
University of Missouri – Kansas City

Office of Affirmative Action

2019-2020 ANNUAL REPORT

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

Phone: 816-235-1323 **Location:** Administrative Center, 5115 Oak St., Room 212

April x, 2021

To the Members of the University of Missouri–Kansas City Community:

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, sex/gender, gender identity, gender expression, sexual orientation, disability, religion, age, and/or veteran status, reported to the Office of Affirmative Action (OAA) from August 1, 2019, through August 13, 2020.¹

In subsequent pages, we provide an overview of incident reports received and processed by OAA during the 2019-2020 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.

OAA 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](#) Sex Discrimination, Sexual Harassment and Sexual Misconduct in Education/Employment 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 Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Student or Student Organization ([CRR 600.030](#)); against a Faculty Member ([CRR 600.040](#)); against a Staff Member ([CRR 600.050](#)); and against the University of Missouri–Kansas City, including individual departments, programs, or other institutional entities ([CRR 600.060](#)).

We encourage you to review this Report carefully and to visit OAA’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.

¹ Typically, an annual report will span the length of one academic year (August 1, 20XX – July 31, 20XX); however, due to changes in the University of Missouri Collected Rules and Regulations, effective August 14, 2020, the timeline for this Annual Report was extended to August 13, 2020.

GUIDE TO READING THE REPORT

Key Definitions and Relevant Policy Provisions:

In addressing alleged instances of discrimination, harassment, and sexual misconduct, OAA 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, harassment, and sexual misconduct.

Discrimination: Conduct that is based upon an individual's membership in a protected category that (a) adversely affects a term or condition of employment, education, living environment, or participation in a University activity; or (b) creates a hostile environment by being sufficiently severe or pervasive and objectively offensive that it interferes with, limits, or denies the ability to participate in or benefit from the University's educational programs, activities, or employment. [CRR 600.010.B](#).

Note that *discrimination* is used as an umbrella term throughout this Report, intended to include all forms of mistreatment on the basis of any protected category recognized by the University of Missouri-Kansas City and/or applicable state or federal laws, including 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. As outlined in [CRR 600.020](#) and as used in this Report, discrimination also includes sexual harassment, sexual misconduct, stalking on the basis of sex, dating/intimate partner violence, and sexual exploitation.

Complainant: Individual(s) targeted by the alleged actions of another 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 a formal complaint against the accused individual; it is a general term that applies when the report of discrimination is received by OAA, regardless of how an individual's case is resolved.

Respondent: Accused individual(s); person(s) alleged to have violated the University's anti-discrimination policies. 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 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: Information received by OAA stating that an individual or entity has or may have engaged in discrimination or that an individual or entity has or may have experienced discrimination as prohibited by the University's policies. OAA receives reports through a variety of means, including an online reporting form on our website, or via 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 OAA team members. Assuming we have the name(s) of the potential complainant(s), OAA contacts them via email to provide information about our office and available on-campus and community resources, as well as extending an offer to connect them with an OAA Investigator if they would like to discuss the reported incident and any concerns of discrimination they may have. If they choose to be in contact with an Investigator, the Investigator provides them with various options for resolving the allegations of discrimination. One option is to file a formal complaint, which would typically trigger a full investigation. Often, other forms of conflict resolution are available as options as well, including mediation and facilitated dialogues.

Complaint/Formal Complaint: If a complainant chooses to move forward with an investigation, a report transitions to a complaint/formal complaint; the same is true should the University move forward with an investigation on behalf of a complainant.

Equity Resolution Process: The process by which formal complaints of discrimination are resolved, as outlined in CRRs [600.030](#), [600.040](#), [600.050](#), and [600.060](#).

Protected Category: 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 Investigation/Inquiry: The initial process that typically ensues upon OAA's receipt of a report of behavior that may be in violation of University policy, with the purpose of gathering enough information to make a threshold decision as to whether the allegations describe a violation of the University's anti-discrimination policies or should be referred to another University office/unit for resolution. 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.

Full Investigation: A fact- and information-gathering process during which OAA Investigators interview parties and witnesses and collect evidence in various forms. A full investigation is initiated after a formal complaint is submitted to OAA by a complainant, or after the Title IX Coordinator/Equity Officer determines the University, as the named complainant itself, will proceed with a full investigation without a formal complaint from an individual.

Consent to Sexual Activity: Under UMKC policy, 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. [CRR 600.020.B.7](#).

Additionally, 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. [CRR 600.020.B.7.](#)

Incapacitation: Under UMKC policy, incapacitation is 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. [CRR 600.020.B.8.](#)

Factors to consider in determining incapacity include, but are not limited to, the following:

- 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)
- Inability to physically or verbally communicate coherently, particularly with regard to consent (e.g., slurred or incoherent speech)
- Lack of full control over physical movements (e.g., difficulty walking or standing without stumbling or assistance)
- Physical symptoms (e.g., vomiting or incontinence).

Brief Description of the Resolution Processes:

Summary Resolution: During or upon the completion of investigation, the Title IX Coordinator/Equity Officer will review the information gathered by Investigators; based on that review, the Title IX Coordinator/Equity Officer will make a summary determination as to whether, based on the evidence gathered, there is a sufficient basis to proceed with the Equity Resolution Process. At this point, complaints are either (a) dismissed as insufficient to proceed, or (b) they proceed to resolution via Administrative or Hearing Panel Resolution processes (or, if deemed appropriate and approved by all parties, some form of Conflict Resolution).

Conflict Resolution: An option available as a method of complaint resolution in some instances, based upon the circumstances of the complaint. Conflict resolution uses alternative mechanisms such as mediation, facilitated dialogue, restorative justice, or educational trainings/meetings. OAA utilizes forms of Conflict Resolution before, during, after, or in lieu of full investigations, depending on the willingness of the parties, the nature of the allegations, and the susceptibility of the complaint to being resolved in this less formal way.

Administrative Resolution: Following a full investigation of the reported allegations, Administrative Resolution is the process by which the Title IX Coordinator/Equity Officer makes a finding as to whether a respondent is responsible for each of the alleged policy violations. If responsible, this process includes a determination of appropriate sanctions. Note that Administrative Resolution is the default process for resolving allegations against respondents when their cases move past the summary resolution phase of the Equity Resolution Process. When respondents are students or faculty, the parties may choose to have the complaint resolved through a Hearing Panel Resolution.

Hearing Panel Resolution: Following a full investigation of the reported allegations, Hearing Panel Resolution is the process by which three trained staff/faculty panelists make a finding as to whether a student or faculty respondent is responsible for each of the alleged policy violations. If found responsible, this process includes a determination (or recommendation, in the case of faculty respondents) of appropriate sanctions.

Jurisdiction:

The University's anti-discrimination policies state that jurisdiction shall generally be limited to conduct that occurs on the University of Missouri-Kansas City premises or at University-sponsored or University-supervised functions. However, the University may take appropriate action in certain circumstances involving conduct by students, faculty, or staff that occurred in other settings, including off-campus locations, (1) in order to protect the physical safety of students, employees, visitors, patients, or other members of the University community; or (2) 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. See CRR [600.030.B](#) regarding student matters. For employees, there are additional elements to consider, such as whether the conduct is related to a faculty member's fitness or performance in their professional capacity as a teacher or researcher and whether the conduct occurs when staff or faculty members are serving in the role of University employees. CRRs [600.040.B](#), [600.050.B](#), and [600.060.B](#).

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 OAA, regardless of the location where the incident is alleged to have occurred.

OVERVIEW: ALL INCIDENTS REPORTED

Figure 1. All Reports of Alleged Policy Violations

Type of Alleged Violation	# of Reports
Sex/Gender Discrimination	200
Race Discrimination	45
Retaliation - Equity	20
Disability Discrimination	16
Age Discrimination	14
National Origin Discrimination	10
Sexual Orientation Discrimination	9
Religion Discrimination	4
Ancestry Discrimination	2
False Reporting - Equity	2
Gender Identity Discrimination	2
Color Discrimination	1
Protected Veteran Status Discrimination	1
Not Discrimination	50

Figure 1 Explanation: In 2019-2020, OAA received 239 reports alleging 325 violations of UMKC’s anti-discrimination/consensual relationships policies. In these reports, 248 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. OAA also received some reports of alleged behaviors unrelated to discrimination, referred to here as *Not Discrimination*. Examples of such allegations include physical abuse by someone other than a domestic/intimate 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 OAA 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, or RISE: Resources, Intervention, Support, & Education.

Figure 2. Location of Reported Incidents

Location	# at Location
On Campus	152
Off Campus	50
Electronic	27
Unknown/Undisclosed	11

Figure 2 Explanation: Only one category per report is included in this data, noting 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 OAA 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 Accused of Discrimination/Violations of the Consensual Relationships Policy

Alleged Violation	Faculty	Staff	Students	UMKC Entities	Unaffiliated	Unknown/Undisclosed	Total
Sex/Gender	29	9	73	7	37	38	193
Race	10	4	21	3	6	1	45
Retaliation - Equity	14	6	0	0	0	0	20
Disability	3	1	4	7	0	1	16
Age	12	0	1	1	0	0	14
National Origin	4	0	1	3	1	1	10
Sexual Orientation	0	0	7	0	2	0	9
Religion	2	0	1	1	0	0	4
Ancestry	0	1	0	1	0	0	2
Gender Identity	1	1	0	0	0	0	2
False Reporting - Equity	1	0	0	0	0	1	2
Color	0	0	0	1	0	0	1
Protected Veteran Status	0	0	0	1	0	0	1

Figure 3 Explanation: The total number of respondents indicated in Figure 2 (319) includes only those respondents accused of discrimination and/or violations of the Consensual Relationships Policy. There were an additional 7 respondents from reports of Retaliation – Title IX (6) and Witness Harassment or Intimidation – Title IX (1), bringing the total number of respondents to 326 as noted in Figures 1-1a Explanation.

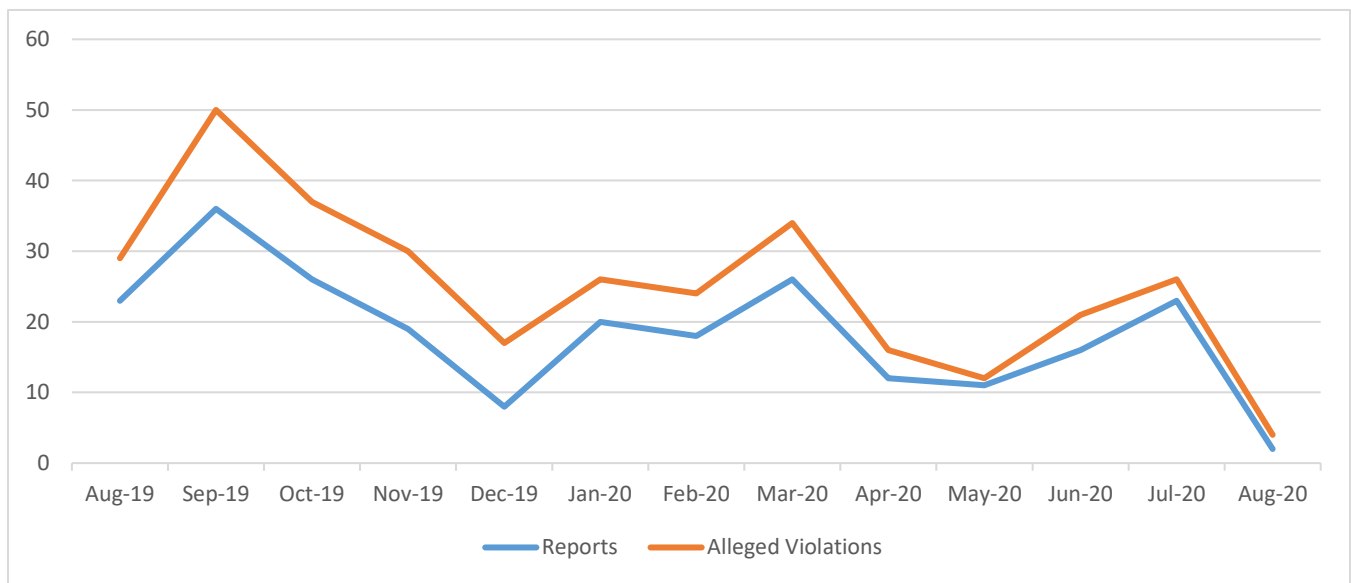
Figure 4. Types/Classifications of People/Entities Submitting Reports to OAA

Reporter Type	# of Reports
Faculty	94
Staff	85
Students	35
Other	6
Third Party	6
UMKC Police Department	5
Agency (MCHR/EEOC)	4
Incident Report	4
Anonymous	1

Figure 4 Explanation: All student employees making reports to OAA are included as *Staff* in this chart. *MCHR* refers to the Missouri Commission on Human Rights; *EEOC* refers to the Equal Employment Opportunity Commission.

Figures 5-5a. Number of Reports Received by Month

Month	Reports	Alleged Violations
Aug-19	23	29
Sep-19	36	50
Oct-19	26	37
Nov-19	19	30
Dec-19	8	17
Jan-20	20	26
Feb-20	18	24
Mar-20	26	34
Apr-20	12	16
May-20	11	12
Jun-20	16	21
Jul-20	23	26
Aug-20 ²	2	4



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 OAA 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 think of as multiple reports because each respondent’s actions are analyzed separately to determine whether they are responsible for violating policy – that is, 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. Note that some individuals have been accused of more than one violation at different times, stemming from separate incidents that may involve different people. When that

² Due to changes in Federal Guidelines for the Title IX process going into effect on August 14, 2020, the data from August 2020 only includes reports received between August 1 and August 13, 2020. Any additional reports received in the month of August 2020 will be included in the 2020-2021 Annual Report.

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 OAA: All reports submitted to OAA from August 1, 2019, through August 13, 2020, 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 OAA, which may occur for various reasons. Thus, not every incident included in this Report occurred during the 2019-2020 academic year, and not every incident occurred while the complainant and/or respondent were associated with UMKC.

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

Figure 6. Types of Complainants

Complainant Types	# of Complainants
Student	180
Staff	29
Faculty	24
Unaffiliated	17
Entity	14
Undisclosed/Unknown	2

Figure 6 Explanation: The term *complainant* is used to describe alleged victims of policy violations, whether or not they choose to file formal complaints. In that way, it is a general term.

Figure 7. Types of Respondents

Respondent Types	# of Respondents
Student	78
Faculty	55
Unknown/Undisclosed	40
Unaffiliated	38
Staff	21
Entity	16

Figure 7 Explanation: The term *respondent* is used to describe all people or entities that allegedly violated policy, regardless of whether there is a full investigation or formal resolution.

Figure 8. Types of Complainants Accusing Faculty of Policy Violations

Complainant Types	# of Complainants
Student	29
Faculty	21
Entity	5
Staff	4
Anonymous	2

Figure 8 Explanation: In 2019-2020, 61 complainants accused 55 faculty respondents.

Figure 9. Types of Complainants Accusing Staff of Policy Violations

Complainant Types	# of Complainants
Staff	15
Student	3
Faculty	1

Figure 9 Explanation: In 2019-2020, 19 complainants accused 21 staff respondents.

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

Complainant Types	# of Complainants
Student	81
Entity	5
Faculty	2
Staff	1
Unaffiliated	1

Figure 10 Explanation: In 2018-2019, 90 complainants accused 78 student respondents.

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

Complainant Types	# of Complainants
Student	35
Unaffiliated	3
Staff	2

Figure 11 Explanation: In 2019-2020, 40 complainants accused 40 unknown/undisclosed respondents.

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

Complainant Types	# of Complainants
Student	7
Unaffiliated	6
Entity	3
Faculty	1

Figure 12 Explanation: In 2019-2020, 17 complainants accused 16 entity respondents.

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

Complainant Types	# of Complainants
Student	25
Staff	7
Unaffiliated	7
Entity	1

Figure 13 Explanation: In 2019-2020, 40 complainants accused 38 unaffiliated respondents.

In-Depth Analysis: Sex/Gender Discrimination

Figure 14. Sex/Gender Discrimination Allegations Against Student Respondents*

Sex/Gender Allegation	Alleged Violations
Sexual Harassment	37
Sexual Misconduct	26
Stalking on the Basis of Sex	22
Dating/Intimate Partner Violence	19
Sexual Exploitation	6
Retaliation - Title IX	4
Sex Discrimination - Sex	2
Witness Intimidation or Harassment - Title IX	1

Figure 14 Explanation: In 2019-2020, 93 students were accused of 117 violations of the University’s Sex Discrimination, Sexual Harassment and Sexual Misconduct Policy. ***NOTE:** In Figures 14-14b, *Student Respondents* includes unknown/undisclosed individuals and student organizations.

Figure 14a. Sexual Misconduct Allegations Against Student Respondents

Sexual Misconduct Type	Alleged Violations
Nonconsensual Sexual Intercourse	9
Nonconsensual Sexual Contact	9
Sexual Misconduct - Unclassified	8

Figure 14a Explanation: *Unclassified Sexual Misconduct* 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 OAA 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 be either nonconsensual sexual intercourse or nonconsensual sexual contact under UMKC policy, but we have refrained from speculating in an effort to present the most accurate data.

Figure 14b. Sexual Exploitation Allegations Against Student Respondents

Sexual Exploitation Type	Alleged Violations
Nonconsensual Distribution of Intimate Images	3
Predatory Drugs or Alcohol	2
Invasion of Sexual Privacy	1

Figure 14b Explanation: *Sexual Exploitation* allegations encompass reports of sexual misconduct that involve one person taking nonconsensual or abusive sexual advantage of another person for one’s own advantage or benefit or for the advantage or benefit of anyone other than the person being exploited and which behavior does not constitute any other form of sexual misconduct. In this reporting year, three types of sexual exploitation were reported as indicated in Figure 14b.

Figure 15. Sex/Gender Discrimination Allegations Against Employee Respondents

Sex/Gender Allegation	Alleged Violations
Sexual Harassment	16
Sex Discrimination - Sex	15
Pregnancy Discrimination	3
Sexual Misconduct	3
Retaliation - Title IX	2
Stalking	1

Figure 15 Explanation: In 2019-2020, 26 employees – including faculty and staff – were accused of 40 violations of the University’s Sex Discrimination, Sexual Harassment, and Sexual Misconduct Policy. Violations of the Consensual Romantic Relationship Policy are included with Sex/Gender Discrimination for the purposes of this Report, although it is not included under the same CRR.

Figure 15a. Sexual Misconduct Allegations Against Employee Respondents

Sexual Misconduct Type	Alleged Violations
Nonconsensual Sexual Contact	2
Exposure of Genitals	1

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

Sex/Gender Allegation	Alleged Violations
Sex Discrimination - Sex	5
Pregnancy Discrimination	2

Figure 16 Explanation: In 2019-2020, 7 entities were accused of 7 violations of the Sex Discrimination, Sexual Harassment and Sexual Misconduct Policy.

Figure 17. Sex/Gender Discrimination Allegations Against Unaffiliated Respondents

Sex/Gender Allegations	Alleged Violations
Sexual Harassment	13
Dating/Intimate Partner Violence	11
Sexual Misconduct	8
Sexual Exploitation	2
Stalking on the Basis of Sex	1
Sex Discrimination - Sex	1

Figure 17 Explanation: In 2019-2020, 35 individuals not affiliated with UMKC were accused of 36 violations of the Sex Discrimination, Sexual Harassment and Sexual Misconduct Policy.

Figure 17a. Sexual Misconduct Allegations Against Unaffiliated Respondents

Sexual Misconduct Type	Alleged Violations
Sexual Misconduct - Unclassified	3
Exposure of Genitals	3
Nonconsensual Sexual Contact	2

Figure 17b. Sexual Exploitation Allegations Against Unaffiliated Respondents

Sexual Exploitation Type	Alleged Violations
Nonconsensual Distribution of Intimate Images	2

In-Depth Analysis: Types of Final Resolutions

Figure 18. Alleged Violations Resolved Through Conflict Resolution by Respondent Type

Type of Alleged Violation	Faculty	Entity	Staff	Student	Unaffiliated	Unknown/ Undisclosed	Total
Race Discrimination	4	0	0	12	0	1	17
Sexual Harassment	2	0	0	8	3	0	13
Sex Discrimination - Sex	9	0	1	1	0	0	11
Stalking on the Basis of Sex	0	0	0	7	0	0	7
National Origin Discrimination	3	0	0	1	0	0	4
Sexual Orientation Discrimination	0	0	0	4	0	0	4
Dating/Intimate Partner Violence	0	0	0	0	1	2	3
Disability Discrimination	1	2	0	0	0	0	3
Age Discrimination	2	0	0	0	0	0	2
Sexual Misconduct - Unclassified	0	0	0	0	1	1	2
Retaliation - Title IX	1	0	0	0	0	0	1
Pregnancy Discrimination	1	0	0	0	0	0	1
Nonconsensual Sexual Intercourse	0	0	0	0	0	1	1
Witness Intimidation - Title IX	0	0	0	1	0	0	1
Predatory Drugs or Alcohol	0	0	0	0	0	1	1
Religion Discrimination	1	0	0	0	0	0	1

Figure 18 Explanation: OAA uses various forms of conflict resolution to resolve reports of discrimination, harassment, and sexual misconduct (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 Investigators pertaining to housing, work or class schedules, etc. These methods of conflict resolution may be utilized as soon as a report of an incident is received by OAA and without a formal complaint or full investigation. In other cases, parties may agree to use conflict resolution after a complaint and full investigation, in lieu of an Administrative or Hearing Panel Resolution, per [CRR 600.030](#), [CRR 600.040](#), [CRR 600.050](#), or [CRR 600.060](#). **NOTE:** *Students* in Figure 18 includes individual student respondents as well as student organizations.

Figure 19. Resolution of Reports to OAA

Resolution Type	Reports	Alleged Violations
Reluctant Complainant	59	70
Conflict Resolution	43	72
Ongoing	37	50
Referral to Other Department	31	40
Request Not to Pursue	28	31
Out of Jurisdiction	14	23
Administrative Resolution	9	16
Could Not Pursue - Insufficient Info to Act	5	5
Conclusion of Preliminary Inquiry - No Policy Violation	4	4
Summary Resolution	4	5
Complaint Withdrawn	3	5
Discretionary Jurisdiction - Did Not Pursue - No Policy Violation	1	3
Voluntary Permanent Separation	1	1

Figure 19 Explanation: In 2019-2020, 239 reports alleging 325 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 OAA. *Ongoing* complaints had not yet been resolved as of August 13, 2020.

Figure 20. Resolution of Reports After Full Investigations

Resolution Type	Students	Faculty	Staff	Total
Summary Resolution	2	2	0	4
Administrative Resolution	6	3	0	9
Hearing Panel Resolution	0	0	0	0

Figure 20 Explanation: In 2019-2020, there were 13 completed investigations. Of the 13 completed investigations, 4 were dismissed by Summary Resolution. Of the remaining 9 investigations that continued past Summary Resolution, 9 were resolved by Administrative Resolution. There were no investigations resolved by a Hearing Panel in 2019-2020. Some investigations that were opened in 2019-2020 were not yet resolved as of August 13, 2020. **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 21. Resolution of Reports to OAA – Student Respondents

Student Respondent Resolutions	Number
Summary Resolution	2
Administrative Resolution	6
Hearing Panel Resolution	0

Figure 21a. Allegations Dismissed by Summary Resolution – Student Respondents

Student Summary Resolutions	Number
Disability Discrimination	1
Race Discrimination	1
Sexual Harassment	1

Figure 21b. Allegations Resolved by Administrative Resolution – Student Respondents

Student Administrative Resolutions	Number
Nonconsensual Sexual Contact	3
Sexual Harassment	2
Stalking on the Basis of Sex	1
Nonconsensual Distribution of Intimate Images	1
Invasion of Sexual Privacy	1
Nonconsensual Sexual Intercourse	1

Figure 22. Resolution of Reports to OAA – Faculty Respondents

Faculty Respondents	Number
Summary Resolution	2
Administrative Resolution	3
Hearing Panel Resolution	0

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

Faculty Summary Resolutions	Number
False Reporting - Equity	1
Age Discrimination	1

Figure 22b. Allegations Resolved by Administrative Resolution – Faculty Respondents

Faculty Administrative Resolutions	Number
Sexual Harassment	4
Nonconsensual Sexual Contact	2
Sex Discrimination - Sex	1

In the 2019-2020 reporting year, no allegations against staff respondents were resolved through Summary Resolution, Administrative Resolution, or Hearing Panel Resolution.

In-Depth Analysis of Outcomes: Findings and Sanctions

Figure 23. All Alleged Policy Violations Resolved by Administrative or Hearing Panel Resolution

All Alleged Policy Violations	Administrative Resolution	Hearing Panel Resolution
Stalking on the Basis of Sex	1	0
Nonconsensual Distribution of Intimate Images	1	0
Sexual Harassment	6	0
Sex Discrimination - Sex	1	0
Invasion of Sexual Privacy	1	0
Nonconsensual Sexual Contact	5	0
Nonconsensual Sexual Intercourse	1	0

Figure 23 Explanation: *Administrative Resolution* was utilized in 9 matters that included 16 alleged policy violations in 2019-2020. Respondents were found responsible for at least one violation in 6 of the 9 matters. Of the 9 cases, 2 of the outcomes were appealed. *Hearing Panel Resolution* was not utilized in any investigations in 2019-2020.

Figure 24. Outcomes per Violation

Outcomes	Administrative Resolution	Hearing Panel Resolution
Responsible	12	0
Not Responsible	4	0

Figure 24 Explanation: In 2019-2020, 8 respondents were found responsible for 12 policy violations. Of the 9 total respondents who were party to cases where final decisions were made through Administrative or Hearing Panel Resolutions, 1 of them was not found responsible for any violations.

Figure 25. Sanctions Imposed for Respondents Found Responsible

Sanction	Number
University Suspension	4
Termination of Employment	2
Disciplinary Probation	2
Required Education/Training	1
Residence Hall Suspension	1

Figure 25 Explanation: In 2019-2020, 8 respondents, who were found responsible for 12 violations, received 10 sanctions, listed here.

In-Depth Analysis: Reports “Ongoing” from the 2018-2019 Reporting Period

Figure 26. Resolution of Reports to OAA from 2018-2019

Resolution Type	Reports	Alleged Violations
Administrative Resolution	4	17
Referral to Other Department	4	11
Conflict Resolution	2	2
Reluctant Complainant	2	2
Summary Resolution	1	3
Conclusion of Preliminary Inquiry - No Policy Violation	1	1

Figure 26 Explanation: In the 2018-2019 reporting period, ranging from August 1, 2018 through July 31, 2019, there were 14 reports alleging 36 violations that were ongoing as of the end of that reporting year. These were subsequently resolved during the 2019-2020 reporting period as noted above.

Figure 27. Resolution of Reports After Full Investigations from 2018-2019

Resolution Type	Students	Faculty	Staff	Total
Summary Resolution	0	1	0	1
Administrative Resolution	2	2	0	4
Hearing Panel Resolution	0	0	0	0

Figure 27 Explanation: In the 2018-2019 reporting period, ranging from August 1, 2019 through July 31, 2019, there were 5 investigations which were ongoing past July 31, 2019 and subsequently resolved during the 2019-2020 reporting period. Of the 5 completed investigations, 1 was dismissed at the Summary Resolution stage. Of the remaining 4 investigations that continued past summary resolution, 4 were resolved by Administrative Resolution. There were no ongoing investigations from the 2018-2019 reporting period which were subsequently resolved by Hearing Panel in 2019-2020. **NOTE:** *Students* in Figure 20 includes individual student respondents as well as student organizations.

Figure 28. Resolution of Reports to OAA from 2018-2019 – Student Respondents

Resolution Type	Number
Summary Resolution	0
Administrative Resolution	2
Hearing Panel Resolution	0

Figure 28a. Allegations Resolved by Administrative Resolution from 2018-2019 – Student Respondents

Allegation Type	Number
Nonconsensual Sexual Contact	7
Nonconsensual Sexual Intercourse	2
Sexual Orientation Discrimination	1
Race Discrimination	1

Figure 28a Explanation: In the 2018-2019 reporting period, 2 investigations involving 11 allegations against student/student organization respondents were resolved through *Administrative Resolution*.

Figure 29. Resolution of Reports to OAA from 2018-2019 – Faculty Respondents

Faculty Respondents	Number
Summary Resolution	1
Administrative Resolution	2
Hearing Panel Resolution	0

Figure 29a. Allegations Dismissed by Summary Resolution from 2018-2019 – Faculty Respondents

Faculty Summary Resolutions	Number
Color Discrimination	1
Race Discrimination	1
National Origin Discrimination	1

Figure 29b. Allegations Resolved by Administrative Resolution from 2018-2019 – Faculty Respondents

Faculty Administrative Resolutions	Number
Disability Discrimination	1
Religion Discrimination	1
Sex Discrimination - Sex	1
Race Discrimination	1
Sexual Harassment	1

Figures 29a-b Explanation: One investigation involving 3 allegations against a faculty respondent was dismissed at the Summary Resolution stage of the Equity Resolution Process. Two investigations involving 6 allegations against faculty respondents were resolved through *Administrative Resolution*.

Regarding the ongoing investigations from the 2018-2019 reporting year that were resolved in the 2019-2020 reporting year, no allegations against staff respondents were resolved through Summary Resolution, Administrative Resolution, or Hearing Panel Resolution.

Figure 30. All Allegations Resolved by Administrative or Hearing Panel Resolution from 2018-2019

Allegations	Administrative Resolution	Hearing Panel Resolution
Nonconsensual Sexual Intercourse	2	0
Nonconsensual Sexual Contact	7	0
Sexual Orientation Discrimination	1	0
Race Discrimination	2	0
Student Conduct Violation	1	0
Disability Discrimination	1	0
Religion Discrimination	1	0
Sex Discrimination	1	0
Sexual Harassment	1	0
Faculty Conduct Violation	1	0

Figure 30 Explanation: In resolution of investigations that remained ongoing from the 2018-2019 reporting period, *Administrative Resolution* was utilized in 4 matters that included 17 alleged policy violations. Respondents were found responsible for at least one violation in 3 of the 4 matters. Of the 4 cases, 1 of the outcomes was appealed. This appeal was denied by the appellate officer.

Figure 31. Outcomes per Violation from 2018-2019

Outcomes	Administrative Resolution	Hearing Panel Resolution
Responsible	11	0
Not Responsible	6	0

Figure 31 Explanation: In investigations that remained ongoing from the 2018-2019 reporting period, 3 of the respondents were found responsible for 11 policy violations. Of the 4 total respondents who were party to cases where final decisions were made through Administrative or Hearing Panel Resolutions, 1 was not found responsible for any violations.

Figure 32. Sanctions Imposed Upon Findings of Responsibility from 2018-2019

Sanction	Number
University Expulsion	1
Disciplinary Probation	2
Required Education/Training	2
Loss of Privileges - Activities	1

Figure 32 Explanation: In investigations that remained ongoing from the 2018-2019 reporting period, 3 respondents, who were found responsible for 11 violations, received 6 sanctions, listed here.

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