

2024 Annual Report





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I. Introduction

Johns Hopkins University Community: Thank you for viewing the Office of Institutional Equity’s 2024 annual report. The annual report is a compilation of all reports made to our office during calendar year 2024, and of the actions taken to respond to complaints of harassment, discrimination, sexual misconduct, and related retaliation on our campuses. We remain committed to proactively fostering an environment that is safe, inclusive, respectful, and welcoming to all, while maintaining JHU’s commitment to academic freedom. Learn more about our academic freedom principles as described [here](#).

In 2024, the Office of Institutional Equity (“OIE”) received 1,518 reports, an increase of over 53% from 2023, when we received 992 reports. You can learn more about [the types of complaints we received](#), and the various resolutions implemented, in later sections of this report.

In 2024, we continued to experience a notable increase in reports of shared ancestry-based harassment and/or discrimination -- going from 93 reports in 2022 and 145 reports in 2023 to 266 reports in 2024. Many of these reports were related to the conflict in Israel/Gaza. We have included a detailed breakdown of all shared ancestry reports in [Section V, Table B](#).

Despite the increase in reporting to our office, the time to assess or investigate discrimination/harassment cases increased only slightly. We went from an average of 40 days in 2023 (n=129) to an average of 46 days in 2024 (n=166). For sexual misconduct cases, the time to assess or investigate cases decreased from an average of 57 days in 2023 (n=113) to an average of 45 days in 2024 (n=150). As always, we continue to look for and adopt process improvement opportunities in the interest of efficiency while striving to maintain the high quality of our work.

I am pleased to share that in 2024 we created a new role for a Title VI Coordinator within OIE, to



MESSAGE FROM:
Shanon Shumpert
Vice Provost
Institutional Equity





strengthen and support our ability to address shared ancestry and other Title VI-related claims.

Thank you for taking the time to read our annual report. We hope that you find it thorough and easy to understand. Please visit our website, oie.jhu.edu, for more information about our office and our policies and procedures. If you have any questions or feedback about our annual report or any other OIE related topics, please contact our office at oie@jhu.edu.



II. OIE Team & Resources

In 2024, the OIE team included the vice provost, the assistant vice provost/Title IX coordinator, six equity compliance investigators, an ADA compliance officer, and several other team members who support the work of the office. For detailed information on our staff, please review our staff biographies [here](#).

The work performed in our office is supported by a community of university partners that provide resources and various forms of support to students, faculty, and staff who have concerns about sexual misconduct, discrimination, harassment, and retaliation. Some of these resources are listed below:

Primary Care

Homewood: (410) 516-8270
 East Baltimore: (410) 955-3250
 Washington, D.C.: (202) 249-7333
<https://wellbeing.jhu.edu/PrimaryCare/>
 Provides high-quality, confidential primary health care to students

JHU Sexual Assault Hotline

410-516-7333
 Provides confidential assistance to students affected by sexual assault, relationship violence, and/or stalking

Mental Health Services

Homewood: 410-516-8278
 East Baltimore: (410) 955-1892
 Washington, D.C.: (202) 287-7000
<https://wellbeing.jhu.edu/MentalHealthServices/>
 Provides emotional support and assistance for mental health needs for students

Johns Hopkins EAP

888-978-1262
hr.jhu.edu/benefits-worklife/support-programs/
 Provides professional, confidential, short-term counseling to faculty, staff, and their immediate family members

Gender-Based Violence Prevention & Education

443-927-3548 or HopkinsGBVP@jh.edu
 Alyse Campbell, MSW, LMSW
 Maggie Lewis, MSW
 Sherry Zhang, MSW

Speak2Us/Ethics & Compliance Hotline

<http://johnshopkinsspeak2us.com/>
 1-844-SPEAK2US (1-844-773-2528) (24/7)
 Hotline for concerns about unethical or illegal acts that are detrimental to JHU and harmful to patients, students, employees, and visitors.

Public Safety

410-516-4600 (Campus Security)
 410-516-7777 (Campus Police)
publicsafety.jhu.edu
 On-campus safety alerts and other safety concerns

Accommodation Requests Student Disability Services:

<https://sds.jhu.edu/>

Employee Accommodations:

oie.jhu.edu/ada-compliance/request-accommodations-employees/

Religious Accommodations:

oie.jhu.edu/religious-accommodations/



III. Definitions of Key Terms in Annual Report

Please refer to the definitions below to help you understand how we are using the terms in this annual report:¹

Complainant: The alleged victim of sexual misconduct or other protected-class discrimination and harassment, whether reported by the alleged victim or by a third party.

Respondent: The person alleged to have engaged in sexual misconduct or other protected-class discrimination and harassment.

Report: Includes all instances where concerns or information are presented to OIE for the purpose of review and follow-up. Reports include allegations of sexual misconduct and/or protected-class-based discrimination and harassment. Reports also include instances where no sexual misconduct or protected-class-based conduct is alleged, in which case OIE routes the report to the appropriate office or individual for proper handling. OIE counts reports based on the number of individual outcomes that could result. For example, if Person A simultaneously makes allegations against Person B and Person C, we would count this as two reports, as there would be two outcomes, one for Person A's allegations against Person B, and one for Person A's allegations against Person C.

Case: A report becomes a case only after it is determined that: (1) OIE has authority over the subject matter of the report and the respondent; (2) the complainant is engaged and requests an OIE response, or the information in the report indicates that an OIE response is needed even without a complainant's engagement and participation (including without an identified complainant); and (3) OIE has, or is able to gather, sufficient additional information to further address the concern via OIE procedures. A case may be resolved in the assessment phase, by informal resolution, or by formal investigation, as described further below.

Sexual Misconduct: This term currently refers to sexual and sex-based harassment, sexual assault, stalking, and intimate partner violence. Due to changes in federal law that went into effect on August 1, 2024, some of the policy definitions related to sexual misconduct changed on that date, as did the procedures used to address allegations of sexual misconduct.

Protected-Class Discrimination and Harassment: This term includes discrimination and/or harassment in any university program or activity that is related to a person's age, color, disability, ethnicity, gender identity or expression, genetic information, pregnancy, immigration status, marital status, military status, national origin, race, religion, sex, sexual orientation, veteran status, or other legally protected characteristic.

Assessment: OIE conducts a review or assessment of each case to determine appropriate next steps. Some cases are closed in the assessment phase if they do not meet the criteria for a formal OIE investigation and/or if an informal resolution is not appropriate.

Informal Resolution: If the complainant and respondent agree, certain cases may be resolved informally with OIE's approval and involvement. Cases involving allegations of sexual assault, or

¹ For a visual diagram of this information, please refer to page 9 of this annual report.



cases where power dynamics are prevalent, are generally not suitable for informal resolution.

Formal Investigation: A case will typically proceed to a formal investigation when: (1) it could constitute a violation of a policy under OIE authority; (2) OIE has or can obtain sufficient information to proceed with an investigation; and (3) *either* a known complainant is engaged and wishes to proceed with formal investigation *or* OIE has a responsibility to take further action without knowing the identity of the complainant or (more rarely) without a known complainant's agreement. The investigation will determine whether there has been a violation of policy.

Responsible Employee²: A “responsible employee” is an employee of the university who is required to inform OIE if they become aware of information or allegations about potential sexual misconduct, protected-class discrimination or harassment, or retaliation. “Responsible employees” include faculty, coaches, resident advisers, public safety personnel, human resources personnel, all supervisory employees, and others designated by university policy.

Confidential Resource: A confidential resource is a formal university designation given to certain university employees/departments exempt from any responsible employee obligations under OIE's policies. Confidential resources do not have to report sexual misconduct, discrimination, harassment, or retaliation to the university. Confidential resources include mental health providers and staff, health care providers and staff, pastoral counselors and staff, and any other persons who have a legal obligation to protect confidentiality when acting in a professional capacity unless there is an imminent threat to health or safety, or other basis for disclosure pursuant to law. Confidential resources designated by the university include providers and staff at the Johns Hopkins Employee Assistance Program, Johns Hopkins Mental Health Services, Johns Hopkins Primary Care Services, the Gender-Based Violence Prevention & Education staff, as well as chaplains and staff at the Bunting Meyerhoff Interfaith & Community Service Center.

IV. The Year in Review

OIE is the university's central resource for addressing complaints of discrimination, harassment, sexual misconduct, and related retaliation. In addition, OIE is responsible for managing staff and faculty requests for disability-related accommodations³ and all requests for religious accommodations from students, staff, and faculty.

OIE received 1,518 reports in 2024. Of these reports, 552 (36%) alleged sexual misconduct, 568 (37%) alleged protected-class discrimination or harassment, and 194 (13%) alleged *both* sexual misconduct and protected-class discrimination/harassment. The remaining 204 (13%) did not allege discrimination, harassment, or sexual misconduct; most of these reports were promptly routed to other offices for resolution.

About half of the 1,518 reports received in 2024 involved student complainants (773 reports, 51%).

² The term “Responsible Employee” remains a designation given to certain University employees who have a duty to report potential sexual and sex-based misconduct that they learn of to the University's Title IX Coordinator. Responsible Employees are designated based on the University's determination that they have the authority to redress sexual and sex-based misconduct, have the duty to report sexual and sex-based misconduct to the [Title IX Coordinator](#), or are employees who a student reasonably believes have such authority or duty.

³ Student requests for disability-related accommodations are managed by [Student Disability Services](#).



Of these student complainant reports, 431 (56%) included allegations of sexual misconduct, an increase of 155 reports compared to 2023. Another 275 reports involving student complainants (35%) raised allegations of protected-class discrimination or harassment, representing 123 more reports than in 2023. For more information on OIE reports involving students, please see [Appendix E](#).

The 1,518 reports received in 2024 represent a 53% increase in reporting compared to 2023 (992 reports), and the largest ever increase of reports to OIE in a single year.⁴

In addition to the above-described reports, OIE received 499 requests for disability-related workplace accommodations in 2024, a 23% increase in requests from 2023 (406). The largest category of accommodation requests was for remote or hybrid work. Requests of this nature accounted for 39% (196 out of 499) of all requests in 2024, similar to 2023 (38%).

Individuals continued to seek flexibility for a variety of disability-related reasons, such as to help manage a chronic medical condition or while recovering from a temporary mobility impairment. Leave/reduced hours accounted for 31% (157 out of 499) of requests for accommodations, approximately the same as 2023 (30%). Supervisors should always consult with OIE regarding requests for accommodation.

OIE also received 1,449 religious accommodation requests in 2024, up from 1,160 requests in 2023 (a roughly 25% increase from the year before, and up 45% since 2022). Of the 1,449 requests for religious accommodations OIE received in 2024, 1,371 (95%) were requests for exceptions to vaccine requirements, similar to the proportion in 2023 (94%). [This information is discussed in greater detail below.](#)

V. Reports to OIE

In 2024, reports to OIE came in from various sources, including complainants, responsible employees, and witnesses or bystanders who came forward to report concerns they observed. Most reports we received in 2024 came from “responsible employees” rather than directly from complainants. [Responsible employees](#) include faculty, coaches, resident advisers, student affairs staff, human resources personnel, supervisory employees, and others designated by university policy. Notably, 994 of 1,518 (65%) reports came from a responsible employee.

Once a responsible employee submits a report, an OIE representative or designee typically contacts the complainant to discuss the concern. In 2024, 106 of the 994 (roughly 11%) complainants who received the OIE outreach declined to move forward with the OIE process. 168 of all responsible employee reports (17%) involved complainants who chose not to respond at all to the outreach. On the other hand, 195 of the 994 (20%) reports received from responsible employees in 2024 became OIE cases and were subject to additional action by OIE.⁵

When OIE receives a report of sexual misconduct and/or protected-class discrimination or

⁴ See [Appendix A](#) for more data comparing the types of reports received by OIE from 2020 to 2024.

⁵ Of those 994 responsible employee reports, 580 (58%) involved a student complainant. More specifically, 365 (37%) involved undergraduate, graduate, visiting, or former students, and 215 (22%) involved a student in non-degree summer programs. See [Appendix D](#) for the disposition of all responsible employee reports reported in 2024.



harassment from complainants or third parties, it reaches out, as it does with responsible employee reports, to the person(s) alleged to have experienced the misconduct. We provide information about the complaint process, obtain additional details, offer resources and support,⁶ and discuss the options that are available under the circumstances. In addition, we discuss any appropriate interim measures available to help individuals continue to participate in their work or academic programs while OIE conducts its review or investigation. Individuals may access support and resources from OIE without moving forward with a review or investigation.

⁶ See list of resources on [page 4 above](#).

Status of Reports Received in 2024⁷

(As of May 28, 2025)

Population served:

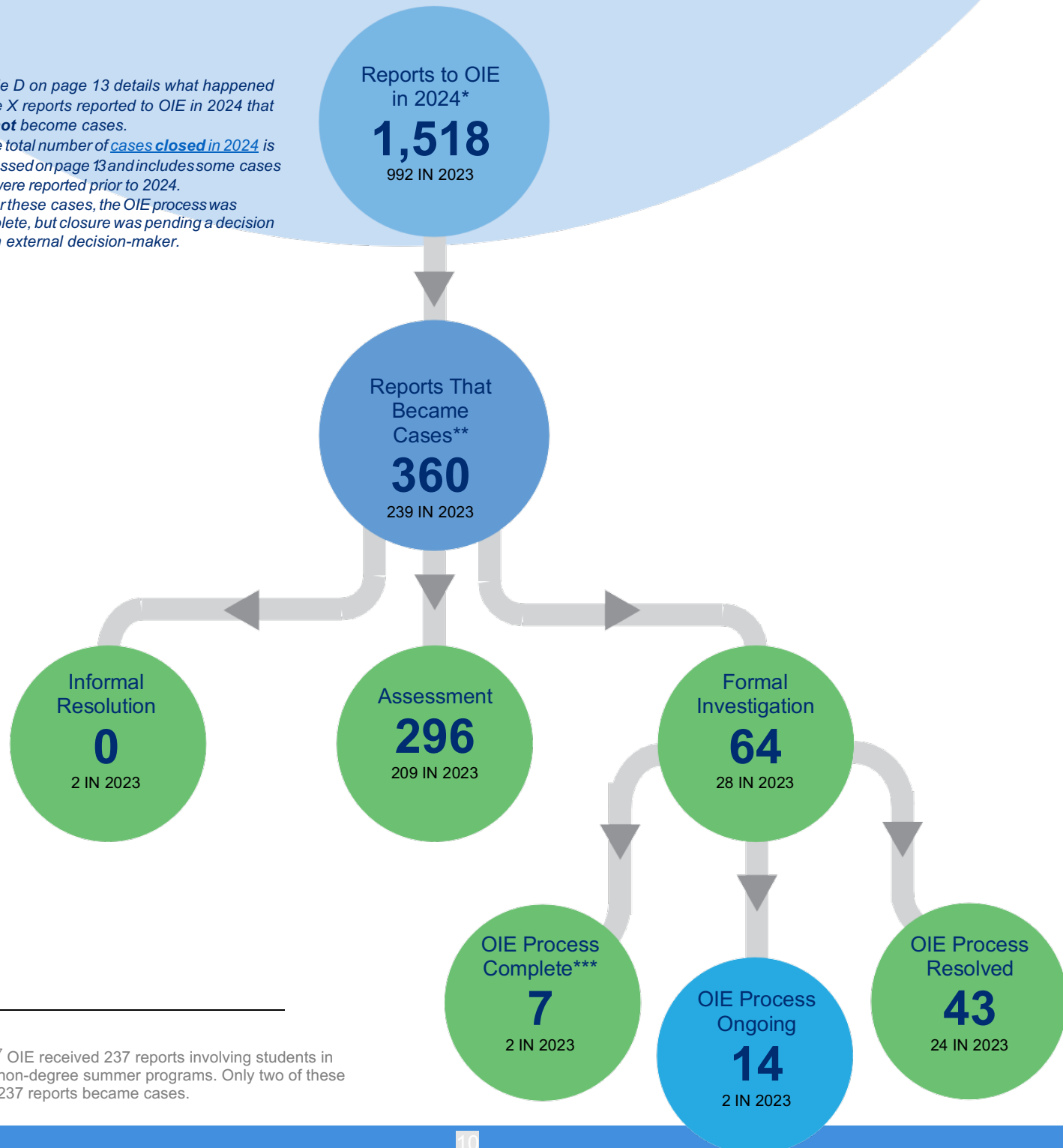
30,362 JHU Students &

21,559 JHU Faculty & Staff

**Table D on page 13 details what happened to the X reports reported to OIE in 2024 that did not become cases.*

***The total number of cases closed in 2024 is discussed on page 13 and includes some cases that were reported prior to 2024.*

****For these cases, the OIE process was complete, but closure was pending a decision by an external decision-maker.*



⁷ OIE received 237 reports involving students in non-degree summer programs. Only two of these 237 reports became cases.



Types of Reports Received in 2024

Table A illustrates the categories of reports received under our Discrimination and Harassment Policy. Reports involving Multiple Protected Classes (“MPC”) constituted the largest category, followed by race-based reports. About half of all MPC reports included allegations of national-origin discrimination/harassment (52%, 84) or ethnicity-based discrimination/harassment (48%,78).⁸ OIE also saw a continued increase in reports that alleged only religion and national origin-based discrimination/harassment.

Table A – Categories of Discrimination/Harassment Reports⁹

<i>Multiple Protected Classes</i>	162	29%
<i>Race</i>	144	25%
<i>Religion</i>	91	16%
<i>Disability</i>	72	13%
<i>National Origin</i>	30	5%
<i>Retaliation</i>	25	4%
<i>Age</i>	12	2%
<i>Sexual Orientation-Based Discrimination</i>	8	1%
<i>Sex-Based Discrimination</i>	7	1%
<i>Immigration Status</i>	6	1%
<i>Ethnicity</i>	6	1%
<i>Color</i>	3	0.5%
<i>Pregnancy</i>	1	0%
<i>Parental Status</i>	1	0%
Total	568	100%

Table B illustrates the number of reports over the past six years that involved allegations of shared ancestry-based¹⁰ discrimination/harassment.

⁸ In 2024, race-based allegations appeared in 46% (74) of MPC reports.

⁹ Of the 568 reports of discrimination/harassment, 14% (77) involved students in non-degree summer programs.

¹⁰ OIE defined shared ancestry as reports that involved allegations of religion, ethnicity, and/or national origin-based discrimination/harassment.

**Table B – Shared Ancestry Reports Reported between 2019 and 2024**

	2019	2020	2021	2022	2023	2024
<i>Religion-Only</i>	8	7	19	9	34	91
<i>Ethnicity-Only</i>	4	1	1	4	11	6
<i>National Origin-Only</i>	16	19	24	21	32	30
<i>Multiple Protected Categories</i> ¹¹	56	50	36	59	68	139
Total	84	77	80	93	145	266

Table C shows the categories of reports received under our Sexual Misconduct Policy. The majority of reports alleged sexual harassment. The next largest category of reports alleged some form of sexual misconduct along with protected class-based discrimination or harassment.

Table C – Categories of Sexual Misconduct Reports¹²

<i>Sexual Harassment</i>	331	44%
<i>Sexual Misconduct and Other Protected Class</i>	194	26%
<i>Stalking</i>	79	11%
<i>Sexual Assault</i>	71	10%
<i>Domestic Violence/Dating Violence</i>	35	5%
<i>Multiple Forms of Sexual Misconduct</i>	23	3%
<i>Sex-Based Harassment</i>	8	1%
<i>Retaliation</i>	3	0%
<i>Non-Specific Sexual Misconduct</i>	1	0%
<i>Sexual Exploitation</i>	1	0%
Total	746	100%

As illustrated in Appendix A, Chart I, OIE received 204 reports that did not allege either discrimination/harassment or sexual misconduct.

Reports That Were Closed After Initial Review

For a host of reasons discussed further below in Table D, most reports to OIE do not proceed beyond an initial review phase and are closed without becoming OIE “cases.”¹³ To become an OIE case, a report must meet the following criteria:

- The report must include allegations that, if found to be true, could violate an OIE policy (i.e., sexual misconduct or behavior based on a protected class);
- OIE must have access to sufficient information that would enable OIE to further address the concern via OIE procedures; and
- The complainant generally must be engaged and desire OIE action (in some situations, OIE has a responsibility to investigate even without a known complainant or without a

¹¹ These reports included at least one allegation of religion, ethnicity, or national origin-based discrimination/harassment. 44 reports (162 – 118 = 44) with multiple protected categories did not include shared ancestry-based discrimination/harassment. In addition, 21 reports that alleged sexual misconduct and protected category discrimination included at least one allegation of religion, ethnicity, or national origin-based discrimination/harassment.

¹² Of the 746 reports of sexual misconduct, 19% (144) involved students in non-degree summer programs.

¹³ Even when a report does not proceed, we preserve the records associated with the report, just in case more information comes in later that enables us to proceed.



complainant's agreement and participation).¹⁴

If the report does not meet the above criteria, the report is typically closed before it becomes an OIE case. In most such situations, the report is referred to another JHU office or administrator for follow-up—such as the Office of Human Resources or the Office of Student Conduct. OIE also helps to facilitate appropriate connections with supportive resources, such as Mental Health Services and the Johns Hopkins Employee Assistance Program (JHEAP). Additionally, OIE may recommend remedial measures to address the reported concerns more generally, such as group training or a group reminder of a behavioral/conduct expectation.

Of the 1,518 reports received in 2024, 76% (1,158) did not become OIE cases. This was the exact same percentage as in 2023. Table D illustrates the reasons that reports were closed before becoming cases in 2024.

Table D – Reports Received in 2024 That Did Not Become Cases

<i>OIE referred the matter to another department</i> ¹⁵	601	52%
<i>OIE did not have enough information to move forward</i>	301	26%
<i>Complainant did not want to move forward</i>	175	15%
<i>JHU had no authority over the respondent</i>	72	6%
<i>Other (i.e., Duplicative Report OIE Previously Addressed)</i>	9	1%
Total Reports That Did Not Become Cases	1,158	100%

OIE's resolution of these 1,158 reports took an average of 8 days.¹⁶

Reports That Became Cases

When a report meets the minimum criteria articulated above, it becomes an OIE case and is assessed for further action. We make every attempt to identify the most efficient and appropriate means to resolve cases. We consider whether informal resolution is appropriate, or if we should instead conduct a formal investigation where we interview parties and witnesses to obtain more information and evidence.

Of the 1,518 reports OIE received in 2024, 360 (24%) became OIE cases that were assessed or formally investigated. Of those 360 cases, about half (191, 53%) included allegations of protected-class discrimination and/or harassment only, while 47% (169) included allegations of sexual misconduct.¹⁷

¹⁴ Under the Sexual Misconduct Policy and Procedures in place between October 1, 2022 – July 31, 2024, and from January 9, 2025 – Present, there were additional requirements based on Title IX regulations to commence an investigation of alleged Title IX sexual harassment.

¹⁵ 134 of the 601 (22%) reports referred to another department did not include allegations of either sexual misconduct or discrimination/harassment. They typically included non-OIE concerns (i.e., management/supervision issues; interpersonal conflict; roommate disputes; workplace violence, etc.) and were therefore referred to HR, Student Conduct, and management for appropriate handling under other University policies. While the remaining 467 (78%) matters involved allegations of either sexual misconduct or discrimination/harassment, OIE referred them to other departments because they were unlikely to rise to the level of an OIE policy violation but still necessitated a response and action. Of note, OIE referred 86 matters to Organizational Equity because the complainant, respondent, or both parties were hospital employees and *not* University employees. OIE referred nearly all reports involving students in non-degree summer programs to the summer program for handling under the conduct guidelines of the applicable summer program.

¹⁶ In 2022 and 2023, OIE took an average of 7 days to close these reports.

¹⁷ Cases that included allegations of both sexual misconduct and protected-class discrimination/harassment were counted as sexual misconduct cases. Of the 169 sexual misconduct cases, 126 involved *only* sexual misconduct allegations while 43 included allegations of both sexual misconduct and protected-class discrimination/harassment



Table E shows the number and types of reports received and how many of those reports became cases.

Table E – Types of Reports That Became Cases

	Reports Received	Reports That Became Cases [% (n)]
Sexual Misconduct Only	552	8% (126)
Sexual Misconduct and Other Protected Class	194	3% (43)
Other Protected Class Only	568	13% (191)
Neither Discrimination/Harassment Nor Sexual Misconduct	204	0% (0)
Total	1,518	24% (360)

Outcomes of Cases Closed in 2024

During 2024, OIE closed a total of 1,480 reports.¹⁸ Of those 1,480, OIE closed 316 cases of sexual misconduct and protected-class discrimination or harassment following an assessment or a formal investigation. Of these, 47 cases were reported in 2023, but since they remained open for some portion of 2024, they were counted in 2024.

There were 281 cases (89%) closed via assessment or remedial outcome and 35 cases (11%) closed via formal investigation.

As shown in Table F below, a formal investigation is the only mechanism through which a violation of OIE policy may be found. When OIE investigators uncover conduct that is inappropriate or unacceptable but does not violate OIE policies, OIE informs the relevant university department or authority (such as Human Resources, Student Conduct, or a department official/dean) and strongly recommends specific follow-up actions under their conduct or other applicable policies.

Table F – Outcomes of Cases Closed in 2024

	Total Cases Closed in 2024	Number of Cases Closed with OIE policy violation	Number of Cases Closed with OIE recommendation(s)
Assessment ¹⁹	281	N/A	109
Investigation	35	8	9
Total	316	8	118

In 118 (37%) of the 316 cases closed in 2024, OIE either made a policy finding or made one or more recommendations. OIE recommendations typically included addressing the problematic conduct under other applicable (HR, conduct, or departmental) policies, mandating training, changes to supervisory structure or management practices, and/or other coaching and counseling. OIE

¹⁸ The following section analyzes the reports **closed** in 2024 (n = 1,480). The previous section analyzes reports **received** in 2024 (n = 1,518).

¹⁹ OIE did not informally resolve any matters in 2024.



facilitated one-on-one educational conversations with respondents in 75 cases (24%) closed in 2024.

Of the 316 cases closed in 2024, 150 (47%) were related to sexual misconduct, and 166 (53%) were related to protected-class discrimination and harassment. Table G provides a breakdown of the outcomes in these 316 cases.

Table G – Outcomes of Cases Closed in 2024

Outcome of Case	Sexual Misconduct Cases	Discrimination/ Harassment Cases
Assessment or Remedial Outcome	137	144
<i>Investigation</i> – No OIE Policy Violation or Recommendation	6	12
<i>Investigation</i> – OIE Policy Violation	4	4
<i>Investigation</i> – Recommendation or Other University Policy Violation, No OIE Policy Violation	3	6
Total	150	166

Sanctions Issued in Response to Policy Violations

Table H below includes instances where OIE investigated and the university found that a policy violation occurred:²⁰

Table H – Outcomes/Sanctions for Policy Violations

2024 Sanctions for Policy Violations	
Expulsion	Educational sanction
Termination	No contact orders
Ineligible for rehire	Disciplinary probation
Resignation prior to termination/negotiated departure	Campus restriction/ban

The above list does not include sanctions against respondents who were not affiliated with JHU, nor does it include sanctions (including termination and admission revocation) that resulted from information discovered during an OIE process that did not constitute a violation of OIE policy, but may have violated a departmental conduct policy, and/or otherwise negatively impacted the university community.

²⁰ Individuals may receive multiple sanctions. An individual accused by multiple complainants is considered to have one OIE case for each complainant and receives sanctions as the result of each case, some of which may be duplicative.



2024 Time-to-Close Investigations

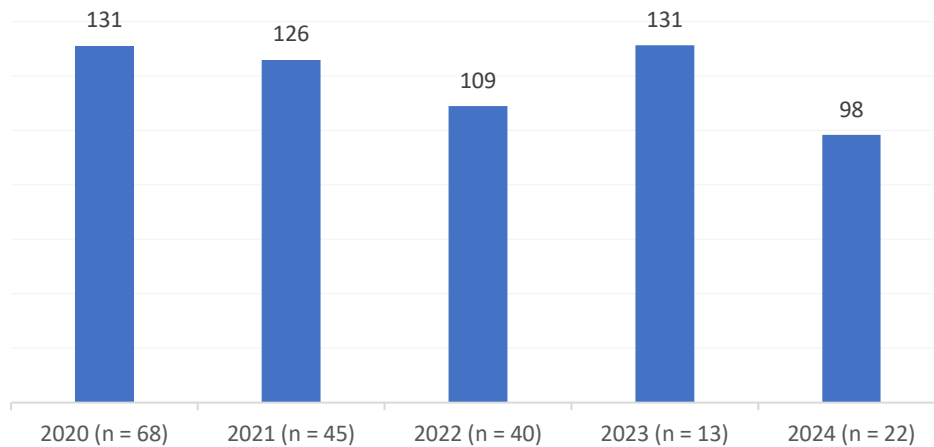
Over the past several years, OIE has worked diligently to improve its case resolution time frames.

There are, however, some factors that fall outside of our control. These factors have a substantial impact on the time it takes to investigate and close matters presented to OIE:

- a. Unavailability of witnesses or delayed participation by parties;
- b. Complexity of cases—multiple and/or new allegations against multiple parties, including cross-complaints by the parties;
- c. Coordination with parties' supporters or attorneys;
- d. Complex federally mandated grievance procedures for Title IX Sexual Harassment;
- e. Need for translation or interpreter services;
- f. Concurrent law enforcement investigations;
- g. Voluminous records to review, including electronic records such as social media screen shots and online posts, or text messages; and
- h. Academic calendars (i.e., students or faculty requesting to hold off on investigation until exams or break periods end).

OIE conducted 70% more discrimination/harassment investigations in 2024 than in 2023 and completed discrimination/harassment investigations about 33 days faster in 2024 than in 2023.

**Chart A - Average Days to Close
Discrimination/Harassment Investigations**

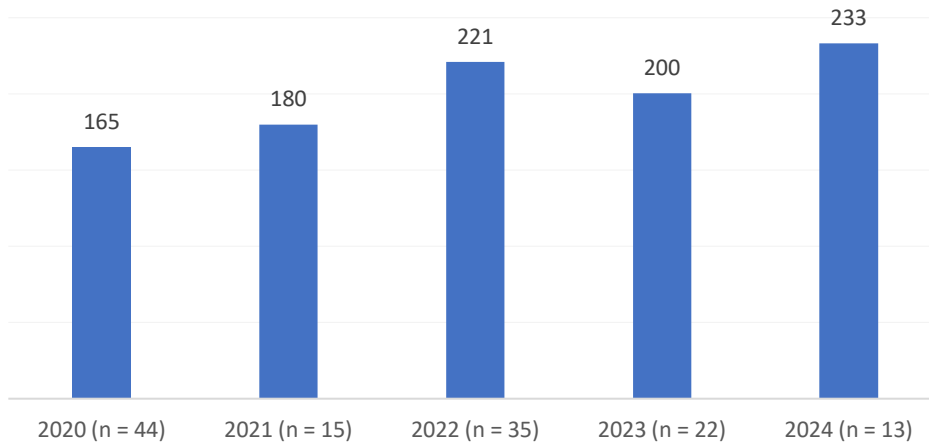


In contrast, OIE closed investigations of sexual misconduct matters more slowly in 2024 than in 2023.²¹ And OIE closed *fewer* sexual misconduct investigations in 2024 (13) than in 2023 (22).

²¹ Although OIE closed 13 investigations in 2024, OIE's investigators additionally were handling an influx of new sexual misconduct investigations, many of which did not close until 2025 and thus are not accounted for in the below chart.



Chart B - Average Days to Close Sexual Misconduct Investigations



It is important to note that the chart above shows timelines that encompass far more than the OIE investigation itself. The timeline starts when OIE first receives the report and stops only after the matter is fully adjudicated and closed. For a variety of reasons, a sexual misconduct investigation rarely begins the same day or even the same week that OIE receives the report. For example, after reporting an issue and then learning about the sexual misconduct policy and the investigation and/or adjudication procedures, complainants often request time to consider their options and seek advice before proceeding. Similarly, OIE often works with parties, HR/management, and student affairs to identify supportive measures and/or anti-retaliation plans before initiating a formal investigation.

Sexual misconduct matters are not closed immediately after OIE completes its investigation. After OIE completes its investigative report in a sexual misconduct investigation, OIE provides its report and recommendations to the decision makers -- a resolution panel (for students) or to the relevant manager or departmental leader (for staff/faculty). This is referred to as the “post-OIE adjudication process.” OIE cannot close a formal investigation until the decision-maker considers the information provided, makes a decision (in some cases following a live hearing), communicates the decision to the parties, and any appeals are fully addressed.

Table H shows the timelines for closing sexual misconduct cases.

Table H: Timeline for Sexual Misconduct Investigations²²

	2020	2021	2022	2023	2024
Average Days in OIE Investigative Process	97	104	135	130	154
Average Days in Post-OIE Adjudication	42	55	59	48	84

²² The average days in the OIE investigative process and the average days in the post-OIE adjudication process **do not** add up to the average total days because the average days spent in *pre*-investigation (which can vary greatly) has not been included on this chart. Furthermore, even when the average days in *pre*-investigation were included, these numbers did not always add up because some cases were dismissed during the investigation per federal Title IX regulations, or complainants withdrew their complaints after the investigation was completed but before the case was transferred to an external decision-maker.



Process (After OIE Completes Investigation)					
Average Total Days	165	180	221	200	233

2024 Time-to-Close Assessments

Assessments and informal resolutions are more frequent than formal investigations and typically take our team far less time to resolve. In 2024, the average time to close 144 discrimination/harassment assessments was 38 days. The average time to close 137 sexual misconduct assessments was 27 days. The graphs below compare five calendar years of data showing the average number of days needed to close informal resolutions and discrimination/harassment assessments. Despite a significant increase in volume from 2023 to 2024, OIE’s timelines for assessments did not significantly increase.

Chart C - Average Days to Close Discrimination/Harassment Assessments

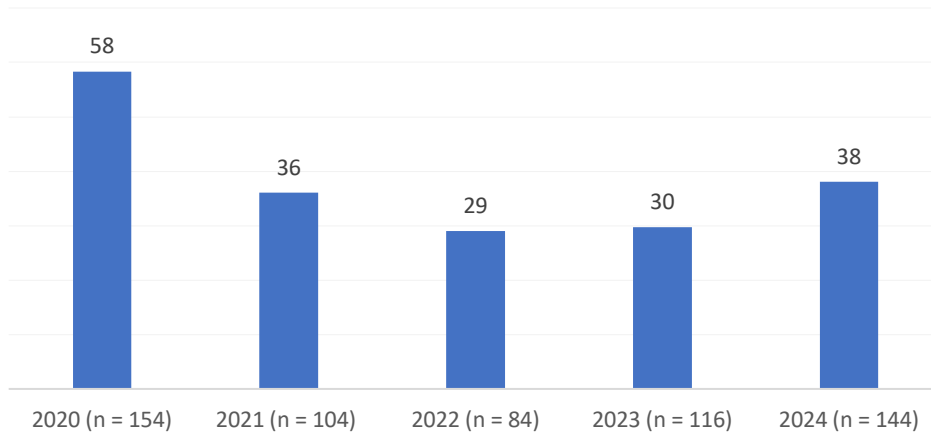
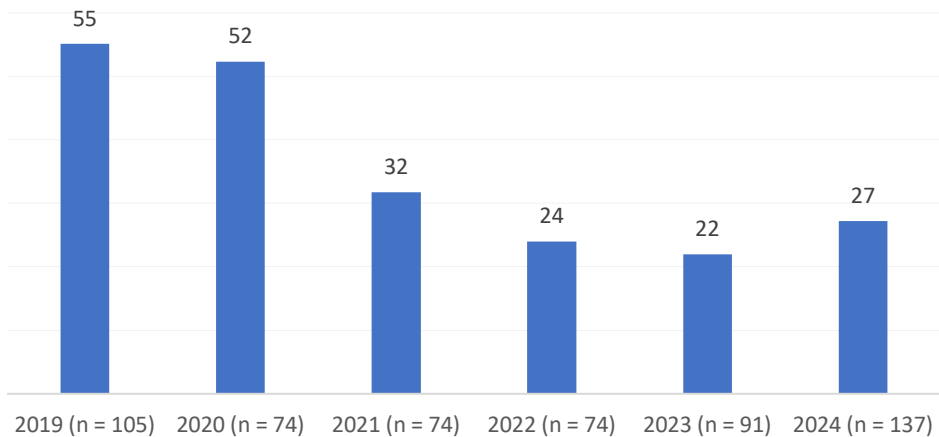


Chart D - Average Days to Close Sexual Misconduct Assessments





VI. Requests for Accommodations

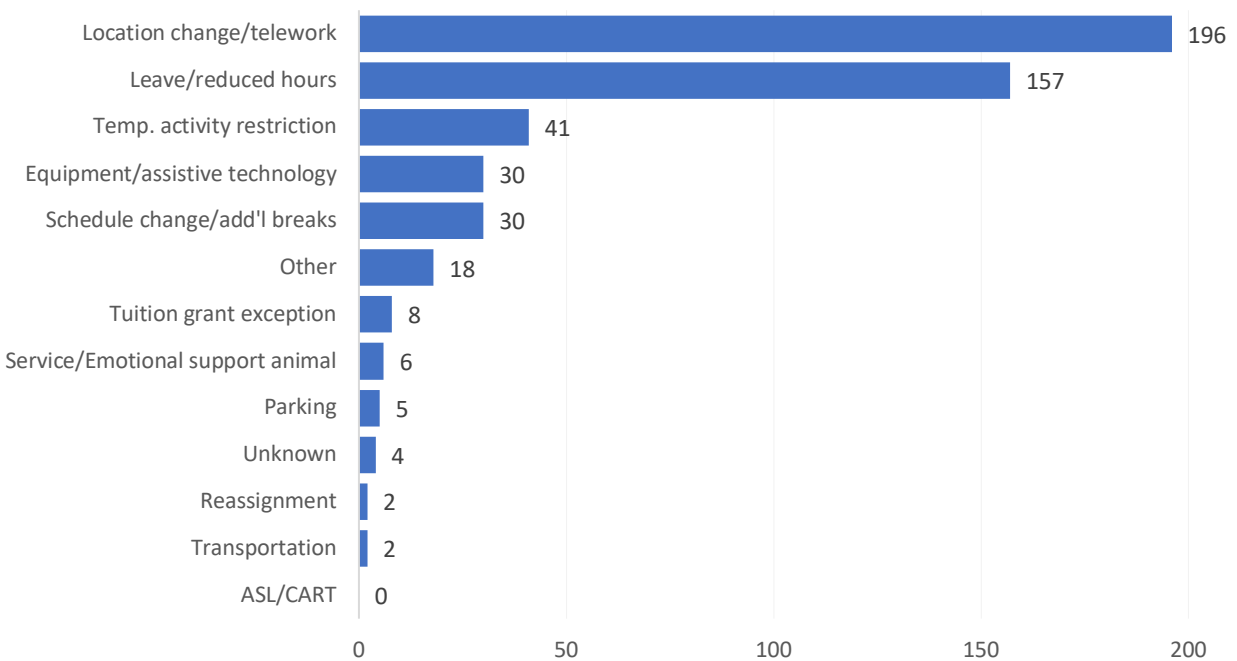
In addition to investigating protected-class discrimination and harassment and sexual misconduct matters, OIE is the university's central resource for coordinating requests for workplace accommodations from faculty, staff, postdocs, residents, and other trainees. Workplace accommodations include disability, religious, and pregnancy-based adjustments. OIE also coordinates religious and pregnancy-based adjustments for students; however, student requests for ADA accommodations are managed by Student Disability Services.

ADA Workplace Accommodations

In 2024, OIE received 499 requests for ADA workplace accommodations. OIE approved 304 (61%) accommodation requests, while 157 (31%) of the requests were closed owing to the requester's failure to participate in the interactive process, referral to a different office, or the requester's voluntary withdrawal from the process. The remaining 37 (7%) requests for accommodation were denied, largely due to an employee's inability to perform essential job functions with the requested accommodation in place.

Workplace accommodation can take many forms. The types of accommodations requested by JHU faculty and staff are depicted in the graph below.

Chart E: Types of Workplace Accommodations Requested in 2024



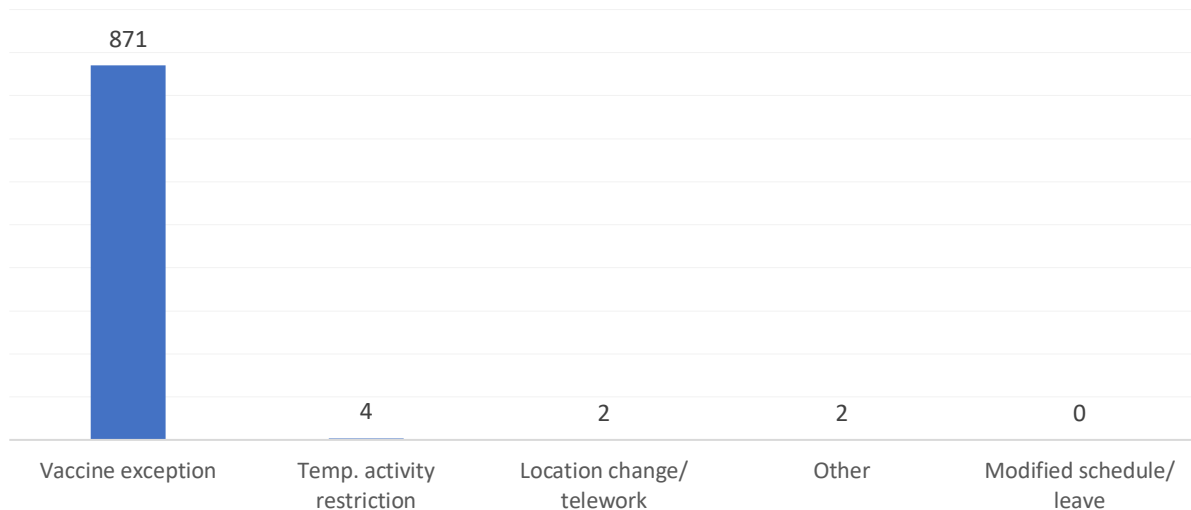


Religious Accommodations

Of the 1,449 total requests for religious accommodations that OIE received in 2024, 879 (61%) came from faculty/staff, while 570 (39%) were from students. Most requests (1,369, 94%) were approved. Of the 80 requests that were not approved, 59 of the individuals did not submit enough information to support their requests. In addition, 12 withdrew their requests, and 9 were referred to a different office.²³

The 1,449 religious accommodation requests received in 2024 represented a 25% increase from the 1,160 requests received in 2023. 1,371 (95%) of the 1,449 total religious accommodation requests received by OIE in 2024 were requests for exceptions to vaccine requirements, as illustrated below in the graphs. As of April 1, 2024, JHU changed its COVID-19 vaccination policy and no longer requires that all students, staff, and faculty receive at least one dose of an FDA- or WHO-authorized vaccine.

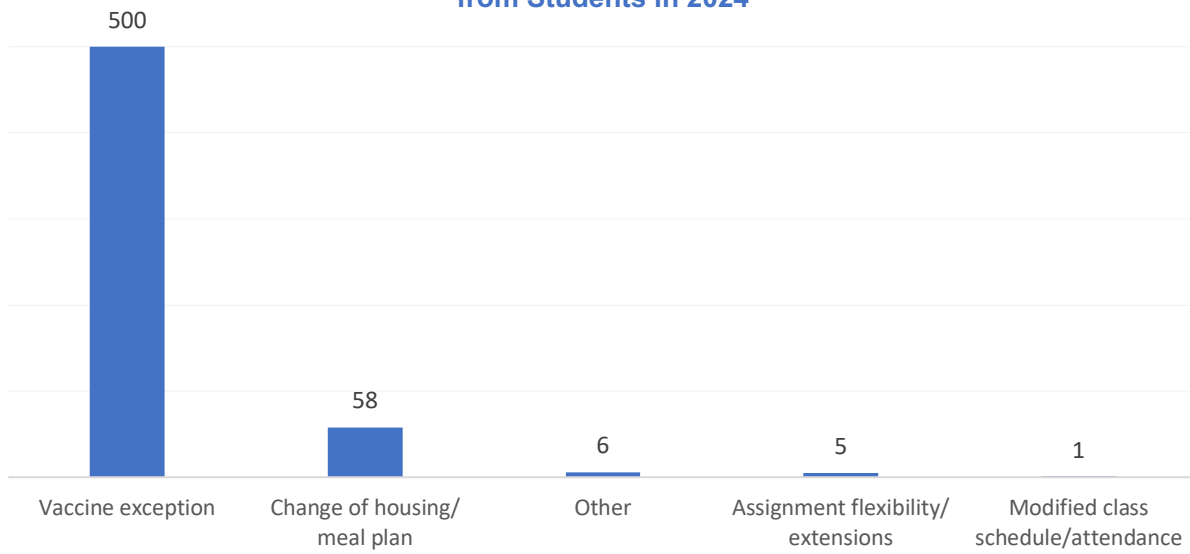
Chart F: Religious Accommodation Requests from Faculty & Staff in 2024



²³ 13 requests came from visitors/non-employees, 4 were from contractors, and 1 from a JHU retiree.



Chart G: Religious Accommodation Requests from Students in 2024





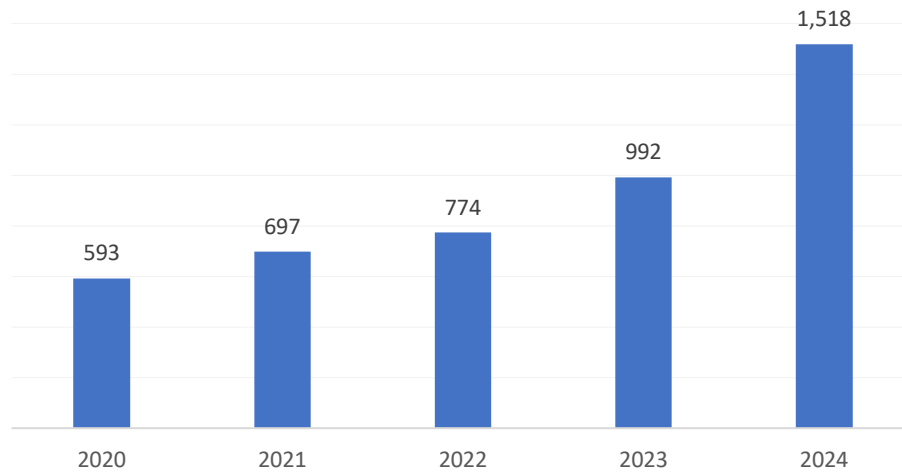
VII. Appendices

Appendix A

Report Data from 2020 to 2024

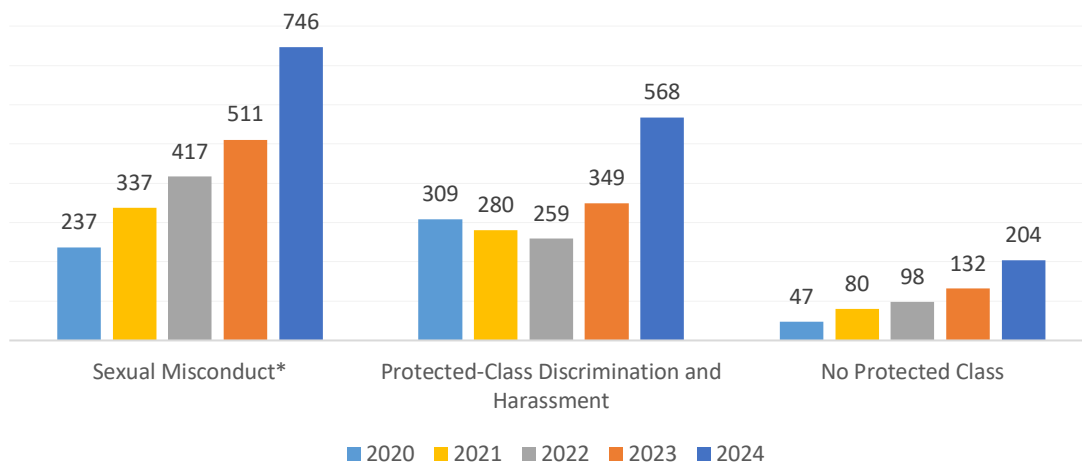
After a notable drop in reporting in 2020, which we attribute to the pandemic and most constituents working and learning remotely, reporting to OIE now far exceeds pre-pandemic numbers.

Chart H - Reports to the Office of Institutional Equity



As illustrated below, OIE saw a significant increase in discrimination and harassment reports (219 more reports; 63% increase from 2023), sexual misconduct reports²⁴ (235 more reports; 46% increase from 2023) and reports that did not allege either discrimination/harassment or sexual misconduct (72 more reports; 55% increase from 2023) in 2024.

Chart I - Types of Reports to the Office of Institutional Equity



²⁴ Reports of sexual misconduct sometimes include a claim of concurrent protected-class discrimination. To best represent the number of reports to OIE and to avoid double-counting, these reports are included only in the counts of sexual misconduct reports. In 2024, there were 194 such reports (13%) and in 2023 there were 132 (13%).



Chart J - 2022 - 2024 Discrimination/Harassment Reports by Quarter

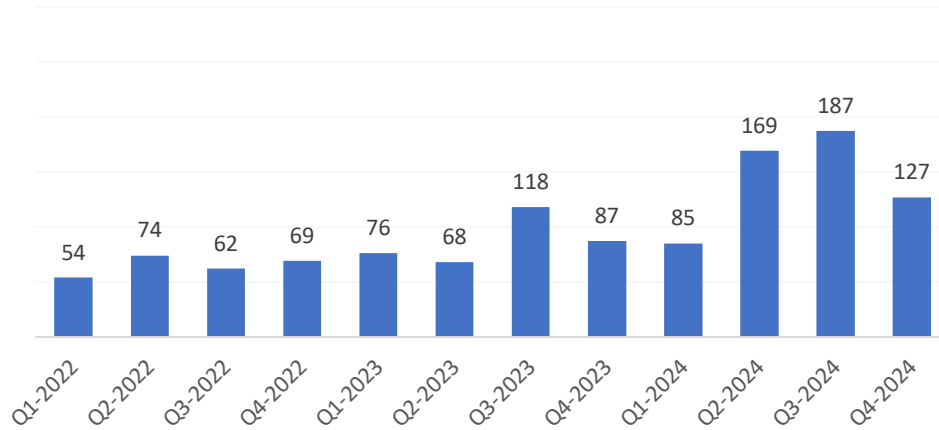
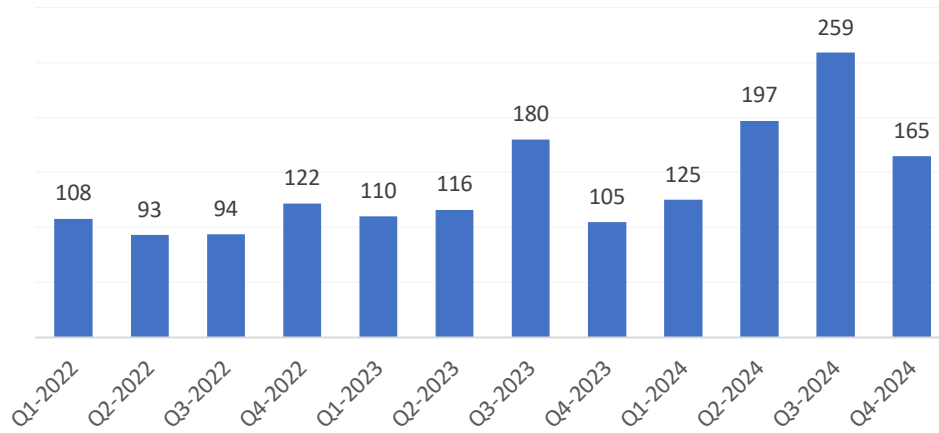


Chart K - 2022 - 2024 Sexual Misconduct Reports by Quarter



Appendix B

Prevention and Support Initiatives

As part of our effort to proactively prevent harassment and discrimination on our campus, JHU mandates that all new students and staff complete training on JHU's Title IX and harassment prevention policies and procedures. In addition, OIE provides supplemental training to JHU constituents upon request and following instances of policy violations in our working or learning environment.

In addition to the mandatory training, first-year students must also participate in an in-person bystander intervention training and cannot register for their second-year fall courses until they complete a mandatory workshop on creating an inclusive environment. Bystander intervention



training has also been developed for graduate student populations and has been piloted in various divisions. OIE also provides training upon request to various student groups, including fraternities, sports teams, and during orientation sessions.

We regularly review and update our sexual misconduct prevention and education efforts utilizing information and feedback from the community. Our student sexual misconduct surveys²⁵ serve as another means for us to measure student awareness and understanding of university policies and resources related to sexual misconduct and help us understand the prevalence and nature of sexual misconduct in our community. Feedback from the survey has served as a valuable tool to guide the Provost's Sexual Violence Advisory Committee (SVAC)²⁶ on identifying past initiatives such as:

- Enhanced support and education resources on sexual misconduct;
- The addition of confidential positions in the Center for Health Education and Wellness;
- Expansion of bystander intervention training;
- Creation and promotion of a campaign promoting healthy consent and sexual respect; and
- Development of a student-focused, evidence-based communications campaign to promote awareness and usage of JHU sexual misconduct related resources.

²⁵ Reports about our student sexual misconduct surveys are available online at <https://oie.jhu.edu/oie-annual-reports/>

²⁶ The SVAC has a broad membership, including students, staff, and faculty from throughout the university, including individuals from OIE, Student Health and Well-being – Gender Based Violence Prevention, Student Affairs, Athletics, and Public Safety.



Appendix C

Affiliation of Parties Involved in Reports Received in 2024

The tables below provide information about the university affiliation of parties involved in OIE reports.

For discrimination and harassment reports, students were the most frequent complainants (48%, 275), followed by staff (32%, 181). Moreover, discrimination/harassment reports most frequently involved a staff complainant and staff respondent (20%, 115), or a student complainant and a student respondent (20%, 115).

**Table I – 2024 Protected-Class Discrimination/Harassment Reports (n = 568):
Affiliation of Parties**

		Respondent Affiliation					TOTAL
		Student Respondent	Staff Respondent	Faculty Respondent	Multiple Affiliations Respondent	Nonaffiliate/Unknown Respondent	
Complainant Affiliation	Student Complainant	115 ²⁷	41	45	0	73 ²⁸	274
	Staff Complainant	12 ²⁹	115	22	0	32	181
	Faculty Complainant	1	6	9	0	7	23
	Multiple Affiliations Complainant	0	0	6	0	4	10
	Nonaffiliate/Unknown Complainant	6 ³⁰	22	11	0	41	80
TOTAL		134	184	93	0	157	568

Of the 746 sexual misconduct reports received in 2024, 58% (431) involved students as complainants, 27% (138) involved staff complainants, 19% (144) involved complainants who had no affiliation with the university, and only 5% (34) involved faculty complainants. Overall, sexual misconduct reports most frequently involved a student complainant and a student respondent (36%, 267). The overall percentage of student complainant versus student respondent reports, including between those enrolled in non-degree summer programs, increased by 60% from 2023 (172 of 276 reports).

²⁷ 57 of these 115 reports were between students enrolled in non-degree summer programs. As noted above, such reports rarely became OIE cases and were typically addressed under the program's conduct code/guidelines.

²⁸ 4 of these 73 reports were between students enrolled in non-degree summer programs and non-affiliate respondents.

²⁹ 9 of these 12 reports were between summer program staff complainants and students in their non-degree summer programs.

³⁰ 1 of these 6 anonymous reports was against non-degree summer program students.



Table J – 2024 Sexual Misconduct Reports (n = 746): Affiliation of Parties

		Respondent Affiliation					TOTAL
		Student Respondent	Staff Respondent	Faculty Respondent	Multiple Affiliations Respondent	Nonaffiliate/Unknown Respondent	
Complainant Affiliation	Student Complainant	267 ³¹	26	19	2	117 ³²	431
	Staff Complainant	12 ³³	87	7	0	22	128
	Faculty Complainant	2	2	16	0	14	34
	Multiple Affiliations Complainant	0	2	4	2	1	9
	Nonaffiliate/Unknown Complainant	17	23	20	5	79	144
TOTAL		298	140	66	9	233	746

³¹ 123 of these 267 reports were between students enrolled in non-degree summer programs. As noted above, such reports rarely became OIE cases and were typically addressed under the program's conduct code/guidelines.

³² 2 of these 117 reports were between students enrolled in non-degree summer programs and non-affiliate respondents.

³³ 11 of these 12 reports were between summer program staff complainants and students in non-degree summer programs.



Appendix D

Responsible Employee Reporting

A “responsible employee” is an employee of the university who is required to inform OIE if they learn information or allegations about sexual misconduct, protected-class discrimination or harassment, or retaliation. Notably, 994 (65%) reports came from responsible employees rather than directly from a complainant or a third-party (i.e., witness, family member, etc.) reporting to OIE. The table below shows the outcomes of these 994 responsible employee reports.³⁴

Table K – Resolution of Reports Received from Responsible Employees in 2024 (n = 994)

195 Responsible Employee Reports (20%) Became Cases	Closed after Assessment or Formal Investigation	183	19%
	Informal Resolution	0	0%
	Open	12	1%
799 Responsible Employee Reports (80%) Were Closed Without Becoming Cases	OIE referred the matter to another department	430	43%
	OIE did not have enough information to move forward	199	20%
	Complainant did not want to move forward	106	11%
	JHU had no authority over the respondent	61	6%
	Other (i.e., Duplicative Report OIE Previously Addressed)	3	0%
Total Responsible Employee Reports		994	100%

³⁴ All 237 reports OIE received involving those in non-degree summer programs were reported by responsible employees. As noted previously, almost none of the 237 reports became cases because the misconduct was frequently referred back to the summer program for handling under their conduct expectations.



Appendix E

Affiliation of Parties Involved in Cases Received in 2024

The tables below provide information about the university affiliation of parties involved in OIE cases that resulted from the reports received in 2024. A report becomes a case only after it is determined that: (1) OIE has authority over the subject matter of the report and the respondent; (2) the complainant is engaged and requests an OIE response, or the information in the report indicates that an OIE response is needed even without a complainant's engagement and participation (including without an identified complainant); and (3) OIE has, or is able to gather, sufficient additional information to further address the concern via OIE procedures. A case may be resolved in the assessment phase, by informal resolution, or by formal investigation.

For discrimination and harassment cases, students were the most frequent complainants (48%, 90), followed by staff (34%, 65). This marked a change from 2023 (48%, 58) and 2022 (41%, 51) when staff were the most frequent complainants.

**Table L – 2024 Protected-Class Discrimination/Harassment Cases (n = 191):
Affiliation of Parties**

		Respondent Affiliation					TOTAL
		Student Respondent	Staff Respondent	Faculty Respondent	Multiple Affiliations Respondent	Nonaffiliate/Unknown Respondent	
Complainant Affiliation	Student Complainant	33	18	23	0	16	90
	Staff Complainant	1	49	11	0	4	65
	Faculty Complainant	0	5	4	0	1	10
	Multiple Affiliations Complainant	0	0	4	0	2	6
	Nonaffiliate/Unknown Complainant	3	5	6	0	6	20
TOTAL		37	77	48	0	29	191



In 2024, sexual misconduct cases most frequently involved a student complainant and student respondent (37%, 63).

Table M – 2024 Sexual Misconduct Cases (*n* = 169): Affiliation of Parties

		Respondent Affiliation					TOTAL
		Student Respondent	Staff Respondent	Faculty Respondent	Multiple Affiliations Respondent	Nonaffiliate/Unknown Respondent	
Complainant Affiliation	Student Complainant	63 ³⁵	11	8	1	5	88
	Staff Complainant	0	32	0	0	1	33
	Faculty Complainant	0	1	4	0	1	6
	Multiple Affiliations Complainant	0	1	3	0	0	4
	Nonaffiliate/Unknown Complainant	7	13	11	3	4	38
TOTAL		70	58	26	4	11	169

³⁵ 1 of these 63 reports was between two students in a non-degree summer program.



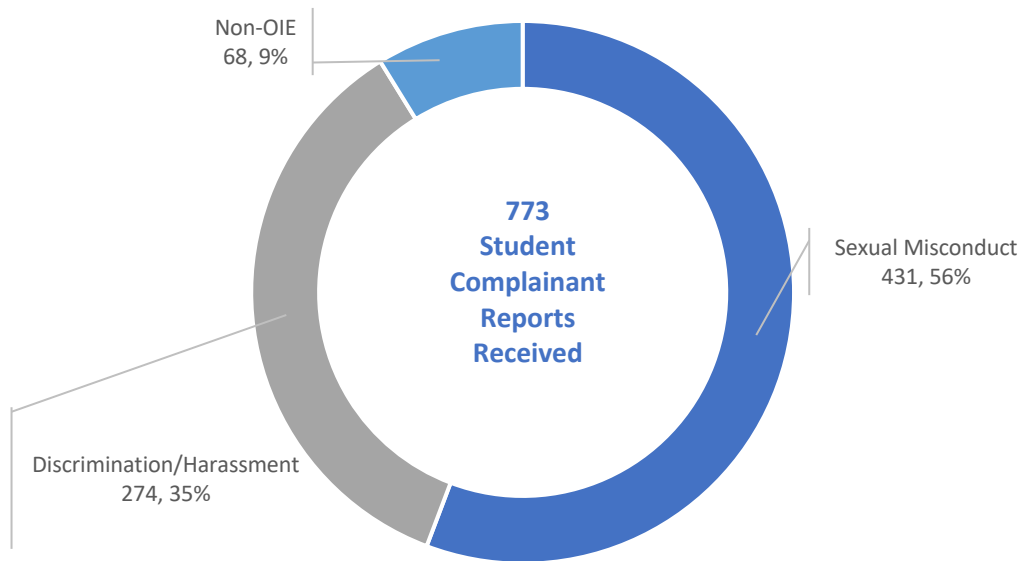
Appendix F

Student-Focused Data

Student Complainant Reports Received in 2024

Of the 1,518 total reports that OIE received in 2024, 773 (51%) involved student complainants³⁶. As shown in the chart below, most of the reports involved allegations of sexual misconduct.

Chart L – Types of Student Complainant Reports



These student complainants primarily reported misconduct by other students (416, 54%) or by non-affiliates (210, 27%), but also included reports against faculty (75, 9.5%), staff (71, 9%), and individuals who held multiple affiliations (0.5%, 2). Of these 773 reports involving student complainants, 77% (595) were closed at initial review and did not become OIE cases.³⁷ The table below shows the reasons these reports were closed.

Table N – Student Reports Received in 2024 That Did Not Become Cases

<i>OIE referred the matter to another department</i>	300	39%
<i>OIE did not have enough information to move forward</i>	157	20%
<i>Complainant did not want to move forward</i>	91	12%
<i>JHU had no authority over the respondent</i>	42	5%
<i>Serving as a Witness</i>	7	1%
Total	595	100%

³⁶ 28% (215 of 773) of these reports involved those enrolled in non-degree summer programs. Such reports were typically addressed under the program's conduct code/guidelines.

³⁷ 99.5% of reports involving non-degree complainants closed at initial review and did not become OIE cases.



The remaining 176 reports (23%) became OIE cases.³⁸ Unlike 2023, there were approximately the same number of cases involving protected-class discrimination/harassment (50%, 89 cases) and sexual misconduct (50%, 88 cases). The table below shows how OIE resolved these cases.

Table O – Resolution of Student Complainant Cases Reported in 2024

	Sexual Misconduct	Discrimination/ Harassment	Total
Formal Investigation	5	15	20
Assessment	8	50	58
Remedial Outcome	68	22	90
Open	7	1	8
Total	88	88	176

Reports Received in 2024 Against Student Respondents

Student complainants filed 416 reports against other students – data about these reports are captured in the above section. However, OIE also received 55 additional complaints against JHU students that were filed against them by anonymous complainants or non-affiliates of the University (27), JHU faculty (3), or JHU staff (25)³⁹.

Of these 55 reports brought by non-students against students, 11 became OIE cases and were subject to additional OIE process.

Student Respondent Cases Closed in 2024

In 2024, OIE closed 103 cases involving student respondents. Of these 103 cases, 69 (67%) included allegations of sexual misconduct and 34 (33%) alleged only protected-class discrimination/harassment.

The protected-class discrimination/harassment cases involved the following types of allegations, again with many cases involving more than one type of allegation.

**Table P – Types of Protected Class Discrimination/
Harassment Allegations in Student Cases Closed in 2024**

<i>Religion</i>	17
<i>Multiple Protected Classes</i>	9
<i>National Origin</i>	4
<i>Race</i>	4

³⁸ 1 report involving two non-degree students became a case that closed after assessment.

³⁹ 20 of the 25 reports were between summer program staff complainants and students in non-degree summer programs.



Sexual misconduct cases included the following types of allegations, with many cases involving more than one type of allegation.

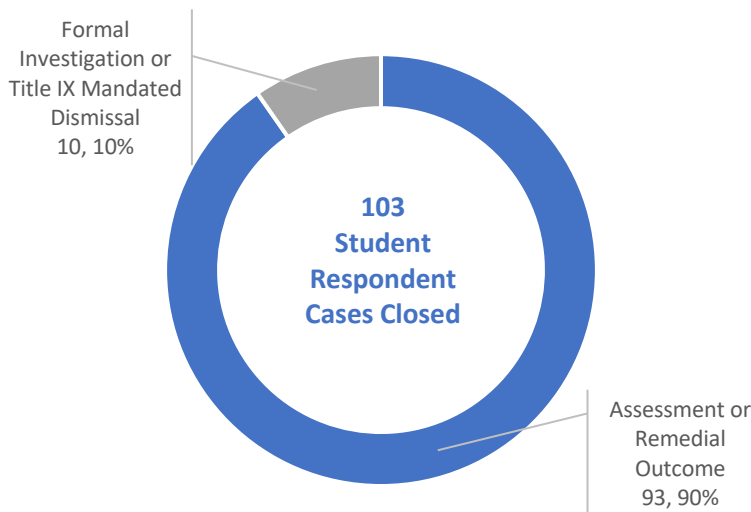
Table Q – Types of Sexual Misconduct Allegations in Student Cases Closed in 2024

<i>Stalking</i>	20
<i>Sexual Harassment</i>	19
<i>*Sexual Misconduct and Other Protected Classes</i>	14
<i>Sexual Assault</i>	6
<i>Multiple Forms of Sexual Misconduct</i>	5
<i>Domestic Violence/Dating Violence</i>	4
<i>Retaliation</i>	1

*Includes harassment based on sexual orientation and gender identity/expression

OIE conducted 10 formal investigations of sexual misconduct, discrimination, or harassment involving student respondents. In 3 (30%) of these investigations, the student respondent was found responsible for engaging in sexual misconduct, discrimination, or harassment. This included 2 findings of stalking, 1 finding of sexual harassment, 1 finding of sexual assault, 1 finding of dating violence, and 1 finding of race-based harassment. The sanctions imposed included expulsion, disciplinary probation, no contact orders, educational sanctions, and training.

Chart M – Outcomes of Student Respondent Cases Closed in 2024



On average, student sexual misconduct investigations took longer to close in 2023 than staff/faculty sexual misconduct investigations. For the 5 student sexual misconduct cases that closed in 2024, the average time from the moment the report comes to OIE through investigation, adjudication, and appeal was 285 days. As shown below, when compared to overall timelines for sexual misconduct investigations, the data show increased time for *student* sexual misconduct investigations. These timelines increased because of several factors identified in the “2024 Time-to-Close” section on pages 16 and 17:

- a. Unavailability of witnesses or delayed participation by parties;
- b. Complexity of cases—multiple and/or new allegations against multiple parties, including



- cross-complaints by the parties;
- c. Coordination with parties' supporters or attorneys;
- d. Complex federally mandated grievance procedures for Title IX Sexual Harassment;
- e. Need for translation or interpreter services;
- f. Concurrent law enforcement investigations;
- g. Voluminous records to review, including electronic records such as social media screen shots and online posts, or text messages; and
- h. Academic calendars (i.e., students or faculty requesting to hold off on investigation until exams or break periods end).

In addition, and per a complainant's request, OIE sometimes waited to initiate an investigation until OIE could implement appropriate supportive measures and anti-retaliation plans. As a result, there was sometimes a delay between when OIE received a report and when it initiated an investigation.

Table R – Timeline for Student-Respondent Sexual Misconduct Investigations Closed in 2024⁴⁰

	All SM Investigations (n = 13)	Student-Respondent SM Investigations (n = 5)
Average Days in OIE Investigative Process	154	147
Average Days in Post-OIE Adjudication Process (After OIE Investigation is Complete)	84	87
Average Total Days	233	285

⁴⁰ Again, the average days in the OIE investigative process and the average days in the post-OIE adjudication process **do not** add up to the average total days because this chart does not include the average days in pre-investigation. Furthermore, these numbers did not always add up – even when the average days in pre-investigation were included – because cases were dismissed per federal Title IX regulations, or complainants withdrew their complaints after the investigation was completed but before the case was transferred to an external decision-maker.



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