

**2013 ANNUAL REPORT**  
(175 Cases)

**Complainant:** Undergraduate Student

**Respondent:** Community member

**Summary of Allegations:** Unwelcome speech on the basis of religion and national origin

**Action Taken:** Unable to take further action

**Complainant:** Unknown

**Respondent:** Undergraduate Student

**Summary of Allegations:** Bias on the basis of sexual orientation

**Action Taken:** Administrative counseling

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Unwelcome conduct of a sexual nature and racial slur

**Action Taken:** Written warning letter and education

**Complainant:** Unknown

**Respondent:** Faculty

**Summary of Allegations:** Offensive students' response to controversial classroom material

**Action Taken:** Education

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff-Supervisory

**Summary of Allegations:** General bullying by supervisor with possible disability status bias

**Action Taken:** Referred to Heath Systems Labor Relations

**Complainant:** Undergraduate Student

**Respondent:** Undergraduate Student

**Summary of Allegations:** Erratic behavior accompanied with racist remarks

**Action Taken:** Referred to appropriate Deans

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**Complainant:** Undergraduate Student

**Respondent:** Undergraduate Student

**Summary of Allegations:** Comments of a sexual nature

**Action Taken:** Complainant just wanted OPHD to have a record of the incident

**Complainant:** Graduate Student

**Respondent:** Faculty

**Summary of Allegations:** Racial and marital status bias

**Action Taken:** Complainant only sought advice

**Complainant:** Undergraduate Student

**Respondent:** Undergraduate Student

**Summary of Allegations:** Verbal comments of a racial nature

**Action Taken:** Referred to Respondent's Dean

**Complainant:** Graduate Student

**Respondent:** Faculty

**Summary of Allegations:** Failure to accommodate disability

**Action Taken:** Complainant sought advice only

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Unwelcome date requests

**Action Taken:** Warning and Education

**Complainant:** Undergraduate Student

**Respondent:** Faculty, Unknown

**Summary of Allegations:** Veteran Status Harassment and Discrimination

**Action Taken:** Complainant sought advice only

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**Complainant:** Graduate Student

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Disability discrimination, failure to accommodate

**Action Taken:** Education

**Complainant:** Undergraduate Student

**Respondent:** Faculty

**Summary of Allegations:** Inappropriate comments of a sexual nature

**Action Taken:** Warning and Education

**Complainant:** Community member

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Racial slur on a non-UCSD blog

**Action Taken:** Investigation revealed insufficient evidence

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Employment discrimination based on suspected age, color, national origin, race, and gender bias.

**Action Taken:** Complainant sought advice only

**Complainant:** Faculty

**Respondent:** Undergraduate Student

**Summary of Allegations:** Inappropriate joke of a sexual and disability status nature

**Action Taken:** Warning

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**Complainant:** Undergraduate Student

**Respondent:** Graduate Student

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

**Action Taken:** Education and Warning; Voluntary Temporary Stay-Away

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Age related bias, Race related bias

**Action Taken:** Complainant sought advice only

**Complainant:** Undergraduate Student

**Respondent:** Faculty

**Summary of Allegations:** Racial bias regarding a grade issue

**Action Taken:** Early resolution investigation revealed insufficient evidence

**Complainant:** Staff -- Non-supervisory

**Respondent:** Faculty

**Summary of Allegations:** National Origin Discrimination

**Action Taken:** Complainant sought advice only and decided not to proceed

**Complainant:** Graduate Student

**Respondent:** Unknown

**Summary of Allegations:** Anti-military graffiti

**Action Taken:** Suspect identified and prosecuted criminally

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff -- Non-supervisory

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

**Action Taken:** Warning and education

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**Complainant:** Community member

**Respondent:** Other

**Summary of Allegations:** Gender discrimination in volunteer program

**Action Taken:** Complainant elected not to follow up, but modifications were made to volunteer program

**Complainant:** Unknown

**Respondent:** Faculty

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

**Action Taken:** Warning and education

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Harassing conduct on the basis of color

**Action Taken:** Evidence did not support the allegation

**Complainant:** Unknown

**Respondent:** Undergraduate Student

**Summary of Allegations:** Meme on Facebook mocking Divestment issue

**Action Taken:** No action possible

**Complainant:** Unknown

**Respondent:** Undergraduate Student

**Summary of Allegations:** Meme on Facebook page mocking Divestment issue

**Action Taken:** None possible

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**Complainant:** Unknown

**Respondent:** Other

**Summary of Allegations:** Discriminatory action based on religion related to Divestment issue

**Action Taken:** Facts did not support allegation

**Complainant:** Unknown

**Respondent:** Undergraduate Student

**Summary of Allegations:** Mocking conduct regarding Divestment issue

**Action Taken:** No action possible

**Complainant:** Unknown

**Respondent:** Undergraduate Student

**Summary of Allegations:** Facebook comment regarding Divestment issue

**Action Taken:** No action possible

**Complainant:** Undergraduate Student

**Respondent:** Community member

**Summary of Allegations:** Offensive public speech

**Action Taken:** Appropriate follow up

**Complainant:** Community member

**Respondent:** Unknown

**Summary of Allegations:** Alleged discrimination on the basis of medical condition

**Action Taken:** Issue resolved

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**Complainant:** Unknown

**Respondent:** Unknown

**Summary of Allegations:** Comment about the Afghan war, heard to be disrespectful of veterans

**Action Taken:** No action possible

**Complainant:** Unknown

**Respondent:** Graduate Student

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

**Action Taken:** Complainant elected to handle the issue herself

**Complainant:** Unknown

**Respondent:** Faculty, Staff -- Non-supervisory

**Summary of Allegations:** Alleged favoritism

**Action Taken:** Unable to verify

**Complainant:** Unknown

**Respondent:** Staff-Supervisory

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

**Action Taken:** Appropriate discipline

**Complainant:** Unknown

**Respondent:** Unknown

**Summary of Allegations:** Racist graffiti

**Action Taken:** Removed

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**Complainant:** Unknown

**Respondent:** Faculty

**Summary of Allegations:** Gender bias

**Action Taken:** Unable to verify

**Complainant:** Unknown

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Alleging bullying on the basis of age

**Action Taken:** Unable to verify allegation

**Complainant:** Unknown

**Respondent:** Other

**Summary of Allegations:** Offensive theme parties, and offensive comments on the basis of disability and sexual orientation

**Action Taken:** Education

**Complainant:** Unknown

**Respondent:** Undergraduate Student

**Summary of Allegations:** Gendered and insensitive language

**Action Taken:** Education

**Complainant:** Unknown

**Respondent:** Unknown

**Summary of Allegations:** Unwelcome flirting by vendor

**Action Taken:** Vendor representative replaced

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**Complainant:** Undergraduate Student

**Respondent:** Unknown

**Summary of Allegations:** Harassment

**Action Taken:** Insufficient evidence provided

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Unwelcome conduct on the basis of color

**Action Taken:** Appropriate follow up

**Complainant:** Unknown

**Respondent:** Unknown

**Summary of Allegations:** Discrimination on the basis of protected categories in promotion

**Action Taken:** Oversight of process

**Complainant:** Unknown

**Respondent:** Unknown

**Summary of Allegations:** Racist graffiti

**Action Taken:** Removed graffiti

**Complainant:** Unknown

**Respondent:** Unknown

**Summary of Allegations:** Unwelcome comments about body size

**Action Taken:** Referred to appropriate administrator for education

**Complainant:** Unknown

**Respondent:** Faculty

**Summary of Allegations:** Biased presentations during class

**Action Taken:** Education

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**Complainant:** Unknown

**Respondent:** Unknown

**Summary of Allegations:** Hateful messages on Library Walk

**Action Taken:** No action possible

**Complainant:** Unknown

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Offensive comment regarding disability

**Action Taken:** Education

**Complainant:** Unknown

**Respondent:** Unknown

**Summary of Allegations:** Biased remark

**Action Taken:** Education

**Complainant:** Graduate Student

**Respondent:** Graduate Student

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

**Action Taken:** Insufficient information provided

**Complainant:** Unknown

**Respondent:** Staff-Supervisory

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

**Action Taken:** Issue already addressed

**Complainant:** Unknown

**Respondent:** Unknown

**Summary of Allegations:** Racial stereotyping

**Action Taken:** Unable to follow up (anonymous)

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**Complainant:** Undergraduate Student

**Respondent:** Faculty

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

**Action Taken:** Volunteer released

**Complainant:** Faculty

**Respondent:** Faculty

**Summary of Allegations:** Unwelcome sexual joking

**Action Taken:** Warning and education

**Complainant:** Staff -- Non-supervisory

**Respondent:** Unknown

**Summary of Allegations:** Unfairly denied reclassification

**Action Taken:** No further action possible

**Complainant:** Graduate Student

**Respondent:** Graduate Student

**Summary of Allegations:** Unwelcome flirting

**Action Taken:** Education

**Complainant:** Unknown

**Respondent:** Faculty

**Summary of Allegations:** Racist comments

**Action Taken:** Warning and education

**Complainant:** Faculty

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Discrimination on the basis of gender and race

**Action Taken:** Evidence did not support the allegation

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**Complainant:** Unknown

**Respondent:** Graduate Student

**Summary of Allegations:** Comments of a racial nature on a blog

**Action Taken:** Education

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Discrimination on the basis of age

**Action Taken:** Insufficient evidence of this allegation; referred to appropriate resources

**Complainant:** Unknown

**Respondent:** Staff -- Non-supervisory

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

**Action Taken:** Education

**Complainant:** Faculty

**Respondent:** Faculty

**Summary of Allegations:** Gender discrimination and retaliation

**Action Taken:** Referral to appropriate office

**Complainant:** Unknown

**Respondent:** Faculty, Undergraduate Student

**Summary of Allegations:** Inappropriate consensual relationship

**Action Taken:** Appropriate remedial action

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**Complainant:** Faculty

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Restriction on second language use

**Action Taken:** Clarification of policy

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Harassment on the basis of color

**Action Taken:** Appropriate disciplinary action

**Complainant:** Staff -- Non-supervisory

**Respondent:** Unknown

**Summary of Allegations:** Different treatment based on gender

**Action Taken:** Complainant elected to handle on his own

**Complainant:** Unknown

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Unwelcome sexual attention

**Action Taken:** Warning and education

**Complainant:** Faculty

**Respondent:** Faculty

**Summary of Allegations:** Different treatment on the basis of national origin

**Action Taken:** Outcome satisfactory to the complainant

**Complainant:** Faculty

**Respondent:** Faculty

**Summary of Allegations:** Different treatment on the basis of national origin

**Action Taken:** Elected informal follow up

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**Complainant:** Community member

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Failure to accommodate a medical condition

**Action Taken:** Found an acceptable accommodation

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Different treatment on the basis of sexual orientation

**Action Taken:** Elected to handle the issue himself

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Unwelcome comments that were racial in nature

**Action Taken:** Warning and education

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff-Supervisory

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

**Action Taken:** Appropriate discipline

**Complainant:** Faculty

**Respondent:** Unknown

**Summary of Allegations:** Consensual relationship posing a conflict of interest

**Action Taken:** Conflict cured

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**Complainant:** Unknown

**Respondent:** Unknown

**Summary of Allegations:** Entry on UCSD Confessions indicating bias on the basis of religion and ancestry

**Action Taken:** Promote further Jewish-Muslim dialogue to prevent these types of comments

**Complainant:** Unknown

**Respondent:** Unknown

**Summary of Allegations:** Offensive music videos at a dance

**Action Taken:** Education

**Complainant:** Staff -- Non-supervisory

**Respondent:** Unknown

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

**Action Taken:** Complainant elected to address the comments herself

**Complainant:** Unknown

**Respondent:** Faculty

**Summary of Allegations:** Gender-biased comment in classroom

**Action Taken:** Education

**Complainant:** Staff-Supervisory

**Respondent:** Staff -- Non-supervisory

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

**Action Taken:** Warning and education

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**Complainant:** Unknown

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Unwelcome comments about physical appearance

**Action Taken:** Warning and education

**Complainant:** Unknown

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Unwelcome contact hostile to veterans

**Action Taken:** Further contact blocked

**Complainant:** Undergraduate Student

**Respondent:** Unknown

**Summary of Allegations:** Graffiti expressing religious bias

**Action Taken:** Graffiti removed

**Complainant:** Undergraduate Student

**Respondent:** Undergraduate Student

**Summary of Allegations:** Racially biased comments

**Action Taken:** Complainant elected to handle on her own

**Complainant:** Undergraduate Student

**Respondent:** Undergraduate Student

**Summary of Allegations:** Unwelcome sexual comments and gesture

**Action Taken:** Referral to Student Conduct and CAPS

**Complainant:** Undergraduate Student

**Respondent:** Unknown

**Summary of Allegations:** Biased comments based on race and religion

**Action Taken:** Referred to Center for Student Involvement

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**Complainant:** Undergraduate Student

**Respondent:** Undergraduate Student

**Summary of Allegations:** Unwanted physical contact

**Action Taken:** Referred to Student Conduct

**Complainant:** Non-affiliate

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Unwelcome sexual advances and retaliation

**Action Taken:** Insufficient evidence

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Racially biased comments

**Action Taken:** Warning

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Bullying

**Action Taken:** Advice

**Complainant:** Undergraduate Student

**Respondent:** Undergraduate Student

**Summary of Allegations:** Unwanted physical conduct

**Action Taken:** No contact, warning and education

**Complainant:** Staff-Supervisory

**Respondent:** Unknown

**Summary of Allegations:** Homophobic graffiti

**Action Taken:** Removal and education

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**Complainant:** Unknown

**Respondent:** Unknown

**Summary of Allegations:** Hate symbol vandalism

**Action Taken:** Education

**Complainant:** Staff-Supervisory

**Respondent:** Unknown

**Summary of Allegations:** Swastika Graffiti

**Action Taken:** Removal

**Complainant:** Undergraduate Student

**Respondent:** Unknown

**Summary of Allegations:** Defacement of Powwow flyers

**Action Taken:** No action possible

**Complainant:** Undergraduate Student

**Respondent:** Unknown

**Summary of Allegations:** Racially biased language in student publication

**Action Taken:** Education

**Complainant:** Undergraduate Student

**Respondent:** Other

**Summary of Allegations:** Bias based on gender identity

**Action Taken:** Education

**Complainant:** Undergraduate Student

**Respondent:** Undergraduate Student

**Summary of Allegations:** Sex based prank and unwanted sexual verbal conduct

**Action Taken:** Warning and education

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**Complainant:** Undergraduate Student

**Respondent:** Unknown

**Summary of Allegations:** Perceived classroom racial bias

**Action Taken:** Advice

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Bullying

**Action Taken:** Advice

**Complainant:** Other

**Respondent:** Undergraduate Student

**Summary of Allegations:** Use of racially derogatory word

**Action Taken:** Referral to Student Conduct

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Unwanted personal attention

**Action Taken:** Education

**Complainant:** Undergraduate Student

**Respondent:** Other

**Summary of Allegations:** Inappropriate verbal comments

**Action Taken:** Referral to Police

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff -- Non-supervisory

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

**Action Taken:** Referral to Ombuds

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**Complainant:** Graduate Student

**Respondent:** Faculty

**Summary of Allegations:** Abusive verbal rant

**Action Taken:** Advice

**Complainant:** Undergraduate Student

**Respondent:** Community member

**Summary of Allegations:** Biased comments

**Action Taken:** Education and First Amendment

**Complainant:** Undergraduate Student

**Respondent:** Undergraduate Student

**Summary of Allegations:** Unwelcome verbal comments

**Action Taken:** Referral to CAPS

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Consensual relationship

**Action Taken:** Discipline

**Complainant:** Unknown

**Respondent:** Faculty

**Summary of Allegations:** Racially biased classroom comments

**Action Taken:** Education on academic freedom

**Complainant:** Undergraduate Student

**Respondent:** Undergraduate Student

**Summary of Allegations:** Unwanted physical conduct

**Action Taken:** Referred to Dean for sanction

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**Complainant:** Graduate Student

**Respondent:** Faculty

**Summary of Allegations:** Unwelcome touching

**Action Taken:** Warning

**Complainant:** Graduate Student

**Respondent:** Undergraduate Student

**Summary of Allegations:** Unwanted personal attention

**Action Taken:** Education

**Complainant:** Undergraduate Student

**Respondent:** Undergraduate Student

**Summary of Allegations:** Relationship violence

**Action Taken:** Warning and education

**Complainant:** Undergraduate Student

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Biased comments based on immigration status

**Action Taken:** Insufficient evidence

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Unwelcome physical conduct

**Action Taken:** Written warning

**Complainant:** Graduate Student

**Respondent:** Staff-Supervisory

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

**Action Taken:** Insufficient evidence

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**Complainant:** Staff -- Non-supervisory

**Respondent:** Other

**Summary of Allegations:** Bias based on national origin

**Action Taken:** Insufficient evidence

**Complainant:** Undergraduate Student

**Respondent:** Unknown

**Summary of Allegations:** Religiously biased speech

**Action Taken:** Referral to Center for Student Involvement

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Unwanted verbal and physical conduct

**Action Taken:** Discipline

**Complainant:** Unknown

**Respondent:** Faculty

**Summary of Allegations:** Consensual Relationship

**Action Taken:** Separation of parties and warning

**Complainant:** Undergraduate Student

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Unwelcome physical conduct

**Action Taken:** Insufficient evidence

**Complainant:** Undergraduate Student

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Unwanted physical conduct

**Action Taken:** Warning and Education

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**Complainant:** Undergraduate Student

**Respondent:** Undergraduate Student

**Summary of Allegations:** Unwanted physical conduct

**Action Taken:** Referral to Student Conduct

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Racial bias

**Action Taken:** Advice

**Complainant:** Unknown

**Respondent:**

**Summary of Allegations:** Unwelcome verbal conduct

**Action Taken:** Referral to VC Gary Matthews

**Complainant:** Faculty

**Respondent:** Undergraduate Student

**Summary of Allegations:** Racially biased comments

**Action Taken:** Advice and referred to FSAP

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Unwanted personal attention

**Action Taken:** Separation of parties

**Complainant:** Undergraduate Student

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Disparate treatment based on gender

**Action Taken:** Complainant elected to handle on his own

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**Complainant:** Undergraduate Student

**Respondent:** Unknown

**Summary of Allegations:** Perceived racial bias

**Action Taken:** Advice

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Vulgar sexual remark

**Action Taken:** Discipline

**Complainant:** Unknown

**Respondent:** Other

**Summary of Allegations:** Bigoted posts online

**Action Taken:** Referral to Center for Student Involvement

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Bullying

**Action Taken:** Referral to supervisor

**Complainant:** Undergraduate Student

**Respondent:** Other

**Summary of Allegations:** Disability bias

**Action Taken:** Insufficient evidence

**Complainant:** Graduate Student

**Respondent:** Other

**Summary of Allegations:** Disability bias

**Action Taken:** Insufficient evidence

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**Complainant:** Undergraduate Student

**Respondent:**

**Summary of Allegations:** Racist graffiti

**Action Taken:** Referral to Resident Dean

**Complainant:** Faculty

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Discrimination based on disability

**Action Taken:** Insufficient evidence of a violation of Policy

**Complainant:**

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Inappropriate comments of a racial nature

**Action Taken:** Advice and counseling

**Complainant:** Unknown

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Inappropriate sexual comments and gestures

**Action Taken:** Dismissal

**Complainant:** Undergraduate Student

**Respondent:** Faculty

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

**Action Taken:** Advice and counseling

**Complainant:** Faculty

**Respondent:** Faculty

**Summary of Allegations:** Harassment and discrimination on the basis of age and gender

**Action Taken:** Could not substantiate

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**Complainant:** Medical Student

**Respondent:** Faculty, Other

**Summary of Allegations:** Discrimination on the basis of disability

**Action Taken:** Could not substantiate allegations.

**Complainant:** Non-affiliate

**Respondent:** Undergraduate Student

**Summary of Allegations:** Unwanted physical contact

**Action Taken:** Dismissal

**Complainant:** Graduate Student

**Respondent:** Other

**Summary of Allegations:** Discrimination on the basis of sexual orientation

**Action Taken:** Complainant elected to handle on his own

**Complainant:** Unknown

**Respondent:** Faculty

**Summary of Allegations:** Consensual relationship in violation of policy

**Action Taken:** Insufficient evidence

**Complainant:** Staff -- Non-supervisory, Staff-Supervisory

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Gender bias

**Action Taken:** Provided interim remedies and referral to Ombuds for mediation

**Complainant:** Undergraduate Student

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Bias on the basis of race

**Action Taken:** Education

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**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff -- Non-supervisory

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

**Action Taken:** Unable to substantiate existence of a hostile environment

**Complainant:** Resident, Undergraduate Student

**Respondent:** Other

**Summary of Allegations:** Offensive comments based on race and gender

**Action Taken:** Advice and counseling

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff -- Non-supervisory

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

**Action Taken:** Discipline

**Complainant:** Undergraduate Student

**Respondent:** Faculty, Graduate Student

**Summary of Allegations:** Unwanted physical contact and unwanted statements of a sexual nature

**Action Taken:** Complainant elected not to use administrative process, and action was taken within this limitation

**Complainant:** Unknown

**Respondent:** Graduate Student

**Summary of Allegations:** Favoritism

**Action Taken:** Allegations not substantiated

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**Complainant:** Unknown

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Alleged improper consensual relationship

**Action Taken:** Could not corroborate

**Complainant:** Resident

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Discrimination on the basis of disability

**Action Taken:** Could not substantiate

**Complainant:** Non-affiliate

**Respondent:** Faculty

**Summary of Allegations:** Denying a volunteer opportunity on the basis of religion

**Action Taken:** Could not substantiate

**Complainant:** Unknown

**Respondent:** Faculty

**Summary of Allegations:** Gender biased comment in class

**Action Taken:** Education

**Complainant:** Undergraduate Student

**Respondent:** Unknown

**Summary of Allegations:** Conduct showing racial bias

**Action Taken:** Unable to locate the persons who engaged in the conduct

**Complainant:** Undergraduate Student

**Respondent:** Faculty

**Summary of Allegations:** Unwelcome romantic advance

**Action Taken:** Warning and education; remedies for complainant

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**Complainant:** Unknown

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Inappropriate comments regarding gender and sexual orientation

**Action Taken:** Warning and education

**Complainant:** Unknown

**Respondent:** Unknown

**Summary of Allegations:** Homophobic comment in class

**Action Taken:** Education

**Complainant:** Undergraduate Student

**Respondent:** Other

**Summary of Allegations:** Racially motivated conduct

**Action Taken:** Education

**Complainant:** Unknown

**Respondent:** Unknown

**Summary of Allegations:** Defacement of poster with racially derogatory word

**Action Taken:** Poster removed

**Complainant:** Unknown

**Respondent:** Faculty

**Summary of Allegations:** Offensive reference to Nazism in course

**Action Taken:** Education

**Complainant:** Graduate Student

**Respondent:** Undergraduate Student

**Summary of Allegations:** Inappropriate sexual comment in class

**Action Taken:** Warning and education

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**Complainant:** Faculty

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Persistent unwelcome emails of a sexual nature

**Action Taken:** Warning and education

**Complainant:** Unknown

**Respondent:** Faculty

**Summary of Allegations:** Offensive comment in class reflecting racial bias

**Action Taken:** Warning and education

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff-Supervisory

**Summary of Allegations:** Bias based on national origin

**Action Taken:** Education

**Complainant:** Faculty

**Respondent:** Graduate Student

**Summary of Allegations:** Comments reflecting religious bias toward co-workers

**Action Taken:** Warning and education

**Complainant:** Staff -- Non-supervisory

**Respondent:** Faculty

**Summary of Allegations:** Disrespectful comment reflecting racial bias

**Action Taken:** Warning and education

**Complainant:** Unknown

**Respondent:** Staff -- Non-supervisory

**Summary of Allegations:** Inappropriate comments on social media

**Action Taken:** Warning and education

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**Complainant:** Unknown

**Respondent:** Faculty

**Summary of Allegations:** Verbal harassment via social media

**Action Taken:** Advice and counseling

**Complainant:** Faculty

**Respondent:** Unknown

**Summary of Allegations:** Comments of a racial nature

**Action Taken:** Complainant elected to handle on her own

**Complainant:** Faculty

**Respondent:** Faculty

**Summary of Allegations:** Unwanted proposition

**Action Taken:** Warning

**Complainant:** Staff -- Non-supervisory

**Respondent:** Staff -- Non-supervisory

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

**Action Taken:** Warning and education