



## Office of Equity and Title IX

### 2021-2022 ANNUAL REPORT

If you are a person with a disability and believe you may need accommodations, please contact the Office of Equity & Title IX to request assistance or general information; we are happy to help you.

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## Preface

We present to you this Annual Report containing data regarding alleged incidents of discrimination and harassment on the basis of protected identity, including race, color, national origin, ancestry, religion, sex (includes gender), pregnancy, sexual orientation, gender identity, gender expression, age, disability, or protected veteran status, reported to the Office of Equity & Title IX (ETIX) from August 1, 2021, through July 31, 2022.

In subsequent pages, we provide an overview of incident reports received and processed by ETIX during the 2021-2022 academic/reporting year. Tracking our data allows us to monitor campus climate over time and to continue identifying opportunities for further training, education, and ongoing efforts to help prevent discrimination and remediate its impact on our campus community. Further, we publish this data in the interest of transparency, as well as individual and institutional accountability.

ETIX is tasked with enforcing the institution's anti-discrimination policies, located in the following sections of the University of Missouri System Collected Rules and Regulations (CRRs).

- [CRR 600.010](#) Equal Employment/Educational Opportunity and Nondiscrimination Policy
- [CRR 600.020](#) Sexual Harassment under Title IX Policy

These policies apply to any phase of UMKC's employment process, any phase of its admission or financial aid programs, other aspects of its educational programs or activities, and instances occurring in other settings, including off-campus, if there are effects of the conduct that interfere with or limit any person's ability to participate in or benefit from the University's educational programs, activities or employment.

The processes for resolving complaints jurisdictional to these anti-discrimination policies are provided in the CRRs as the Resolution Process for Resolving Complaints of Sexual Harassment under Title IX ([CRR 600.030](#)); the Equity Resolution Process for Resolving Complaints of Discrimination and Harassment against a Faculty Member or Student or Student Organization ([CRR 600.040](#)); and Equity Resolution Process for Resolving Complaints of Discrimination and Harassment against a Staff Member or the University of Missouri ([CRR 600.050](#)).

We encourage you to review this Report carefully and to visit ETIX's Equity & Title IX website at <https://info.umkc.edu/title9/> for more information on the services provided and resources available to students, employees, visitors, and volunteers of the University of Missouri-Kansas City.

## Guide to Reading the Report

### Key Definitions and Relevant Policy Provisions

In addressing alleged instances of discrimination and harassment, including sexual harassment, ETIX applies the definitions and processes as stated in [Chapter 600](#) of the University of Missouri Collected Rules and Regulations (CRRs). Below, we provide summaries of terms and processes used by UMKC in addressing reports of discrimination and harassment, including sexual harassment.

**Complainant:** “Complainant” means an individual who is alleged to be the victim of conduct that could constitute sexual harassment or discrimination or other protected identity harassment in violation of the University’s Anti-Discrimination Policies. In this Report, the term *complainant* is used to describe any person or group who has allegedly experienced behavior that violates policy, whether or not they choose to pursue or file a formal complaint against the accused individual; it is a general term that applies when the report of discrimination is received by ETIX, regardless of how an individual’s case is resolved.

**Respondent:** “Respondent” refers to the individual or entity alleged to have violated the University’s Anti-Discrimination Policies, or an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment. In this Report, the term *respondent* is used to describe all people or entities that are reported to have violated policy, regardless of whether the report is pursued through a full formal investigation, or the respondents are found responsible for a violation.

**Parties:** Collective term used to refer to all complainants and respondents in a case, or multiple cases.

**Incident:** An occurrence of alleged behavior that may constitute prohibited discrimination.

**Report:** Any verbal or written communication or notice of an alleged violation of the University’s Anti-Discrimination or Title IX Policies. ETIX receives reports through a variety of means, including an online reporting form on our website, email, phone call, in-person visit, or other means. Some reports are submitted directly by complainants; many others are submitted by third parties (both mandatory and voluntary reports).

Once received, the report and all information available regarding the incident are added to an electronic database that is accessible to ETIX team members. See below under “Preliminary Contact and Inquiry” for more information about how ETIX handles incoming reports.

**Complaint/Formal Complaint:** For the Equal Employment/Educational Opportunity and Nondiscrimination Policy, a Complaint is a document prepared by the Equity Officer when a verbal or written report of alleged discrimination or harassment becomes known to the University, or a document filed and signed by a Complainant alleging discrimination or harassment against a Respondent and requesting that the University investigate the allegation.

For the Sexual Harassment under Title IX Policy, Formal Complaint means a written document filed by a Complainant or signed by the Title IX Coordinator alleging sexual harassment against a Respondent and requesting that the University investigate the allegation of sexual harassment. The phrase “document filed by a Complainant” means a document or electronic submission (such as by electronic mail or an online portal provided for this purpose by the University) that contains the Complainant’s physical or digital signature, or otherwise indicates that the Complainant is the person filing the Formal Complaint.

**Equity or Title IX Resolution Process:** The process by which complaints and formal complaints of discrimination are resolved, as outlined in CRRs [600.030](#), [600.040](#), and [600.050](#).

**Protected Identity:** A group of people with a shared/common characteristic or identity, recognized by University policy and/or applicable state or federal laws as being protected from discrimination on the basis of that characteristic or identity. UMKC policy includes race, color, national origin, ancestry, religion, sex (includes gender), pregnancy, sexual orientation, gender identity, gender expression, age, disability, protected veteran status, or any other status protected by applicable state or federal law.

**Preliminary Contact and Inquiry:** Under the Equal Employment/Educational Opportunity and Nondiscrimination Policy and process, after receiving a report, the Equity Officer shall promptly contact the Complainant to discuss the availability of supportive measures, consider the Complainant’s wishes with respect to supportive measures, inform the Complainant of availability of supportive measures with or without the filing of a Complaint, and explain to the Complainant the process for filing a Complaint. If the identity of the Complainant is unknown, the Equity Officer may conduct a limited investigation sufficient to identify the Complainant to the extent possible. In addition to making preliminary contact, the Equity Officer shall conduct a preliminary inquiry to gather enough information to make a threshold decision regarding whether the report describes a possible violation of the University’s anti-discrimination policies. If the report describes a possible violation, the Equity Officer will refer the matter to the appropriate procedural process and provide appropriate supportive measures. If the report does not describe a possible violation, the matter will be referred to the appropriate non-Equity process. Under those circumstances, the Equity Officer may counsel and suggest monitoring or training opportunities to correct for inappropriate behavior that does not rise to the level of a violation.

Under the Sexual Harassment under Title IX Policy and process, after receiving a Report, the Title IX Coordinator shall promptly contact the Complainant to discuss the availability of Supportive Measures, consider the Complainant’s wishes with respect to Supportive Measures, inform the Complainant of the availability of Supportive Measures with or without the filing of a Formal Complaint, and explain to the Complainant the process for filing a Formal Complaint. If the identity of the Complainant is unknown, the Title IX Coordinator may conduct a limited investigation sufficient to identify the Complainant to the extent possible.

An Investigator’s initial contact with a complainant is part of this inquiry, in addition to attempts to obtain additional information from the reporter, witnesses, and/or documentation in some cases.

**Consent to Sexual Activity:** Consent to sexual activity is knowing and voluntary. Consent to sexual activity requires of all involved persons a conscious and voluntary agreement to engage in sexual activity. Each person engaged in the sexual activity must have met the legal age of consent. It is the responsibility of each person to ensure they have the consent of all others engaged in the sexual activity. Consent must be obtained at the time of the specific activity and can be withdrawn at any time. Consent, lack of consent, or withdrawal of consent may be communicated by words or non-verbal acts.

Someone who is incapacitated cannot consent. Silence or absence of resistance does not establish consent. The existence of a dating relationship or past sexual relations between the Parties involved should never by itself be assumed to be an indicator of consent. Further, consent to one form of sexual activity does not imply consent to other forms of sexual activity. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Coercion and force, or threat of either, invalidates consent.

**Incapacitation:** A state in which rational decision-making or the ability to consent is rendered impossible because of a person's temporary or permanent physical or mental impairment, including but not limited to physical or mental impairment resulting from drugs or alcohol, disability, sleep, unconsciousness or illness. Consent does not exist when the Respondent knew or should have known of the other individual's incapacitation. Incapacitation is determined based on the totality of the circumstances. Incapacitation is more than intoxication, but intoxication can cause incapacitation. Factors to consider in determining incapacity include, but are not limited to, the following:

1. Lack of awareness of circumstances or surroundings (e.g., an inability to understand, either temporarily or permanently, the who, what, where, how and/or why of the circumstances; blackout state)
2. Inability to physically or verbally communicate coherently, particularly with regard to consent (e.g., slurred or incoherent speech)
3. Lack of full control over physical movements (e.g., difficulty walking or standing without stumbling or assistance)
4. Physical symptoms (e.g., vomiting or incontinence).

**Supportive Measures:** Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Complaint/Formal Complaint or where no Complaint/Formal Complaint has been filed. These measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other Party, including measures designed to protect the safety of all Parties or the University's education environment, or deter sexual harassment. The University will maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the Supportive Measures.

## Description of the Resolution Processes

**Summary Resolution:** Available only for Complaints handled according to CRRs [600.040](#) and [600.050](#).

During or upon completion of investigation, the Equity Officer will review the investigation which may include meeting with the Investigator(s). The investigative report is not provided to the Parties during Summary Resolution but is provided to the Parties at either the Administrative Resolution or Hearing Panel Resolution. Based on that review, the Equity Officer will make a summary determination whether, based on the evidence gathered, there is a sufficient basis to proceed with the Complaint that the Respondent is responsible for violating the University's Anti-Discrimination Policies.

If the Equity Officer determines that there is a sufficient basis to proceed with the Complaint, then the Equity Officer will direct the process to continue. The Complaint will then be resolved through either Conflict Resolution, Administrative Resolution, or Hearing Panel Resolution. There is no right to request reconsideration or appeal the summary determination to continue the process.

If the Equity Officer determines that there is an insufficient basis to proceed with the Complaint, then the process will end, and the Complainant and Respondent will simultaneously be sent written notification of the determination and advised of their right to request reconsideration. The Equity Officer may counsel and suggest monitoring or training opportunities to correct for inappropriate behavior that does not rise to the level of a violation.

**Dismissal of a Formal Complaint:** Available only for Formal Complaints handled according to CRR [600.030](#).

During or upon the completion of the investigation, the Title IX Coordinator will review the Formal Complaint and the investigative report, if available, to determine if the Formal Complaint is subject to dismissal. A Formal Complaint shall be dismissed: (1) if the conduct alleged in the Formal Complaint would not constitute sexual harassment, as defined in CRR 600.020 even if proved; (2) the conduct alleged in the Formal Complaint did not occur in the University's education program or activity, or (3) the conduct alleged in the Formal Complaint did not occur against a person in the United States. A dismissal under this provision does not preclude action under other applicable University processes.

A Formal Complaint or any allegations therein, may be dismissed at any time during the investigation or hearing if (1) the Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein; (2) the Respondent is no longer enrolled or employed by the University; or (3) specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or the allegations therein.



**Conflict Resolution:** Available only for reports or complaints handled according to CRRs [600.040](#) and [600.050](#).

The Parties may choose to engage in Conflict Resolution at any time during the Equity Resolution Process. The decision of the Parties to engage in Conflict Resolution must be voluntary, informed, and in writing. The Parties are not required to engage in Conflict Resolution as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right. The Parties are not required to waive their right to an investigation of a Complaint or a right to a hearing. It is not necessary to pursue Conflict Resolution prior to pursuing the Administrative or Hearing Panel Resolution Process and either Party can stop the Conflict Resolution Process at any time and request either the Administrative Resolution Process or Hearing Panel Resolution Process. Conflict Resolution is never available to resolve allegations that an employee sexually harassed or engaged in sexual misconduct with a student. Upon receiving a request for Conflict Resolution, the Equity Officer will determine if Conflict Resolution is appropriate based on the willingness of the Parties, the nature of the conduct at issue and the susceptibility of the conduct to Conflict Resolution.

In Conflict Resolution, which includes mediation or facilitated dialogue, a neutral facilitator will foster dialogue with the Parties to an effective resolution, if possible. The Complainant's and the Respondent's Equity Support Person may attend the Conflict Resolution meeting. The Parties will abide by the terms of the agreed upon resolution. Failure to abide by the terms of the agreed upon resolution may be referred to the Equity Officer for review and referral to the appropriate University Process for discipline or sanctions. The Equity Officer will keep records of any Conflict Resolution that is reached.

**Informal Resolution:** Available only for Formal Complaints handled according to CRR [600.030](#).

Upon the filing of a Formal Complaint, the Parties may choose to engage in Informal Resolution. The decision of the Parties to engage in Informal Resolution must be voluntary, informed, and in writing. The Parties are not required to engage in Informal Resolution as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right. The Parties are not required to waive their right to an investigation of a Formal Complaint or a right to a hearing process, or AMC Process, if applicable. At any time prior to agreeing to (or in Administrative Resolution, rendering of) a final resolution, any Party has the right to withdraw from the Informal Resolution process and the matter will be referred back for further investigation and/or hearing as may be applicable.

Informal Resolution is never available to resolve allegations that an employee sexually harassed a student.

In Informal Resolution, which includes mediation or facilitated dialogue, a neutral facilitator will foster a dialogue with the Parties to an effective resolution, if possible. The Complainant's and the Respondent's Support Persons may attend the Informal Resolution meeting. The Parties will abide by the terms of the agreed-upon resolution. Failure to abide by the terms of the agreed-upon resolution may be referred to the Title IX Coordinator for review and referral to the appropriate University

Process for discipline or sanctions. The Title IX Coordinator will keep records of any Informal Resolution that is reached.

**Administrative Resolution:** A voluntary resolution process where a decision-maker makes a finding on each of the alleged policy violations in a Complaint/Formal Complaint and a finding on sanctions and remedies without a hearing.

**Hearing Panel Resolution:**

For Formal Complaints handled according to CRR [600.030](#): A group of two (2) trained Equity Resolution Hearing Panelist Pool members who, together with the Hearing Officer, serve as the Hearing Panel for a specific Formal Complaint. A good faith attempt will be made for the Hearing Panel to include at least one faculty member and one administrator or staff member. The Hearing Officer shall serve as the Chair of the Hearing Panel.

For Complaints handled according to CRR [600.040](#): A group of three (3) trained Equity Resolution Hearing Panelist Pool members who serve as the Hearing Panel for a specific Complaint. A good faith attempt will be made for the Hearing Panel to include at least one faculty member and one administrator or staff member.

## Jurisdiction

**Equal Employment/Educational Opportunity and Nondiscrimination Policy, [CRR 600.010](#):** The University's Nondiscrimination policies apply to any phase of its employment process, any phase of its admission or financial aid programs, other aspects of its educational programs or activities, and instances occurring in other settings, including off-campus, if there are effects of the conduct that interfere with or limit any person's ability to participate in or benefit from the University's educational programs, activities or employment.

**Sexual Harassment under Title IX Policy, [CRR 600.020](#):** This policy applies to sexual harassment in any phase of the University's employment process, any phase of its admission or financial aid programs, and all other aspects of its education programs or activities. For purposes of this policy, "education program or activity" includes locations, events, or circumstances over which the University exercised substantial control over both the respondent and the context in which the conduct occurs, and includes any building owned or controlled by a student organization that is officially recognized by the University. This policy and CRR 600.030 do not apply to sexual harassment that happens outside the United States, even when the conduct occurs in an education program or activity of the University.

**NOTE:** The data provided by this Report differs from the data UMKC provides in their annual report required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). Clery-reportable incidents include sexual assault (rape, fondling, incest, statutory rape), dating/domestic violence, and stalking, and only those incidents allegedly occurring on campus, in off-campus buildings or property owned or controlled by the University, and on public property within or immediately adjacent to and accessible from the campus. This Report includes all alleged incidents of sex/gender discrimination and harassment, including all alleged incidents of sexual misconduct, reported to ETIX, regardless of the location where the incident is alleged to have occurred.

## Overview: All Incidents Reported

Total Reports		Alleged Violations	
2018-2019	350	2018-2019	436
2019-2020	239	2019-2020	325
2020-2021	453	2020-2021	452
2021-2022	225	2021-2022	368

Figure 1. All Reports of Alleged Policy Violations

Alleged Policy Violation	# Reported Violations
Age Discrimination/Harassment	6
Ancestry Discrimination/Harassment	2
Attempted Rape	1
Color Discrimination/Harassment	3
Consensual Romantic Relationship Violation	7
Dating Violence – Equity	14
Dating Violence - Title IX	2
Disability Discrimination/Harassment	30
Domestic Violence – Equity	11
False Reporting - Title IX	1
Fondling	1
Gender Expression Disc/Harass.	5
Gender Identity Discrimination/Harassment	14
National Origin Discrimination/Harassment	31
Pregnancy Discrimination/Harassment	3
Race Discrimination/Harassment	58
Rape – Equity	9
Rape - Title IX	0
Religion Discrimination/Harassment	16
Retaliation – Equity	5
Retaliation - Title IX	2
Sex Discrimination/Harassment	32
Sexual Assault – Unclassified	11
Sexual Harassment – Equity	38
Sexual Harassment - Title IX	26
Sexual Orientation Disc/Harass.	17
Stalking – Equity	10
Stalking - Title IX	5
Veteran Discrimination/Harassment	7
Witness Intimidation/Harassment - Title IX	1

Figure 1 Explanation: In 2021-2022, ETIX received 225 reports alleging 368 violations of UMKC’s anti-discrimination/consensual relationships policies. In these reports, 251 distinct respondents (individuals/entities) were accused. Note that these are allegations, not ultimate findings. This chart lists all alleged violations, most of which involve allegations of discrimination. ETIX also received some reports of alleged behaviors unrelated to discrimination. Examples of such allegations include physical abuse by someone other than a domestic or dating partner, threatening or intimidating behaviors, bullying or unprofessional conduct, and/or alcohol and drug violations. Often, these allegations stem from or are reported in conjunction with an incident that also involves equity concerns, so ETIX may take jurisdiction over all the allegations from that given incident per the CRRs. In other cases, if there is no link to any allegations of discrimination, the matter is then referred to another appropriate campus department/unit, such as the UMKC Police Department, the Provost’s Office, Human Resources, Student Conduct, or RISE: Resources, Intervention, Support, & Education. In 2021-2022, ETIX received 65 allegations of behaviors classified as *Not Discrimination*, bringing the total number of allegations to 433.

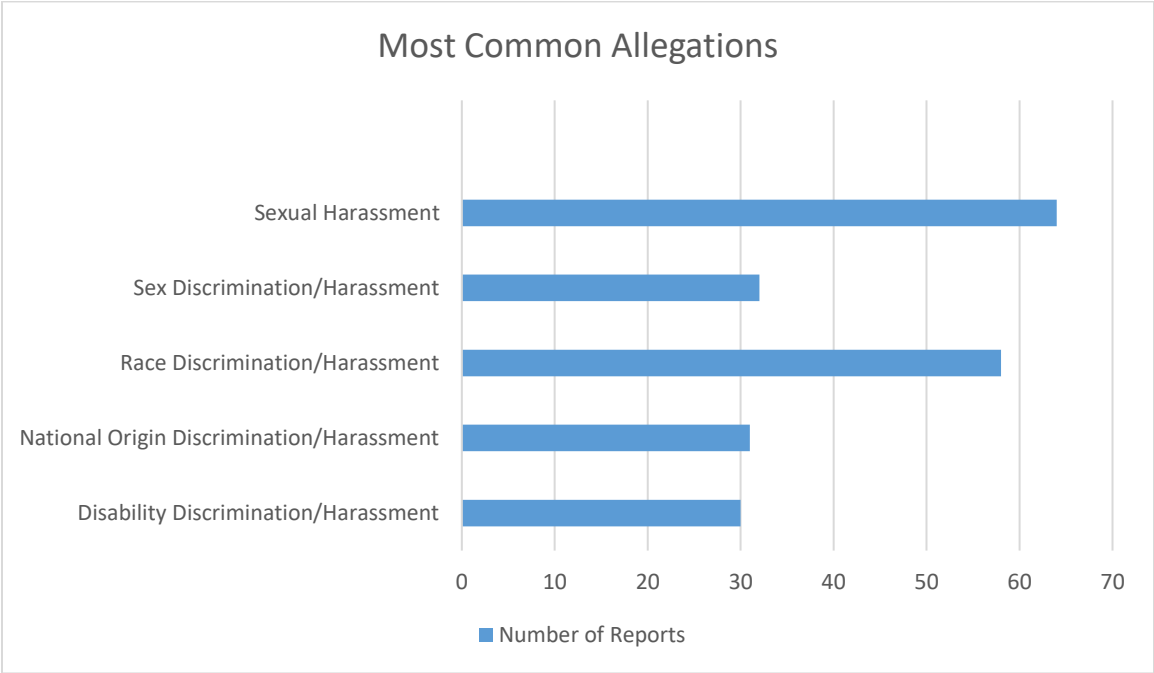


Figure 2. Location of Reported Incidents

Location	# at Location
On Campus	213
Off Campus	39
Unknown/Undisclosed	21
Electronic	3

Figure 2 Explanation: Only one category per report is included in this data, notating the primary location of each incident; if an incident involves more than one location category (e.g. parties exchanged texts and interacted in person on campus), then the order of priority is (1) On Campus, (2) Off Campus, (3) Electronic, and (4) Unknown/Undisclosed. The *Unknown/Undisclosed* category is used when we were unable to further specify, which may happen when a complainant does not respond to ETIX outreach and the location information was not included in the initial report, or if a complainant chooses not to disclose that information to us.

Figure 3. Types of Respondents

Alleged Violation	Faculty	UMKC Entities	Staff	Students	Unaffiliated	Undisclosed	Unknown	Total
Age	1	1	4	0	0	0	0	6
Ancestry	1	0	0	1	0	0	0	2
Attempted Rape - Equity	0	0	0	1	0	0	0	1
Color	1	0	1	1	0	0	0	3
Consensual Romantic Relationships	2	0	2	2	1	0	0	7
Dating Violence - Equity	0	0	0	2	5	7	0	14
Dating Violence - Title IX	0	0	0	2	0	0	0	2
Disability	14	6	7	3	0	0	0	30
Domestic Violence - Equity	0	0	0	1	6	4	0	11
Fondling - Equity	0	0	0	1	0	0	0	1
Gender Expression	2	0	0	3	0	0	0	5
Gender Identity	4	2	0	7	1	0	0	14
National Origin	7	3	13	5	3	0	0	31
Pregnancy	0	1	1	1	0	0	0	3
Race	21	6	14	14	2	0	1	58
Rape - Equity	0	1	0	1	3	3	1	9
Religion	2	0	3	10	0	0	1	16
Sex Discrimination	17	1	10	2	1	0	1	32
Sexual Assault	0	0	0	1	5	5	0	11
Sexual Harassment - Equity	11	0	11	4	8	1	3	38
Sexual Harassment - Title IX	11	0	3	12	0	0	0	26
Sexual Orientation	3	1	5	5	2	0	1	17
Stalking - Equity	0	0	0	0	5	1	4	10
Stalking - Title IX	0	0	0	5	0	0	0	5
Veteran	1	3	0	3	0	0	0	7

Figure 3 Explanation: The total number of respondents indicated in Figure 3 (359) includes only those respondents accused of discrimination and/or violations of the Consensual Relationships Policy. There were an additional 9 respondents from reports of False Reporting – Title IX (1), Retaliation – Equity (5), Retaliation – Title IX (2), and Witness Intimidation/Harassment – Title IX (1), bringing the total number of violations to 368 as noted in Figure 1 Explanation.

Figure 4. Source of Reports to ETIX

Reporter Type	# Reports
Faculty	108
Staff	93
Student	37
Res Life	17
Other	8
Self-Report	5
Anonymous	3
Agency	2
UMKC PD	1
Other Post-Secondary Institution	1
Third Party	1

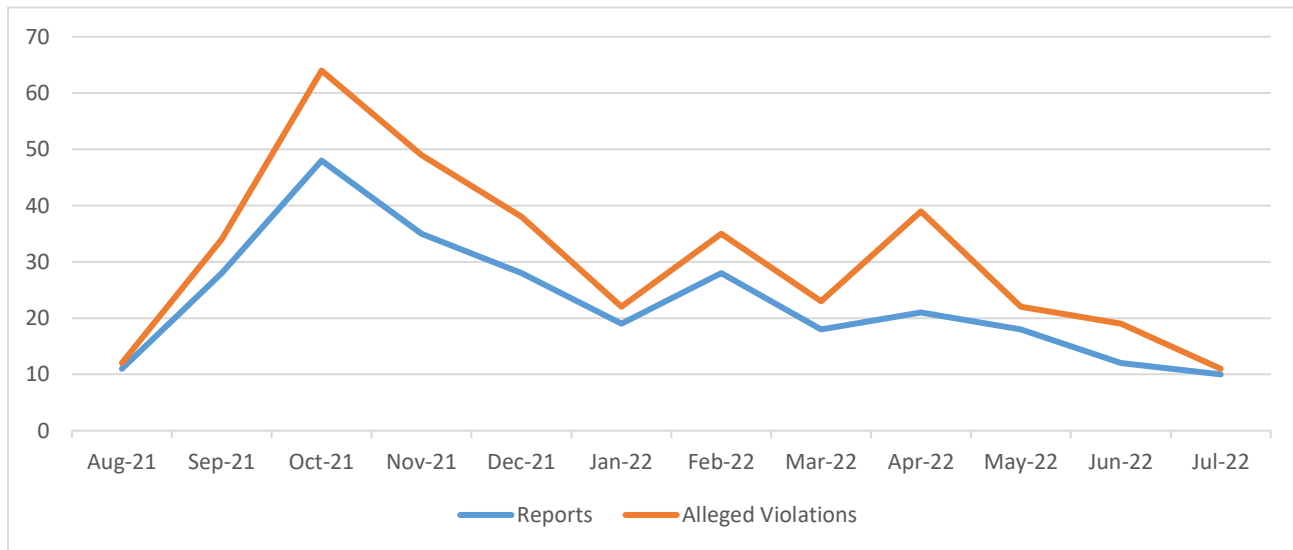
Figure 4 Explanation: All student employees making reports to ETIX are included as *Staff* in this chart. *Agency* includes organizations such as the Missouri Commission on Human Rights (MCHR) and the Equal Employment Opportunity Commission (EEOC).

“Other” indicates a Complainant self-reporting who is unaffiliated with UMKC.

“Third Party” indicates a reporting party who is unaffiliated with UMKC and is not the Complainant.

Figures 5-5a. Reports Received by Month

Month	Reports	Alleged Violations
Aug-21	11	12
Sep-21	28	34
Oct-21	48	64
Nov-21	35	49
Dec-21	28	38
Jan-22	19	22
Feb-22	28	35
Mar-22	18	23
Apr-22	21	39
May-22	18	22
Jun-22	12	19
Jul-22	10	11



**Figures 5-5a Explanation:** The total number of reports of discrimination is the same as the total number of respondents per incident, on a 1:1 ratio. Meaning, when ETIX receives information indicating that a person may have violated the anti-discrimination policies in a given incident, that is, by definition, a report of discrimination. There could be multiple respondents involved in a single incident, which we would then consider multiple reports because each respondent’s actions are analyzed separately to determine whether they are responsible for violating policy – each person is accountable for their own behavior. Thus, it is possible that one respondent could be responsible in a certain case while a second respondent involved in the same case is not responsible, based on their individual actions.

Some individuals have been accused of more than one violation at different times, stemming from separate incidents that may involve different people. When that happens, the accused person is counted as more than one respondent, and thus more than one report. For example, if Person X is accused of sexually harassing Person Y in April, and then Person X is accused of race discrimination against Person Z in June, we would consider there to be two reports even though the same person is accused in both instances (same respondent). Similarly, if Person 1 and Person 2 both allegedly discriminate against Person 3 in the same exchange/incident because of Person 3’s religion, we consider there to be two reports of discrimination at hand: Person 3 accuses Person 1, and Person 3 accuses Person 2. This is the most consistent way to track and compare data.



**Note on Timing of Reports to ETIX:** All reports submitted to ETIX from August 1, 2021, through July 31, 2022, are counted as part of the data in this Report. These numbers are based on the date the report was received, *not* the date of the alleged incident. In some cases, an incident is reported on the same day it occurred, or soon thereafter. In other cases, there is a period of delay between the incident and the report to ETIX, which may occur for various reasons. Thus, not every incident included in this Report occurred during the 2021-2022 academic year, and not every report came in while the complainant and/or respondent were associated with UMKC.

## In-Depth Analysis: Complainants and Respondents Involved in Reports to ETIX

Figure 6. Types of Complainants

Complainant Type	# of Complainants
Student	155
Faculty	34
Staff	34
Unaffiliated	13
Anonymous	5
Entity	5

Figure 7. Types of Respondents

Respondent Type	# of Respondents
Faculty	65
Student	53
Staff	47
Unaffiliated	33
Entity	21
Undisclosed	21
Unknown	9

Figure 8. Types of Complainants Accusing Faculty of Policy Violations

Complainant Type	# Complainants
Student	37
Faculty	26
Unaffiliated	8
Staff	4
Organization	1

Figure 8 Explanation: In 2021-2022, 72 complainants accused 64 faculty respondents.

Figure 9. Types of Complainants Accusing Staff of Policy Violations

Complainant Type	# Complainants
Staff	24
Student	20
Faculty	5
Organization	3
Anonymous	2

Figure 9 Explanation: In 2021-2022, 47 complainants accused 48 staff respondents.

Figure 10. Types of Complainants who Accused Students of Policy Violations

Complainant Types	# Complainants
Student	56
Staff	3
Faculty	2
Anonymous	1
Organization	1
Unaffiliated	1

Figure 10 Explanation: In 2021-2022, 54 complainants accused 53 student respondents.

Figure 11. Types of Complainants who Accused Unknown/Undisclosed Persons

Complainant Type	# Complainants
Student	28
Anonymous	1
Faculty	1

Figure 11 Explanation: In 2021-2022, 29 complainants accused 30 unknown/undisclosed respondents.

Figure 12. Types of Complainants Who Accused UMKC Entities of Policy Violations

Complainant Types	# Complainants
Student	9
Staff	5
Unaffiliated	4
Faculty	3

Figure 12 Explanation: In 2021-2022, 21 complainants accused 21 entity respondents.

Figure 13. Types of Complainants who Accused Unaffiliated Individuals of Policy Violations

Complainant Types	# Complainants
Student	30
Staff	3
Unaffiliated	2
Anonymous	1

Figure 13 Explanation: In 2021-2022, 36 complainants accused 33 unaffiliated respondents.

## In-Depth Analysis: Sex/Gender Discrimination

Figure 14. Sex/Gender Discrimination Allegations Against Student Respondents

Sex/Gender Allegation	Alleged Violations
Attempted Rape - Equity	1
Dating Violence - Equity	2
Dating Violence - Title IX	2
Domestic Violence - Equity	1
Fondling - Equity	1
Gender Expression	3
Gender Identity	7
Pregnancy - Equity	1
Rape - Equity	1
Sex Discrimination	2
Sexual Harassment - Equity	4
Sexual Harassment - Title IX	12
Sexual Orientation	5
Stalking - Title IX	5
Unclassified Sexual Assault	1

Figure 14 Explanation: In 2021-2022, 38 students were accused of various forms of sex discrimination.

Figure 14a. Sexual Assault Allegations Against Student Respondents

Sexual Assault Type	Alleged Violations
Attempted Rape - Equity	1
Fondling - Equity	1
Rape - Equity	1
Unclassified Sexual Assault	1

Figure 14a Explanation: *Unclassified Sexual Assault* is the label used for reports that contain insufficient details about the incident to further classify the alleged behavior, often because a third party submitting the initial report to ETIX did not include this level of information and/or because the complainants chose not to disclose further details to us. Many of these reports contain the term *sexual assault*, which would likely fall under UMKC policy, but we refrain from speculating as to which policy in an effort to present the most accurate data.

Figure 15. Sex/Gender Discrimination Allegations Against Employee Respondents

Sex/Gender Allegation	Alleged Violations
Consensual Romantic Relationships Violation	4
Gender Expression	2
Gender Identity	4
Pregnancy	1
Sex Discrimination	27
Sexual Harassment - Equity	22
Sexual Harassment - Title IX	14
Sexual Orientation	8

Figure 15 Explanation: In 2021-2022, 77 employees – including faculty and staff – were accused of various forms of sex discrimination. Violations of the Consensual Romantic Relationship Policy are also included with Sex/Gender Discrimination for the purposes of this Report, although it is not included under the same CRR.

Figure 15a. Sexual Assault Allegations Against Employee Respondents

ETIX did not receive any reports of this nature in 2021-2022.

Figure 16. Sex/Gender Discrimination Allegations Against UMKC Entity Respondents

Sex/Gender Allegations	Alleged Violations
Gender Identity	2
Pregnancy	1
Rape - Equity	1
Sex Discrimination	1
Sexual Orientation	1

Figure 16 Explanation: In 2021-2022, 5 entities were accused of various forms of sex discrimination.

Figure 16a. Sexual Assault Allegations Against UMKC Entity Respondents

Sexual Assault Type	Alleged Violations
Rape - Equity	1

Figure 16a Explanation: Reports are typically filed in this way when a workplace or organization is alleged to have engaged in sexual hazing, without information provided as to who specifically engaged in the alleged behavior.

Figure 17. Sex/Gender Discrimination Allegations Against Unaffiliated Respondents

Sex/Gender Allegations	Alleged Violations
Dating Violence - Equity	5
Domestic Violence - Equity	6
Gender Identity	1
Rape - Equity	3
Sex Discrimination	1
Sexual Harassment - Equity	8
Sexual Orientation	2
Stalking - Equity	5
Unclassified Sexual Assault	5

Figure 17 Explanation: In 2021-2022, 34 individuals not affiliated with UMKC were accused of various forms of sex discrimination.

Figure 17a. Sexual Assault Allegations Against Unaffiliated Respondents

Sexual Assault Type	Alleged Violations
Rape - Equity	3
Unclassified Sexual Assault	5

Figure 18. Sex/Gender Discrimination Allegations Against Undisclosed/Unknown Respondents

Sex/Gender Allegations	Alleged Violations
Dating Violence - Equity	7
Domestic Violence - Equity	4
Rape - Equity	4
Unclassified Sexual Assault	5
Sexual Harassment - Equity	4
Sexual Orientation	1
Sex Discrimination	1
Stalking - Equity	5

Figure 18 Explanation: In 2021-2022, 29 undisclosed/unknown individuals were accused of various forms of sex discrimination.

Figure 18a. Sexual Assault Allegations Against Undisclosed/Unknown Respondents

Sexual Assault Type	Alleged Violations
Rape - Equity	4
Unclassified Sexual Assault	5

## In-Depth Analysis: Types of Final Resolutions

Figure 19. Alleged Violations Resolved Through Conflict or Informal Resolution by Respondent Type

Type of Alleged Violation	Faculty	Entity	Staff	Student	Unaffiliated	Unknown	Undisclosed	Total
Age	0	0	1	0	0	0	0	1
Consensual Relationships	0	0	0	2	0	0	0	2
Disability	4	0	3	0	0	0	0	7
Domestic Violence - Equity	0	0	0	1	1	0	0	2
Gender Identity	1	0	0	0	0	0	0	1
National Origin	1	0	7	0	0	0	0	8
Pregnancy	0	0	0	1	0	0	0	1
Race	2	0	2	1	0	1	0	6
Religion	0	0	1	0	0	0	0	1
Retaliation - Title IX	1	0	0	0	0	0	0	1
Sex Discrimination	2	0	3	1	0	0	0	6
Sexual Harassment - Equity	7	0	2	0	2	1	0	12
Sexual Harassment - Title IX	5	0	2	4	0	0	0	11
Sexual Orientation	0	0	0	2	1	0	0	3
Stalking - Title IX	0	0	0	1	0	0	0	1
Veteran Status	1	1	0	0	0	0	0	2

Figure 19 Explanation: ETIX uses various forms of conflict resolution to resolve reports of discrimination and harassment, including sexual harassment (with limitations). Methods of conflict resolution include mediation, facilitated dialogue between parties, mutual agreements between parties to refrain from contact with each other, discussions with supervisors when appropriate, agreement by a respondent to engage in education or training related to the underlying incident, and/or other arrangements facilitated by the ETIX team pertaining to housing, work or class schedules, etc. **NOTE:** *Students* in Figure 18 includes individual student respondents as well as student organizations.

Figure 20. Resolution of Reports to ETIX

Resolution Type	Reports	Alleged Violations
Reluctant Complainant	72	100
Ongoing	35	67
Conflict Resolution	40	65
Referral to Other Department	21	47
Request Not to Pursue	30	47
Conclusion of Preliminary Investigation - No Policy Violation Found	6	14
Out of Jurisdiction	10	13
Could Not Pursue - Insufficient Info to Act	4	5
Summary Resolution	3	4
Supportive Measures Only	3	3
Complaint Withdrawn	1	2
Voluntary Permanent Separation Agreement	1	1

Figure 20 Explanation: In 2021-2022, 226 reports alleging 368 policy violations were resolved through the specific resolution methods listed above. Numbers in these tables include all respondent types. *Reluctant complainant* refers to a complainant who did not respond to contact from ETIX. *Ongoing* complaints had not yet been resolved as of July 31, 2022.

Figure 21. Resolution of Reports After Full Investigations

Resolution Type	Student Rps	Faculty Rps	Staff Rps	Org Rps	Total
Summary Resolution	0	2	1	0	3
Administrative Resolution	0	0	0	0	0
Hearing Panel Resolution	0	0	0	0	0

Figure 21 Explanation: In 2021-2022, there were 3 completed investigations. Of the 3 completed investigations, all 3 were dismissed by Summary Resolution. There were no investigations resolved by Administrative Resolution or by a Hearing Panel in 2021-2022. Some investigations that were opened in 2021-2022 were not yet resolved as of July 31, 2022. **NOTE:** *Students* in Figure 20 includes individual student respondents as well as student organizations.

**NOTE:** Hearing Panel Resolution is only available as an option for respondents classified as students, student organizations, and faculty members, per the CRRs. Further analysis of resolutions for each type of respondent is included immediately below.



Figure 22. Resolution of Investigations with Faculty Respondents

Faculty Respondents	Number
Summary Resolution	2

Figure 22 Explanation: In 2021-2022, there were 2 investigations with faculty respondents. Both of these investigations were dismissed at the Summary Resolution stage.

Figure 22a. Allegations Dismissed by Summary Resolution – Faculty Respondents

Faculty Summary Resolutions	Number
Retaliation - Equity	1
Sexual Harassment - Equity	1

Figure 23. Resolution of Investigations with Staff Respondents

Staff Respondents	Number
Summary Resolution	1

Figure 23 Explanation: In 2021-2022, there was one investigation with a staff respondent. This investigation was dismissed at the Summary Resolution stage.

Figure 23a. Allegations Dismissed by Summary Resolution – Staff Respondents

Staff Summary Resolutions	Number
Sexual Harassment - Equity	1
Disability	1

Note: No Investigations against Student Respondents were resolved during the 2021-2022 school year.

### In-Depth Analysis of Outcomes: Findings and Sanctions

Because no full investigations continued beyond dismissal by Summary Resolution in the 2021-2022 reporting year, no official findings of “Responsible” or “Not Responsible” were issued, and thus no sanctions were applied.

In-Depth Analysis: Reports “Ongoing” from the 2020-2021 Reporting Period

Figure 24. Resolution of Reports to OAA from 2020-2021

Resolution Type	Reports	Alleged Violations
Complaint Dismissed	2	3
Conflict Resolution	2	2
Could Not Pursue - Insufficient Info to Act	1	1
Reluctant Complainant	1	1
Summary Resolution	3	6
Ongoing	11	21

Figure 24 Explanation: In the 2021-2022 reporting period, beginning on August 1, 2021, there were 20 reports alleging 34 violations that were ongoing from previous reporting year(s). These were subsequently resolved during the 2021-2022 reporting period as noted above.

Figure 25. Resolution of Reports After Full Investigations from 2020-2021

Resolution Type	Students	Faculty	Staff	Total
Summary Resolution	2	1	3	6

Figure 25 Explanation: In the 2021-2022 reporting period, beginning on August 1, 2021, there were 6 investigations which were ongoing from previous reporting year(s) and subsequently resolved during the 2021-2022 reporting period. Of the 6 completed investigations, all 6 were dismissed at the Summary Resolution stage. No investigations were resolved by Administrative Resolution or by Hearing Panel. **NOTE:** *Students* in Figure 20 includes individual student respondents as well as student organizations.

Figure 26. Resolution of Reports to ETIX from 2020-2021 – Student Respondents

Resolution Type	Number
Summary Resolution	2

Figure 26 Explanation: In the 2021-2022 reporting period, 2 investigations involving 2 allegations against a student/student organization respondent were ongoing from previous reporting year(s) and subsequently resolved during the 2021-2022 reporting period through *Summary Resolution*.

Figure 27. Resolution of Reports to ETIX from 2020-2021 – Faculty Respondents

Resolution Type	Number
Complaint Dismissed	2
Summary Resolution	1

Figure 27a. Allegations Dismissed by Summary Resolution from 2020-2021 – Faculty Respondents

Alleged Violations	Number
Race	1

Figure 27 Explanation: One investigation involving 1 allegation against a faculty respondent was dismissed by *Summary Resolution*.

Figure 28. Resolution of Reports to OAA from 2020-2021 – Staff Respondents

Resolution Type	Number
Conflict Resolution	2
Could Not Pursue - Insufficient Info to Act	1
Summary Resolution	3

Figure 28a. Allegations Dismissed by Summary Resolution from 2020-2021 – Staff Respondents

Alleged Violations	Number
Disability	1
Race	2

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