Today’s Presentation

- Brief update of compliance areas previously covered
- Processing Reports to OEO
- Statistics Overview
Civil Rights Compliance - Updates

At WSU, this generally encompasses:

- Equal Employment Opportunity Compliance
- Affirmative Action Compliance
- Title IX Compliance
- Clery Act Compliance
- Americans with Disabilities Act Compliance

- Responding to complaints of Discrimination, Discriminatory harassment, Sexual harassment, and Sexual misconduct.
Processing Reports to OEO
Employee Reporting Obligations

• All WSU employees*, including student employees, who have information regarding incidents of sexual harassment or sexual misconduct must promptly report that to OEO or the WSU Title IX Coordinator.

• All supervisors, who have information regarding incidents of discrimination or discriminatory harassment report that to OEO

*Limited exceptions for health care providers or staff, mental health care providers or staff, preventative education providers, or employees who have no authority to take action or who are not viewed by students as having authority
Once WSU learns of a concern:

• Resources
• Complainant Interview/Intake
• Determine appropriate next steps
• Notice of Investigation
• Impartial Investigation: (Review Documents, Interview Witnesses and Respondent)
  • Preponderance of the Evidence
• OEO will summarize the investigation (Findings of fact; Conclusion; and a recommendation to HRS)
• Appeal
• HRS and/or Supervisor [or OSC] will address any disciplinary action.
2017 Complaints by Protected Class

SEXUAL ORIENTATION/GENDER IDENTITY OR EXPRESSION: 19

VETERAN: 2

RELIGION: 18

DISABILITY: 34

AGE: 16

NATIONAL OR ETHNIC ORIGIN: 55

RACE/COLOR: 59

SEX/GENDER: 335
Increase in Complaints based on Race, Color, or National/ethnic Origin

<table>
<thead>
<tr>
<th>Year</th>
<th>Color or Race</th>
<th>National or ethnic origin</th>
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</thead>
<tbody>
<tr>
<td>2015</td>
<td>24</td>
<td>24</td>
</tr>
<tr>
<td>2016</td>
<td>36</td>
<td>60</td>
</tr>
<tr>
<td>2017</td>
<td>56</td>
<td>71</td>
</tr>
<tr>
<td>2018 (TO DATE)</td>
<td>74</td>
<td>50</td>
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</table>
2017 Complaints by Respondent Status

- Graduate Student: 10 complaints
- Undergraduate Student: 153 complaints
- Faculty: 68 complaints
- Administrative Professional: 26 complaints
- Civil Service: 15 complaints
- Total Employee: 123 complaints
Investigation Timelines - Average

2015: 107 days
2016: 126 days
2017: 145 days
2018: 85 days (completed cases)
INVESTIGATIONS/INQUIRIES PER YEAR

2015: 51
2016: 45
2017: 48
2018 (TO DATE): 40
Investigation/Inquiry Outcomes

- Violation
- No Violation
- Closed - insufficient evidence to warrant further investigation
- TBD

<table>
<thead>
<tr>
<th>Year</th>
<th>Violation</th>
<th>No Violation</th>
<th>Closed - insufficient evidence to warrant further investigation</th>
<th>TBD</th>
</tr>
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<tr>
<td>2017</td>
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<tr>
<td>2018 (TO DATE)</td>
<td>10</td>
<td>2</td>
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</table>

2015 2016 2017 2018 (TO DATE)

(To Date)
Questions?