Non-supervisory

**Summary of Allegations:** Rumors of consensual relationship

**Action Taken:** Warning and education

Complainant: Staff -- Non-supervisory
Respondent: Staff -- Non-supervisory

**Summary of Allegations:** Inappropriate comments and innuendos

**Action Taken:** Warning and education

Complainant: Faculty
Respondent: Faculty

**Summary of Allegations:** Bullying

**Action Taken:** Advice and referral to additional resources

Complainant: Undergraduate Student
Respondent: Faculty

**Summary of Allegations:** Biased comments in class

**Action Taken:** Education on First Amendment
Complainant: Undergraduate Student
Respondent: Undergraduate Student

Summary of Allegations: Stalking

Action Taken: Referral to Police

Complainant: Undergraduate Student
Respondent: Staff-Supervisory

Summary of Allegations: Unfair treatment based on familial status

Action Taken: Referral to Student Legal Services

Complainant: Staff -- Non-supervisory
Respondent: Staff -- Non-supervisory

Summary of Allegations: Electronic slur

Action Taken: Referral to appropriate campus office for education regarding Principles of Community

Complainant: Faculty
Respondent: Undergraduate Student

Summary of Allegations: Unwelcome sexual comments

Action Taken: Referral to Dean

Complainant: Staff -- Non-supervisory
Respondent: Staff -- Non-supervisory

Summary of Allegations: Unwelcome verbal stereotyping

Action Taken: Insufficient evidence
Complainant: Undergraduate Student
Respondent: Graduate Student

Summary of Allegations: Unwelcome verbal and electronic conduct on the basis of sex
Action Taken: Warning and education

Complainant: Undergraduate Student
Respondent: Undergraduate Student

Summary of Allegations: Unwelcome online post
Action Taken: Referral to appropriate office for further resolution

Complainant: Undergraduate Student
Respondent: Graduate Student

Summary of Allegations: Unwelcome physical conduct
Action Taken: Dismissal

Complainant: Graduate Student
Respondent: Faculty, Non-affiliate

Summary of Allegations: Unfair treatment based on race and disability
Action Taken: Insufficient evidence

Complainant: Staff -- Non-supervisory
Respondent: Staff -- Non-supervisory

Summary of Allegations: Racially insensitive comments
Action Taken: Referred to Labor Relations

Complainant: Staff -- Non-supervisory
Respondent: Other

Summary of Allegations: Unfair treatment
Action Taken: Complainant elected to handle on her own