

# Office of Institutional Equity

2018 Annual Report

**W**hen we promote a culture of inclusion and respect at Johns Hopkins University—one where all can work and learn free from discrimination and harassment—everyone in our large, vibrant, and wonderfully diverse community benefits.

The Office of Institutional Equity (OIE) leads the university's efforts to create and support that environment of inclusion by addressing complaints about discrimination, harassment, sexual misconduct,



and retaliation. We also engage in prevention efforts, ensure compliance with affirmative action and equal opportunity laws, and serve as the central resource for those with disabilities and those who require religious accommodation.

Transparency and accountability surrounding the topic of discrimination and harassment remain of paramount importance to OIE and the university. In this, our

second OIE annual report, we provide background and specific data on the university's response to reports of sexual misconduct and other forms of discrimination and harassment during calendar year 2018. This year we are able to present the data at an even higher level of resolution because of enhancements we made to our data tracking after the release of the inaugural annual report. With this additional information, we are better able to capture the growing complexity of the cases we investigate and provide a more detailed picture of OIE's work and the work to be done in our community.

In 2018, we continued to increase OIE staffing and resources, including by creating two additional investigator positions and another position to assist with disability services support. We cleared a backlog of pending cases and introduced new protocols that improve the speed and efficiency of our processes, all while maintaining the high quality of our work. The timeliness with which we investigate

complaints and conclude cases is a key component of a strong climate. We are encouraged by the improvements we have been able to make in this area, which you will see reflected in particular in our results from the latter half of 2018.

Also in 2018, after a deliberative process that included soliciting university-wide feedback, the university launched its Discrimination and Harassment Policy and Procedures. Overseen by OIE, the new document supports the university's strong commitment to preventing and addressing discrimination and harassment. It also provides greater clarity around the complaint process and related timelines, confidentiality, and the protections and supports available to all parties.

During 2019, the university and OIE are continuing to engage our community in prevention, support, and accountability efforts; identify ways to streamline OIE's process while optimizing the quality of our work; make the OIE process as clear and transparent as possible; and enhance community member understanding and expectations regarding the OIE process. I encourage you to review the information here and to learn more about OIE at [www.oie.jhu.edu/](http://www.oie.jhu.edu/).

Sincerely,

Joy Gaslevic

Interim Vice Provost for Institutional Equity

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## 1. Growth at OIE

In our 2017 annual report, we noted that the number of reports received by OIE had increased over the course of two years. That trend continued in 2018. We continue to attribute the growth in reports in part to greater knowledge of OIE's role and services. In addition, we believe that ongoing university education and outreach efforts and increasing societal recognition of sexual misconduct and discrimination has encouraged reporting of such concerns.

OIE also has continued to expand in response to the growing need for our services. We increased our staff of equity compliance investigators from five to seven and added an assistant director of workplace accommodations. More information about our staff appears at the end of this report and at [oie.jhu.edu](http://oie.jhu.edu).

### Additional Data About Multi-Party Reports

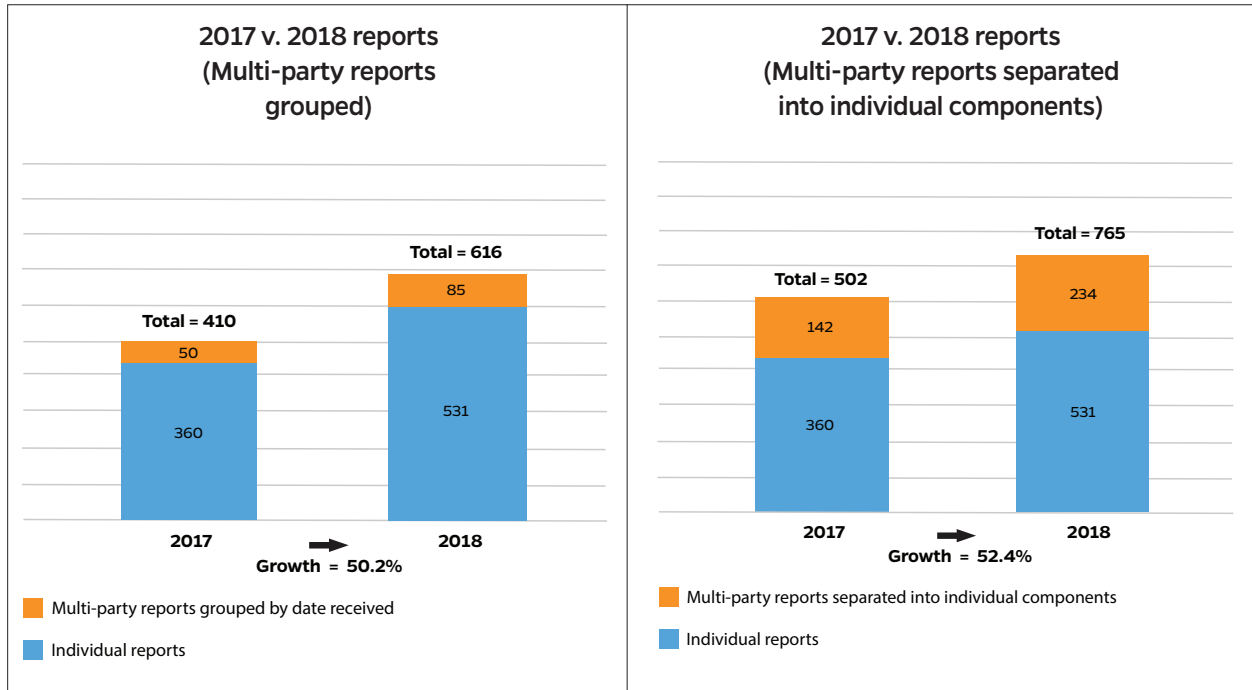
As our volume has increased, we have continued to improve and expand our data tracking for all OIE reports. The majority of OIE reports involve one person's allegations against another person (referred to as individual reports). Indeed, as shown in the first chart on page 6, individual reports made up nearly 88 percent of OIE's 2017 reports (360 of 410) and more than 86 percent of OIE's 2018 reports (531 of 616).

However, OIE also receives reports involving multiple people (referred to as multi-party reports). For example, one person may simultaneously allege concerns about two or more individuals, or multiple people may together allege misconduct by the same person or people. In 2017, when OIE received a complaint involving multiple people, we generally tracked it as one report.<sup>1</sup> As seen in the first chart, OIE received 50 multi-party reports in 2017 and 85 in 2018.

In 2018, however, we noted that some of the multi-party reports we received were more complex than those of 2017. For example, a multi-party report may require more than one investigation with distinct outcomes and/or timelines with respect to the different individuals involved. As a result, we decided to take a finer-grain approach to tracking multi-party reports by separating them into their individual components in order to account for each person's allegations against each other person. Thus, if Person A reported concerns about an incident involving Persons B and C, starting in 2018 we considered this *two* reports—Person A versus Person B, and Person A versus Person C—and we separately tracked the progress of each. To allow for apples-to-apples comparisons with 2017 data, OIE also went back and reviewed all 2017 multi-party reports to extract this greater level of detail. The result is shown in the second chart on page 6.

1. Consistent with FERPA and/or the Sexual Misconduct Policy and Procedures, OIE separated multi-party reports into multiple individualized reports/cases when they involved investigating student versus student sexual misconduct.

## Number of Reports to the Office of Institutional Equity



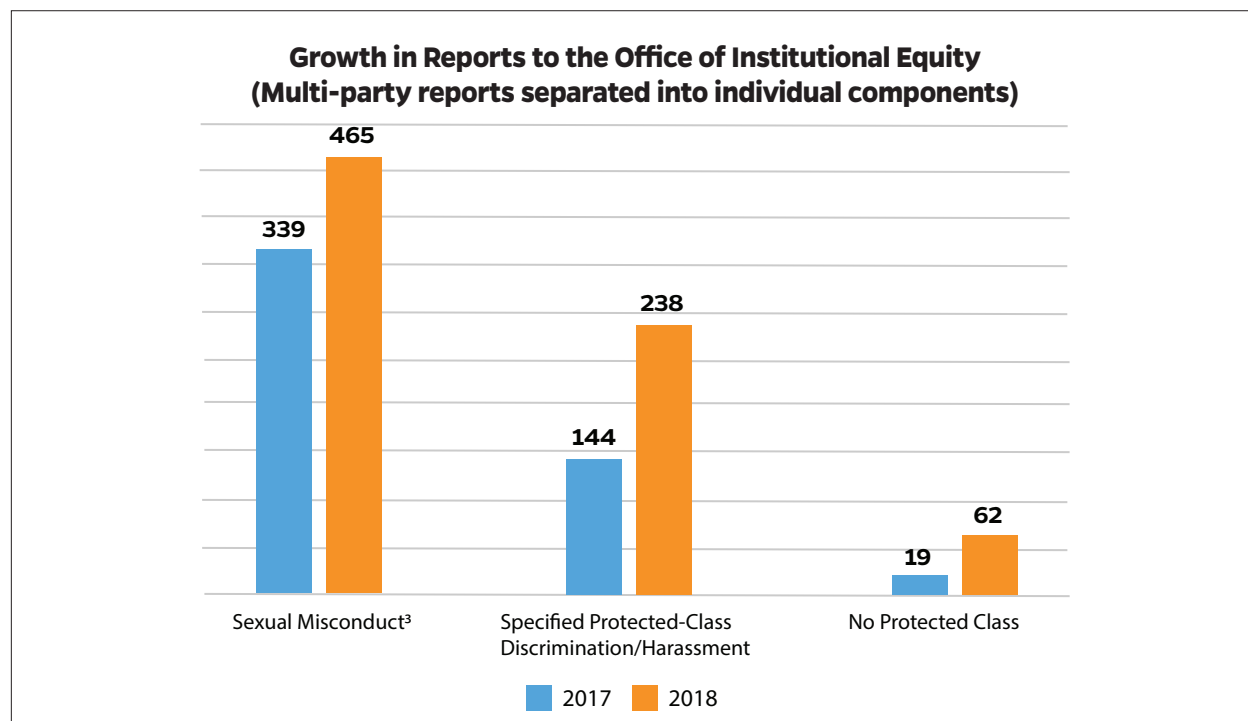
A comparison of the two charts above shows that the 50 multi-party reports in 2017 separated into 142 individual components, while the 85 multi-party reports in 2018 separated into 234 individual components. What the data show at both levels of detail—whether looking at multi-party reports by their whole or by their individual component parts—is growth of approximately 50 percent in OIE reports between 2017 and 2018.<sup>2</sup>

Note that the more detailed 2017 data do *not* reflect more allegations in 2017 than previously reported. Rather, they provide more information about the number of individuals involved in the previously reported allegations, and thus the number of potential individual outcomes. We believe this greater level of granularity provides even more useful information about OIE’s work. Therefore, unless otherwise noted, OIE will be using this higher resolution data throughout the remaining sections of this report.

2. For more detail on the types of multi-party reports received in 2017 and 2018, please see the Appendix.

## Growth Within All Types of OIE Reports

OIE's growth in reports from the end of 2017 to the end of 2018 extended to reports of both sexual misconduct and protected-class discrimination or harassment.



OIE uses the following definitions in its work:

**Sexual Misconduct** includes sexual harassment, sexual assault, relationship violence, and stalking

**Protected-Class Discrimination and Harassment** 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, immigration status, marital status, military status, national origin, race, religion, sexual orientation, veteran status, or other legally protected characteristic. Also includes nonsexual gender- and sex-based discrimination and pregnancy harassment and discrimination.

**The Complainant** is the reporting party. This refers to the alleged victim of sexual misconduct, whether reported by the alleged victim or a third party, or the alleged victim of other protected-class discrimination and harassment.

**The Respondent** is the party about whom a report was made. This refers to the person alleged to have committed sexual misconduct or other protected-class discrimination and harassment.

3. In CY2018, there were 33 reports (4%) of sexual misconduct that involved a report of concurrent protected-class discrimination. In CY2017, there were 37 reports (7%) of sexual misconduct that involved a report of concurrent protected-class discrimination.

In order to best represent the number of reports to OIE, these cases are not additionally counted as "protected-class discrimination and harassment" reports in this table.

## 2. Policies and Training

The **Sexual Misconduct Policy and Procedures** (available at [sexualassault.jhu.edu/policies-laws/](https://sexualassault.jhu.edu/policies-laws/)) set forth a standard for all members of the university community and describe our response to claims of prohibited sexual misconduct (which includes sexual assault, sexual harassment, relationship violence, stalking, and related retaliation). They are the product of a significant overhaul in 2015–16 following a comprehensive and robust universitywide consultation process, and were revised more recently to comply with new Maryland law for institutions of higher education, and for greater clarity.

The **Discrimination and Harassment Policy and Procedures** (available at [oie.jhu.edu/policies-and-laws/jhu-policies/index.html](https://oie.jhu.edu/policies-and-laws/jhu-policies/index.html)) became effective June 1, 2019, following months of soliciting feedback from various stakeholders. The revised policy and procedures reinforce the university's strong commitment to preventing and addressing discrimination and harassment, and aim to provide greater clarity around the complaint process, related timelines, confidentiality, and strong protections and supports for all parties.

In 2017, Johns Hopkins University launched an initiative to train our community in Title IX and Harassment Prevention, covering policies and procedures related to sexual misconduct, harassment, and discrimination, and raising awareness about Title IX, the Campus SaVE Act, the Violence Against Women Act, and the role of responsible employees. As of September 2019, 72 percent of faculty and 84 percent of staff had completed the training. OIE continues to work with Human Resources and the divisions to encourage completion. In addition, OIE has provided supplemental training to various departments upon request.

Students receive training in a variety of ways. All incoming undergraduate and graduate students are required to complete a sexual misconduct training module before arriving on campus, and all incoming students began to receive new and improved modules as of August 2019 that include enhanced bystander intervention content. First-year students also complete mandatory in-person bystander intervention training and cannot register for their second-year fall courses until they complete a mandatory workshop on diversity and inclusion. Finally, OIE provides training to student groups upon request, including during orientation.

We regularly review our sexual misconduct training and education efforts utilizing information and feedback from the community. This year, the 2018 Campus Climate Survey provided valuable information on student awareness and understanding of university policies and resources related to sexual misconduct, as well as the prevalence of sexual misconduct in our community. Using this information, OIE is working with Student Affairs and the Sexual Violence Advisory Committee (SVAC) to implement the recommendations in the SVAC Action Plan for Sexual Violence/Misconduct Prevention and Response, including but not limited to expanding bystander intervention training, launching a campaign promoting healthy consent and sexual respect, and enhancing support and education resources surrounding sexual misconduct.



When tracking and sharing data, OIE uses the following definitions, which are reflected in the flow chart on page 10 and used throughout the rest of the report.

**Report:** Any information brought to OIE that may constitute an allegation of sexual misconduct and/or protected class-based discrimination and harassment, including from a Complainant, a designated university Responsible Employee, or a third party. As set forth in Section 1, OIE now provides a higher level of detail about the reports it receives, counting reports based on the number of individual outcomes that could result. For example, if Person A simultaneously raises allegations against both Persons B and C, this is considered two reports, as there will be an outcome for both Person A's allegations against Person B, and Person A's allegations against Person C.

**Case:** A report becomes an OIE case when it is determined that (1) OIE has authority over the subject matter of the report and the respondent; (2) a complainant is engaged and requests some type of university response, or the information indicates that a response is needed even without their engagement; and (3) OIE has or is able to gather sufficient additional information.

**Assessment:** OIE conducts an assessment of each case that moves forward from the report stage to determine the next steps. Some cases are closed in the assessment phase if they do not meet the criteria for a formal investigation and an informal resolution is not appropriate. See page 16 for an explanation of why a case may not proceed to an investigation.

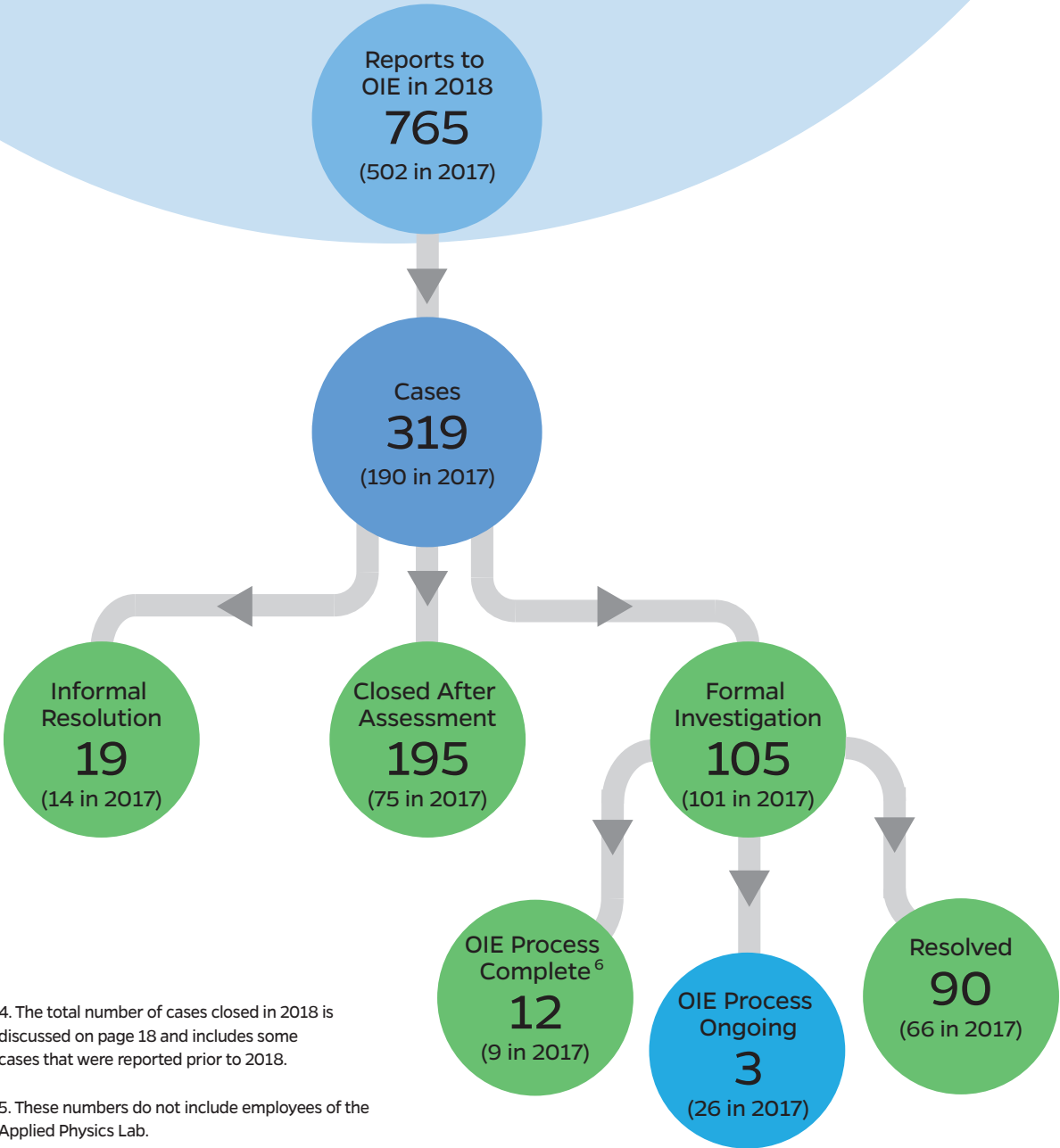
**Informal Resolution:** If the complainant and respondent agree, certain cases may be resolved informally with OIE's approval. Cases involving allegations of sexual assault are generally not suitable for informal resolution.

**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) a complainant is engaged and wishes to proceed with formal investigation (or, in rare cases, when OIE has a responsibility to take further action even without the complainant's agreement); and (3) OIE has sufficient information to proceed with an investigation. The investigation will determine whether there has been a violation of policy.

### 3. Status of Reports Received in 2018 (as of June 1, 2019)<sup>4</sup>

As explained in Section 1, OIE now provides a higher level of detail about reports, separating all multi-party reports into their individual components and treating each component as its own individual report. This greater level of granularity is reflected in the numbers below for both 2017 and 2018, as well as in the remainder of this report.

Population served:  
 26,435 JHU students and  
 19,757 JHU employees<sup>5</sup>



4. The total number of cases closed in 2018 is discussed on page 18 and includes some cases that were reported prior to 2018.

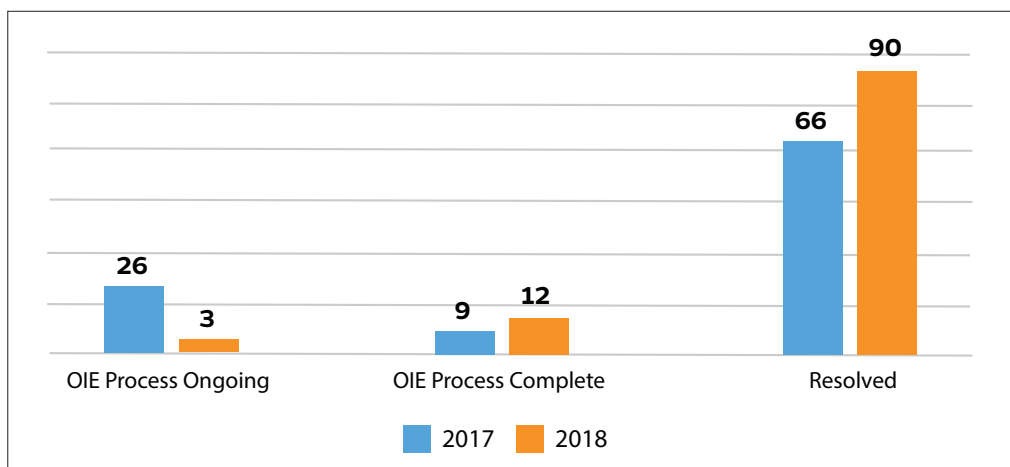
5. These numbers do not include employees of the Applied Physics Lab.

6. For these 12 cases, the OIE process is complete, but closure is pending a decision by Human Resources, Student Affairs, or other departments.

A comparison of 2017 to 2018 shows significant growth in both reports brought to OIE (502 versus 765) and those that became cases (190 versus 319). Notably, in 2018 OIE closed 160 percent more reports after an assessment than we did in 2017 (195 compared to 75). This increase may have been due in part to OIE’s focus on streamlining its process whenever possible, including—when appropriate—utilizing the assessment process when an investigation was not necessary.

Even with the growth in reports and cases received in 2018, OIE increased the number of formal investigations we resolved while reducing the number that remained in the OIE process.

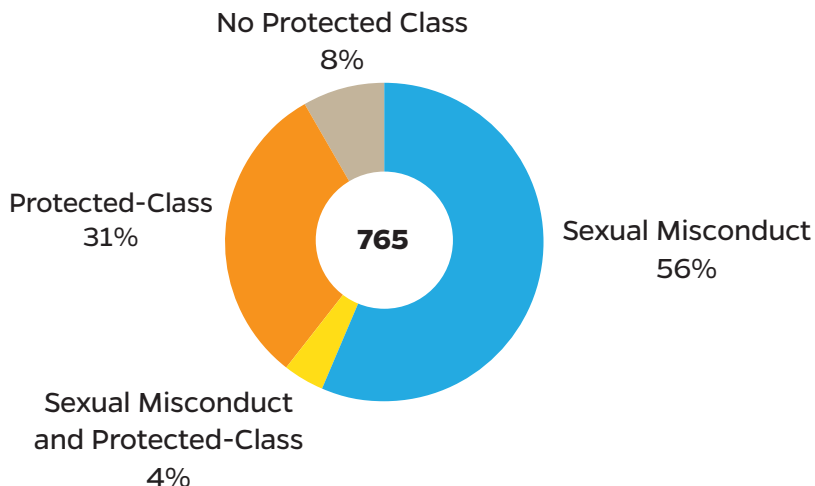
### Formal Investigations Stemming From Reports Received — 2017 v. 2018<sup>7</sup>



### 3a. Status of Reports Received in 2018

This section provides data on the number and type of reports OIE received in calendar year 2018 (n = 765), and the university affiliation of those involved in the reports.<sup>8</sup> If a report included allegations of both sexual misconduct and protected-class discrimination or harassment, it has been counted as a sexual misconduct report unless otherwise stated.

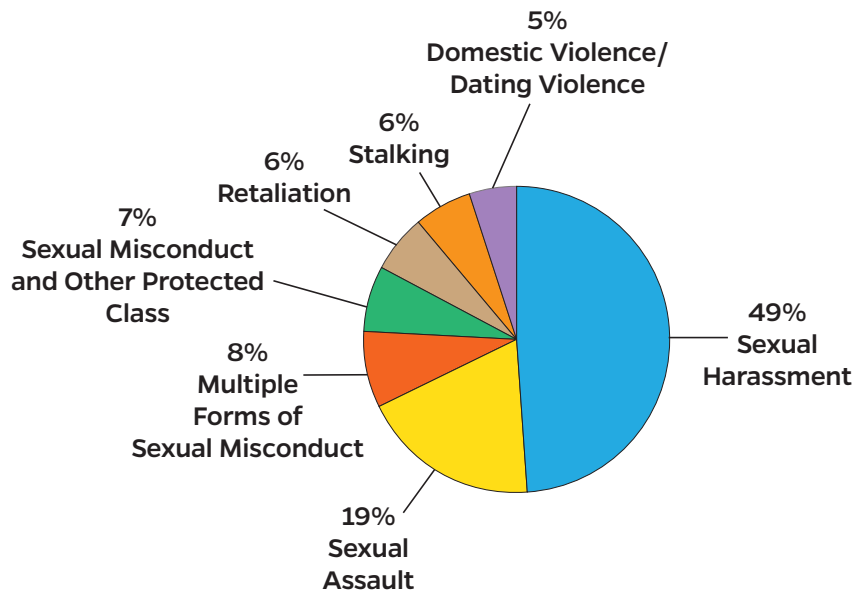
#### Categories of Misconduct Reported in 2018



7. The data shown for 2017 include reports that were received in 2017 and became formal investigations, and indicates their status in the OIE process as of June 1, 2018. The data shown for 2018 include reports that were received in 2018 and became formal investigations, and indicates their status in the OIE process as of June 1, 2019.

8. Due to rounding, percentages may not sum to 100% in charts and tables throughout this document.

## Types of Sexual Misconduct Reported in 2018 (n = 465)



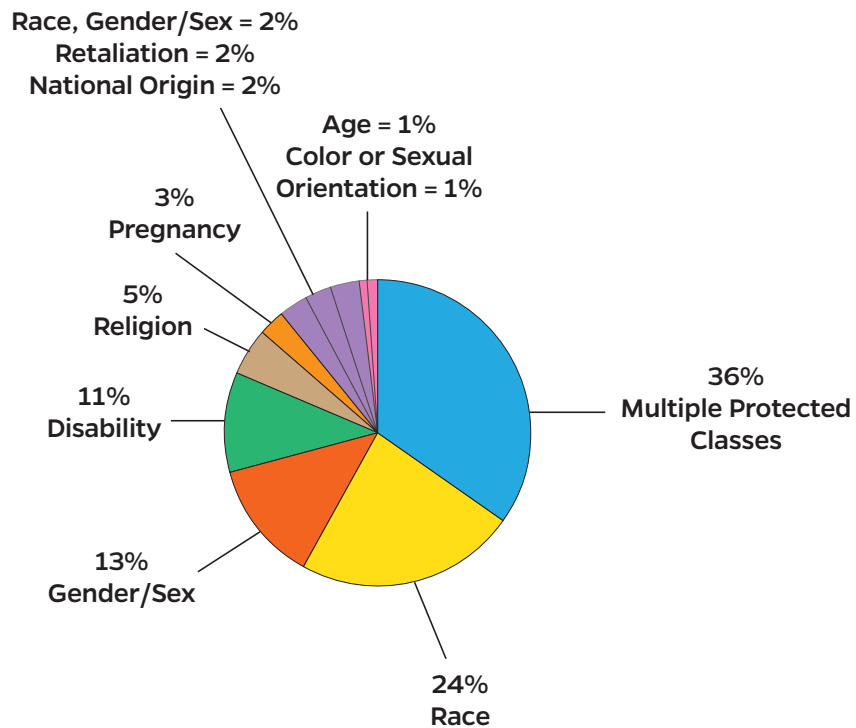
Thirty-eight reports of sexual misconduct (8 percent) involved claims of more than one type of sexual misconduct by the same respondent:

- 27 included a report of sexual harassment
- 18 included a report of stalking

Thirty-three sexual misconduct reports (7 percent) included both sexual and protected-class discrimination and harassment:

- 18 included a report of race-based discrimination/harassment
- 11 included a report of gender/gender expression/sex-based discrimination/harassment
- 5 included a report of national origin-based discrimination/harassment

## Types of Protected-Class Discrimination and Harassment Reported in 2018 (n = 238)



Eighty-six reports of protected-class discrimination and harassment (36 percent) involved multiple protected categories:

- 49 included a report of race-based discrimination/harassment
- 35 included a report of gender/sex-based discrimination/harassment
- 20 included a report of retaliation
- 19 included a report of disability-based discrimination/harassment
- 16 included a report of age-based discrimination/harassment

### 2018 Sexual Misconduct Reports (n = 465): Affiliation of Parties

		Respondent Affiliation				
		Student Respondent	Staff Respondent	Faculty Respondent	Multiple Affiliations Respondent	Non-Affiliate/Unknown Respondent
Complainant Affiliation	Student Complainant	114	34	36	2	80
	Staff Complainant	6	68	15	3	27
	Faculty Complainant	0	3	6	3	4
	Multiple Affiliations Complainant	1	4	0	0	1
	Non-Affiliate/Unknown Complainant	11	20	7	2	18

### 2018 Protected-Class Discrimination/Harassment Reports (n = 238): Affiliation of Parties

		Respondent Affiliation				
		Student Respondent	Staff Respondent	Faculty Respondent	Multiple Affiliations Respondent	Non-Affiliate/Unknown Respondent
Complainant Affiliation	Student Complainant	16	35	40	2	8
	Staff Complainant	0	76	9	0	6
	Faculty Complainant	0	2	14	0	4
	Multiple Affiliations Complainant	1	0	0	1	0
	Non-Affiliate/Unknown Complainant	1	14	1	1	7

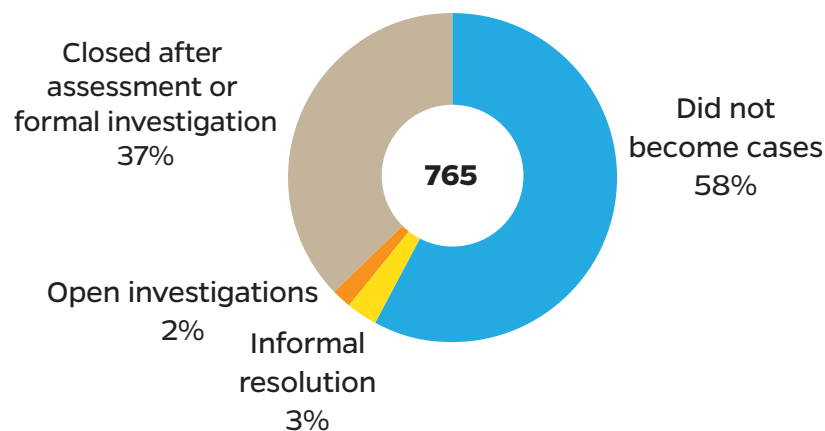
### 3b. Resolution of Reports Received in 2018

When OIE receives a report of sexual misconduct and/or other protected-class discrimination or harassment, staff members reach out to the person making the complaint—whether they are directly involved or reporting for someone else—to provide information about the complaint process, obtain additional details, offer resources and support, and discuss options, including interim measures available to help all individuals feel safe and supported while OIE reviews the matter.

Some reports do not proceed for a number of reasons noted below. Even when a report does not proceed, OIE preserves the records of that report. When a complainant is known, we continue to offer resources and support. Reports that do not proceed generally may be reopened at any time based on new information and/or a request by the complainant for further assessment.

If a report proceeds, it becomes a case and is assessed by appropriate OIE staff members, who may interview witnesses and review evidence. A formal investigation typically will proceed if it is determined that the reported allegations could violate university policy under OIE authority, OIE has sufficient information to proceed with an investigation, and the complainant is engaged and desires a formal investigation (or, in rare situations, where OIE has a responsibility to investigate even without the complainant's agreement). If the reported allegations do not meet these criteria, the case is closed.

#### Resolution of Reports Received in 2018



Of the 765 reports received by OIE, 446 (58 percent) did not become cases. The average time it took OIE to resolve these 446 reports was 29 days, and the median was 17 days.

**Reports That Did Not Become Cases, Reported in 2018<sup>9</sup> (n = 446)**

<b>Complainant did not want to move forward</b>	<b>131</b>	<b>29%</b>
<b>Complainant did not engage</b>	<b>119</b>	<b>27%</b>
<b>OIE referred the matter to another department</b>	<b>76</b>	<b>17%</b>
<b>OIE did not have enough information to move forward</b>	<b>66</b>	<b>15%</b>
<b>JHU had no authority over the Respondent</b>	<b>28</b>	<b>6%</b>
<b>No protected class</b>	<b>24</b>	<b>5%</b>
<b>Other</b>	<b>2</b>	<b>0%</b>
<b>Total Reports That Did Not Become Cases</b>	<b>446</b>	<b>100%</b>

As shown above, there are two primary reasons why a report did not become a case. One is that the complainant did not want to move forward (29 percent). This means that the complainant indicated to OIE that they did not want to move forward with any OIE process; that OIE considered this request in light of the known circumstances; and OIE granted the request consistent with the wishes of the complainant. The second is that the complainant did not engage (27 percent). This means that OIE contacted the complainant to follow up on a reported concern but, after multiple OIE communications, the complainant either never responded at all or at some point ceased to respond. Even when a complainant did not engage, OIE still provides information about the services it offers and other resources. In addition, OIE makes clear that the complainant can come back to OIE at a later point if they wish.

Notably, 272 of these 446 reports (61 percent) came to OIE from a Responsible Employee<sup>10</sup> rather than directly from the complainant reporting to OIE. In such situations, when OIE reached out to the complainants to follow up on the Responsible Employee report, almost 40 percent of the complainants declined to move forward or chose not to engage with OIE at all, perhaps because they did not intend for, or expect, OIE to become involved. However, more than one-third of Responsible Employee reports in 2018 became cases, resulting in an OIE assessment, an investigation, or an informal resolution.

9. For 54 of the 446 reports that did not become cases, more than one of the situations applied. OIE categorized such reports under the primary reason they did not become a case.

10. 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. Responsible Employees include faculty, coaches, resident advisers, human resources personnel, supervisory employees, and others designated by university policy. See <https://sexualassault.jhu.edu/policies-laws/>.



### Resolution of Reports Received From Responsible Employees in 2018 (n = 415)

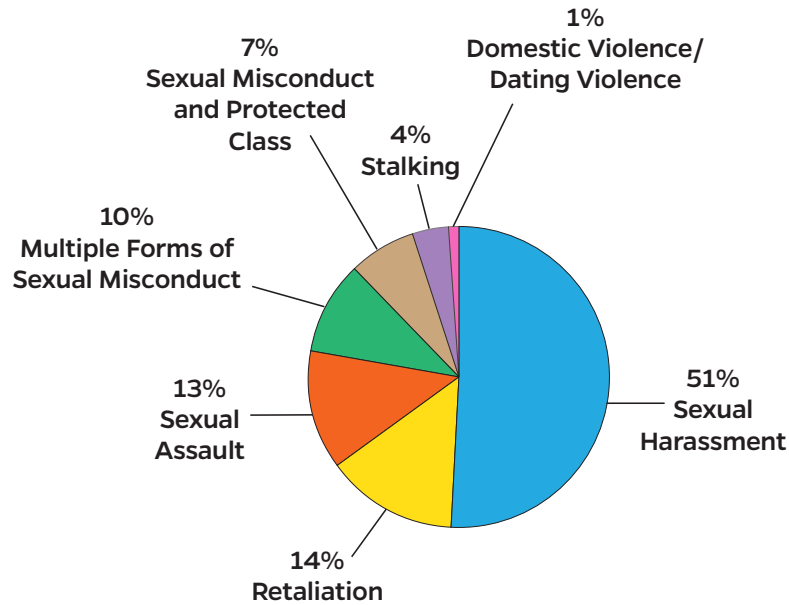
<b>143 Responsible Employee Reports (34.5%) Became Cases</b>	<b>Closed after assessment or formal investigation</b>	<b>130</b>	<b>31%</b>
	<b>Informal resolution</b>	<b>11</b>	<b>3%</b>
	<b>Open investigations (both with OIE and external decision maker)</b>	<b>2</b>	<b>0.5%</b>
<b>272 Responsible Employee Reports (65.5%) Were Closed Without Becoming Cases</b>	<b>Complainant did not engage</b>	<b>85</b>	<b>20%</b>
	<b>Complainant did not want to move forward</b>	<b>80</b>	<b>19%</b>
	<b>OIE did not have enough information to move forward</b>	<b>41</b>	<b>10%</b>
	<b>OIE referred to other department</b>	<b>33</b>	<b>8%</b>
	<b>JHU did not have authority over respondent</b>	<b>20</b>	<b>5%</b>
	<b>No protected class</b>	<b>11</b>	<b>3%</b>
	<b>Other</b>	<b>2</b>	<b>0.5%</b>
<b>Total Responsible Employee Reports</b>		<b>415</b>	<b>100%</b>

### 3c. Cases Addressed by OIE From Reports Received in 2018

Of the 765 reports OIE received in 2018, 319 became cases that moved on to assessment, informal resolution, or formal investigation. Of those, 181 were related to sexual misconduct and 138 were related to protected-class discrimination and/or harassment.

At the end of its assessment or investigation of a case, OIE prepares an assessment summary or investigative report. After a formal investigation, OIE's final report provides either a finding on whether there has been a violation of university policy (in cases of protected-class discrimination or harassment) or a recommendation of such a finding (in cases of sexual misconduct). Depending on whether the respondent is a student, member of the faculty, or staff member, OIE provides its report to a three-person resolution panel organized by Student Affairs (for students), the respondent's academic division (for faculty), or the respondent's management and Human Resources (for staff). OIE also provides a recommendation for action, if needed. The relevant entity then reviews and makes any decision on sanctions or other responsive actions. Even where OIE does not find a policy violation, the office may recommend a particular action, for example, training for an individual or group.

### Types of Cases Related to Sexual Misconduct in 2018 (n = 181)



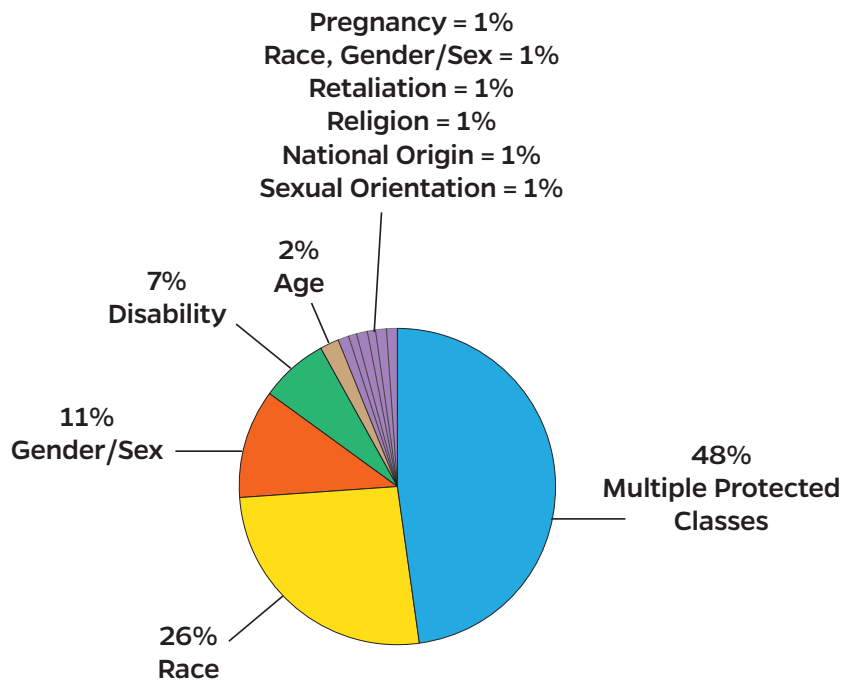
Nineteen cases of sexual misconduct (10 percent) involved claims of more than one type of sexual misconduct by the same respondent:

- 15 included a complaint of sexual harassment
- 8 included a complaint of stalking
- 5 included a complaint of dating/domestic violence

Thirteen sexual misconduct cases (7 percent) included both sexual and protected-class discrimination and harassment:

- 7 included a report of race-based discrimination/harassment
- 5 included a report of gender/gender expression discrimination/harassment

**Types of Cases Related to Protected-Class  
Discrimination and Harassment in 2018 (n = 138)**



Sixty-six cases of protected-class discrimination and harassment (48 percent) involved claims of discrimination/harassment based on more than one protected class:

- 37 included a report of race-based discrimination/harassment
- 19 included a report of national origin-based discrimination/harassment
- 24 included a report of gender/sex-based discrimination/harassment
- 13 included a report of age-based discrimination/harassment

**2018 Sexual Misconduct Cases (n = 181): Affiliation of Parties**

		Respondent Affiliation				
		Student Respondent	Staff Respondent	Faculty Respondent	Multiple Affiliations Respondent	Non-Affiliate/ Unknown Respondent
Complainant Affiliation	Student Complainant	45	12	20	1	12
	Staff Complainant	6	34	12	2	12
	Faculty Complainant	0	2	5	1	1
	Multiple Affiliations Complainant	0	1	0	0	0
	Non-Affiliate/ Unknown Complainant	3	7	4	1	0

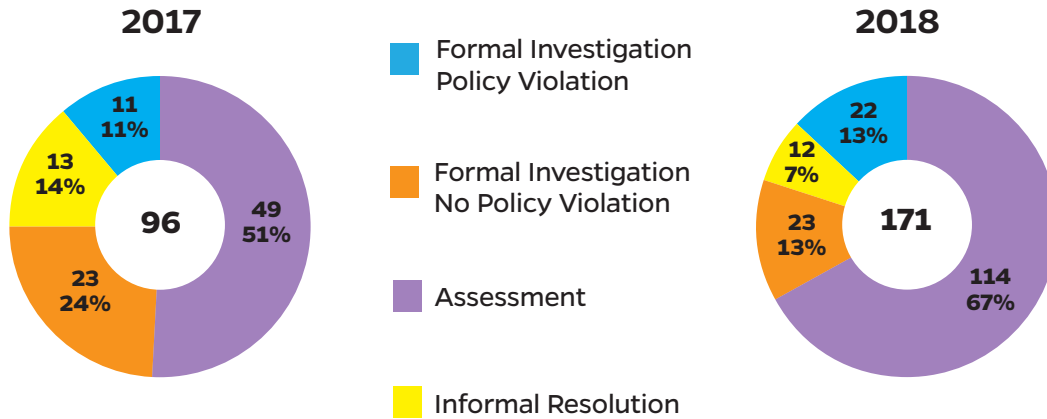
**2018 Protected-Class Discrimination/Harassment Cases (n = 138): Affiliation of Parties**

		Respondent Affiliation				
		Student Respondent	Staff Respondent	Faculty Respondent	Multiple Affiliations Respondent	Non-Affiliate/ Unknown Respondent
Complainant Affiliation	Student Complainant	8	19	26	1	1
	Staff Complainant	0	52	8	0	3
	Faculty Complainant	0	2	7	0	1
	Multiple Affiliations Complainant	1	0	0	1	0
	Non-Affiliate/ Unknown Complainant	0	6	1	0	1

## 4. Outcomes of Cases Closed in 2018

During 2018, OIE closed 299 cases of sexual misconduct and protected-class discrimination/harassment following an assessment, an informal resolution, or a formal investigation—104 more cases than it closed in 2017. The total included 171 cases (57 percent) related to sexual misconduct and 128 cases (43 percent) related to protected-class discrimination and harassment. Of these 299 cases, 84 were received prior to 2018 and continued into 2018.

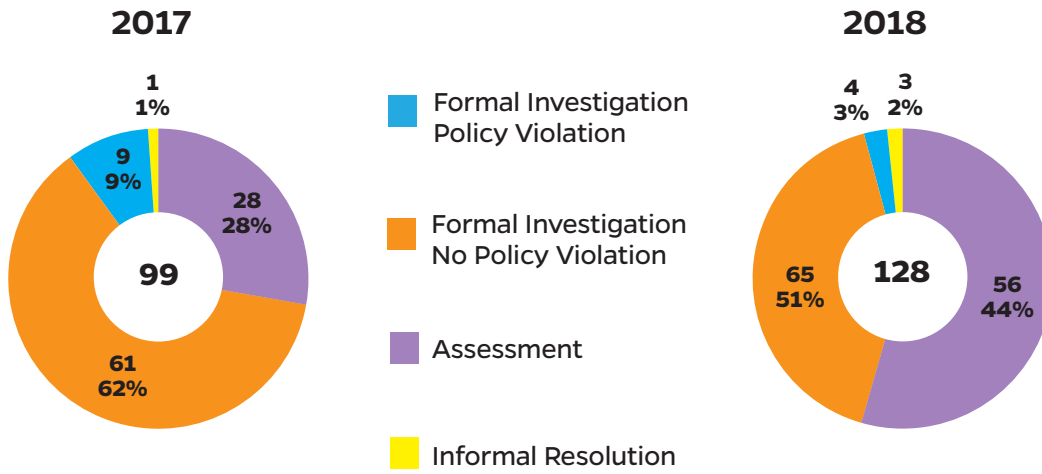
### Outcomes of Sexual Misconduct Cases Closed in 2017 v. 2018



### Outcomes of Sexual Misconduct Formal Investigations Closed in 2017 v. 2018



### Outcomes of Protected-Class Discrimination and Harassment Cases Closed in 2017 v. 2018



### Outcomes of Protected-Class Discrimination and Harassment Formal Investigations Closed in 2017 v. 2018



**Some respondents in the sexual misconduct cases closed in 2018 experienced the following sanctions<sup>11</sup>:**

- |  |                                     |  |
|--|-------------------------------------|--|
| <b>2</b> EXPULSIONS                                  | <b>3</b> DEFERRED SUSPENSION        | <b>1</b> SOCIAL PROBATION                |
| <b>4</b> TERMINATIONS OR REMOVAL FROM THEIR POSITION | <b>1</b> DISCIPLINARY PROBATION     | <b>6</b> NOTES IN FORMAL RECORD          |
| <b>1</b> RESIGNATION FROM POSITION                   | <b>5</b> EDUCATIONAL SANCTIONS      | <b>2</b> TRANSCRIPT NOTATIONS            |
| <b>2</b> SUSPENSIONS                                 | <b>5</b> CAMPUS ACCESS RESTRICTIONS | <b>2</b> PROHIBITION FROM FUTURE STUDIES |
|  | <b>6</b> NO CONTACT ORDERS          | <b>1</b> INELIGIBLE FOR REHIRE           |

**Some respondents in the protected-class discrimination and harassment cases closed in 2018 experienced the following sanctions:**

- |   |  |                                    |
|---|--|------------------------------------|
| <b>1</b> TERMINATION OR REMOVAL FROM THEIR POSITION | <b>1</b> PERFORMANCE IMPROVEMENT PLAN  | <b>1</b> FORMAL REPRIMAND          |
| <b>1</b> DISCIPLINARY ACTION                        | <b>1</b> NOTE OF INAPPROPRIATE CONDUCT | <b>1</b> RESIGNATION FROM POSITION |

Individuals may receive multiple sanctions. These lists do not include sanctions against non-JHU-affiliated respondents. For instance, OIE additionally was involved in the removal or reassignment of five non-affiliates who were reported for engaging in sexual misconduct that impacted the university community.

These lists also do not include corrective measures that were not considered sanctions but were designed to address concerns. For example, following assessments or informal resolutions, nine sexual misconduct respondents and six protected-class discrimination/harassment respondents received educational and/or behavior conversations. Such measures have also included changes in work assignments and one-on-one training with OIE.

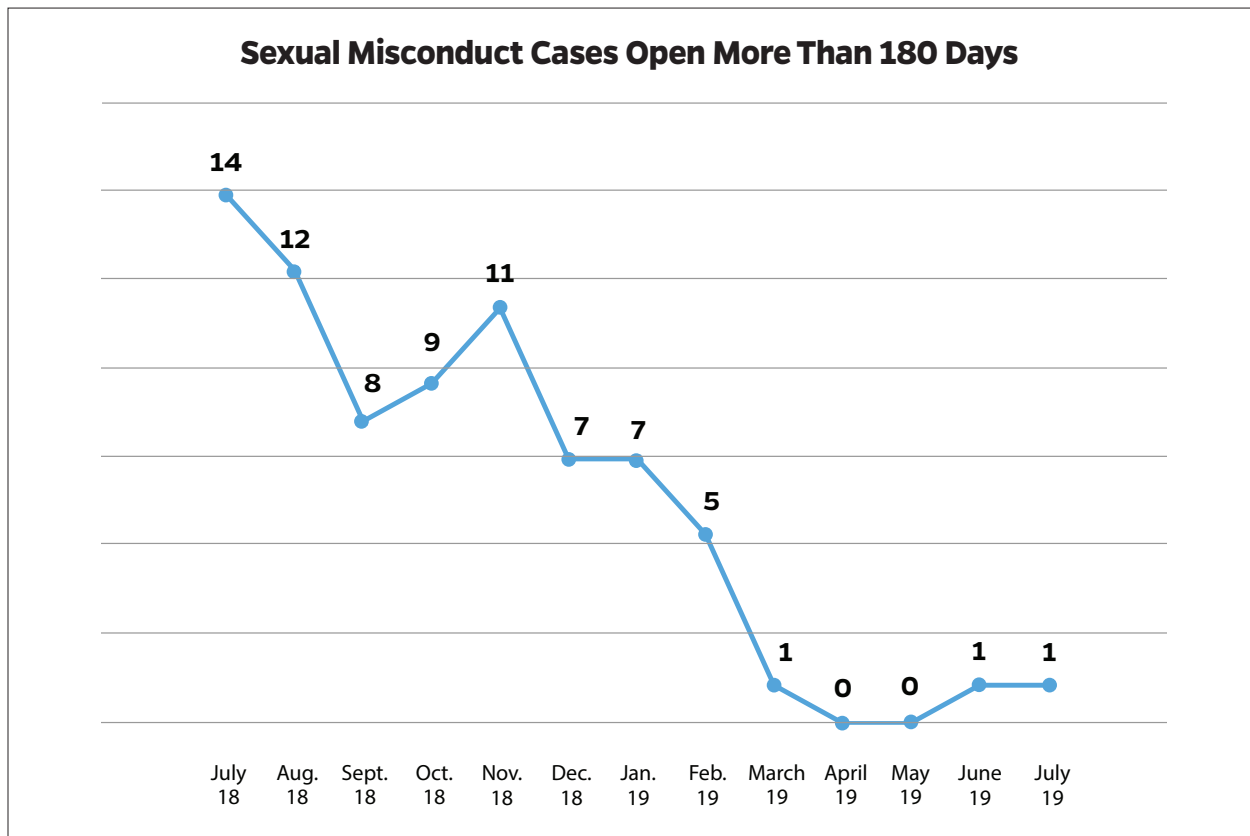
11. Two sanctions of termination were issued to the same Respondent. Two sanctions of transcript notation were issued to the same Respondent. Two sanctions of prohibition from future studies were issued to the same Respondent. Two sanctions of campus ban were issued to the same Respondent.

## 4a. Timelines for Cases Closed in 2018

As our report and case volume grew in each of the past two years, we engaged in proactive measures—like increasing our staff and streamlining our processes—to close cases faster without compromising the quality of our work.

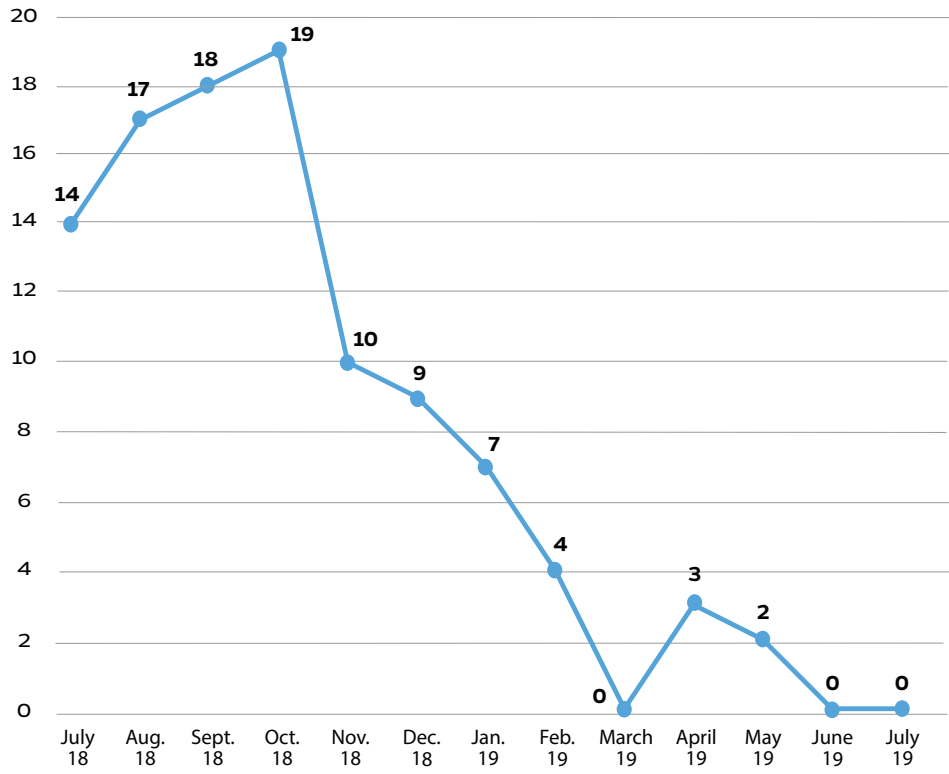
The results of these measures are not immediately apparent when comparing the average and median time to close reports in 2017 and 2018. We attribute this to several factors, including the fact that 84 (28 percent) of the cases that OIE closed in 2018 were reported to OIE prior to 2018, and thus prior to the implementation of significant timeliness measures. Moreover, even as OIE worked to close these older cases and hire additional investigative staff, we were faced with an increase of reports in 2018.

The value of an influx of resources to OIE during 2018 is highlighted by looking at the reduction in the number of OIE cases that took more than 180 days to resolve in the latter half of the year and continuing into 2019.

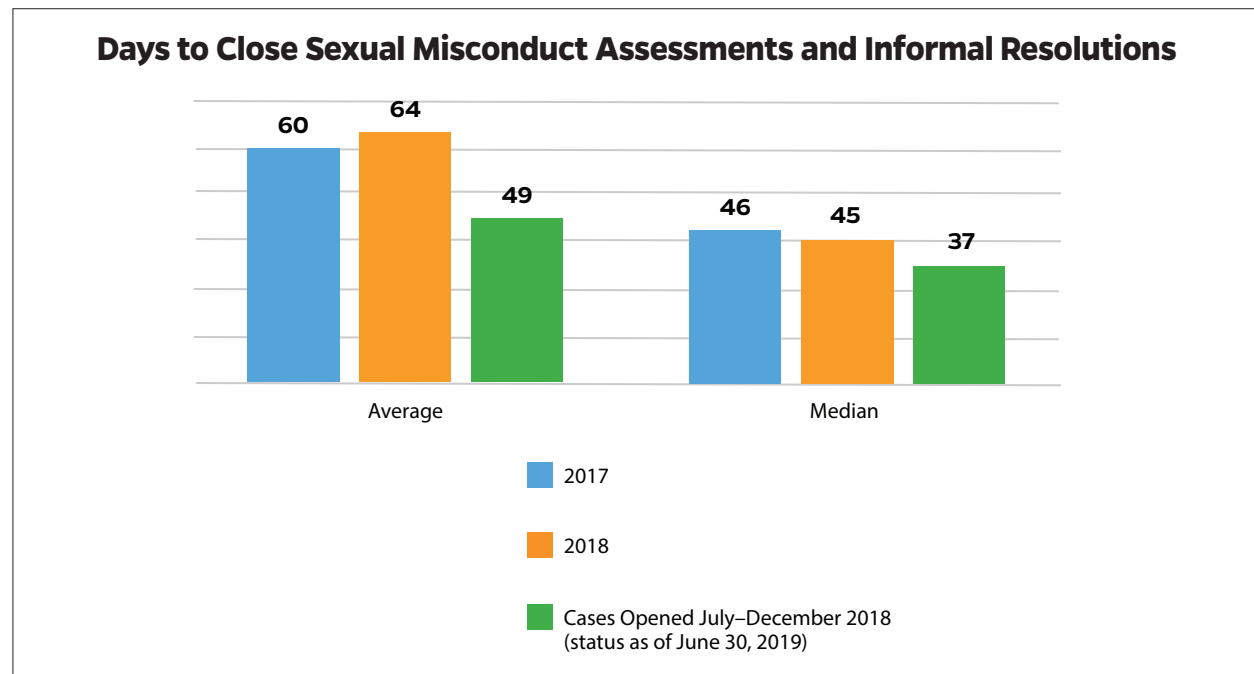
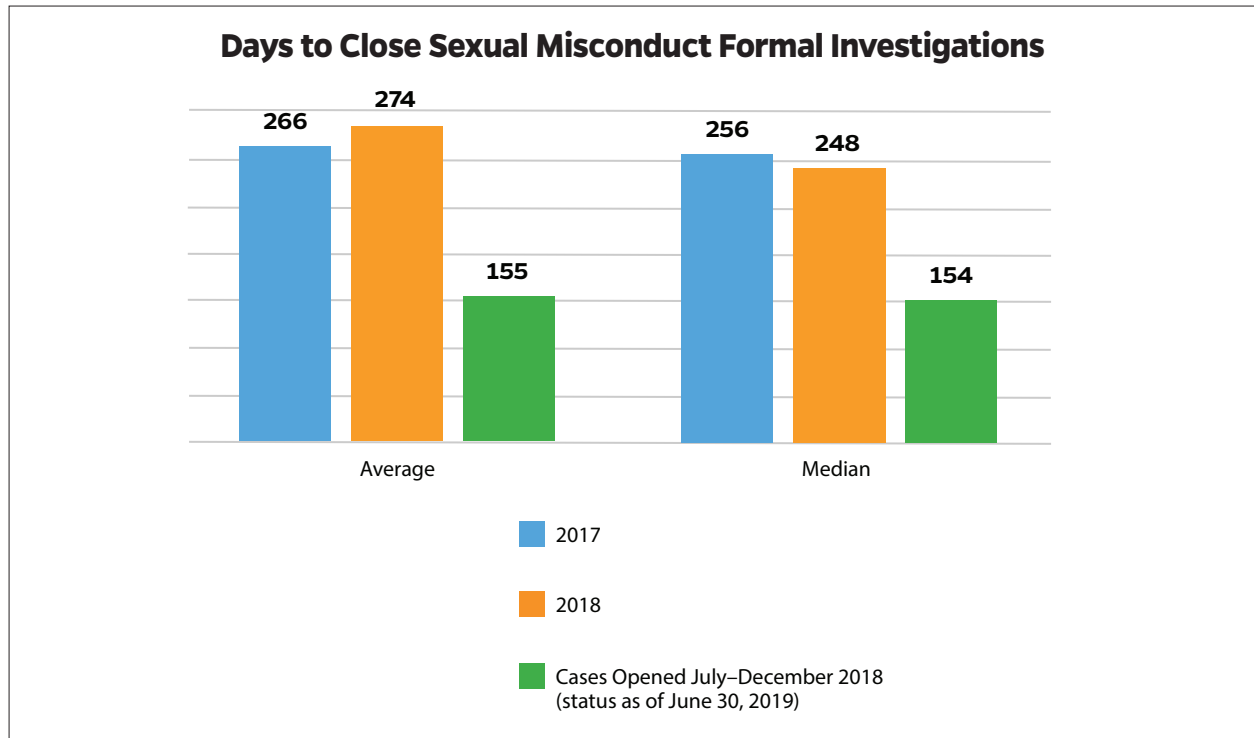




### Protected-Class Cases Open More Than 180 Days

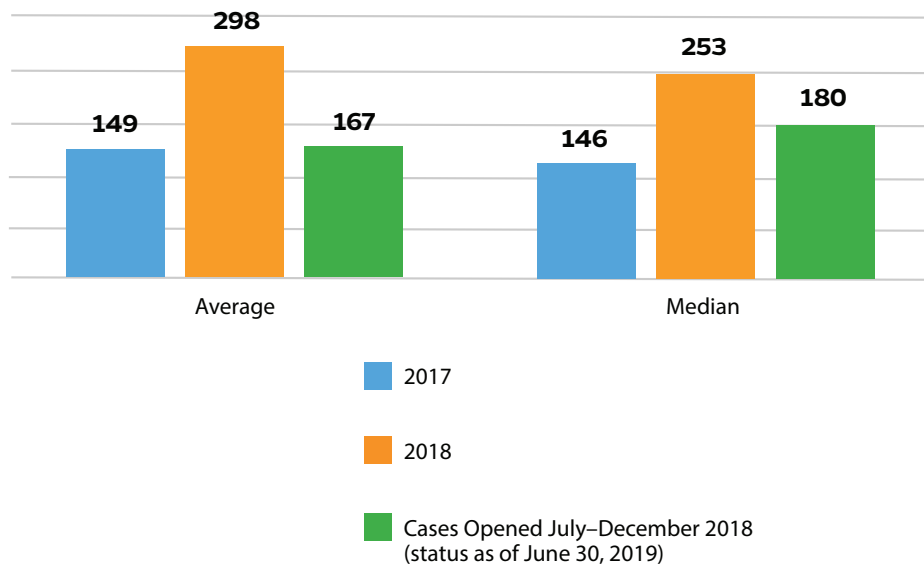


Similarly, OIE’s improvements in efficiency are apparent in the faster pace at which OIE was able to close cases that opened in the second half of 2018, particularly those involving sexual misconduct. The charts below<sup>12</sup> compare the average and median days to close cases in 2017 and 2018, with the same measures for cases that were reported in the second half of 2018 and closed by June 30, 2019. We will continue to focus on shortening our timelines and streamlining our processes.

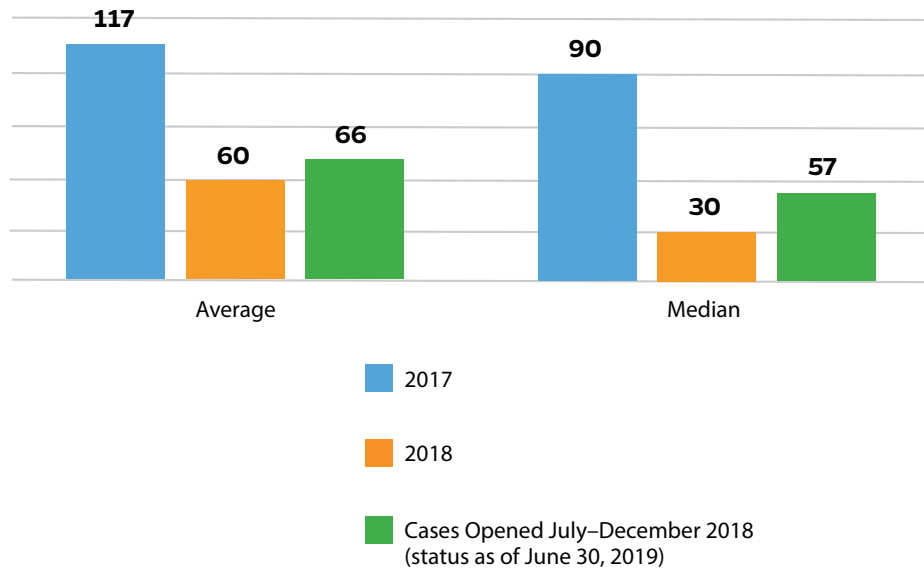


12. Seven cases that were reported in the second half of 2018 remained open and with an external decision-maker as of June 30, 2019. These cases are not included in the charts.

### Days to Close Protected-Class Formal Investigations



### Days to Close Protected-Class Assessments and Informal Resolutions



**Common reasons OIE had to extend its investigations were:**

- Complainant or respondent availability
- Delayed participation by parties
- Complexity of cases (nature and scope of allegations)
- Extensive documentation review
- Academic calendar (e.g., exam periods, breaks, etc.)
- Additional witnesses needed
- Witness participation
- Number of witnesses involved
- Translation services
- Investigator caseload

(The university will not delay its process to await the conclusion of a concurrent criminal investigation beyond the evidence-gathering phase.)

## 4b. Timelines for Phases of Sexual Misconduct Investigations Closed in 2018

As described earlier, when OIE first receives a report, we engage with the complainant to gather information and determine next steps. If we initiate an investigation, we provide the parties with a written notice that the investigation is commencing. After completing the investigation and investigative report, OIE provides its recommendations to the Resolution Panel (for students) or to the relevant external decision-maker (for staff/faculty). While OIE generally has completed its work at this point, we cannot close the case until the external decision-maker decides upon and takes action and communicates this to the parties.

In 2018, OIE tracked the time spent in each phase of the formal investigation process for sexual misconduct cases to identify opportunities for improvement. The charts below utilize the following definitions:

- **Total Days:** The time from OIE's first receipt of the report until the report is completely closed.
- **Days in OIE:** The time from OIE's first receipt of the report until OIE provides its recommendations to the external decision-maker(s).
- **Days with External Decision-Maker:** The time from OIE's provision of its recommendations to the external decision-maker until that individual or group finalizes and communicates their decision, allowing OIE to close the case.

While these data reflect improvement over the course of 2018, we recognize that we must decrease the time cases spend at OIE as well as encourage external decision-makers to speed up their processes.

**Days in Phases of Sexual Misconduct Investigations Closed in 2018 (n = 45)**

	Average	Median
<b>Days in OIE</b>	<b>209</b>	<b>173</b>
<b>Days With External Decision-Maker After OIE Investigation Is Complete</b>	<b>53</b>	<b>38</b>
<b>Total Days</b>	<b>274</b>	<b>248</b>

**Days in Phases of Sexual Misconduct Investigations Closed From Second Half of 2018<sup>13</sup> (n = 8)**

	Average	Median
<b>Days in OIE</b>	<b>119</b>	<b>137</b>
<b>Days With External Decision-Maker After OIE Investigation Is Complete</b>	<b>27</b>	<b>29</b>
<b>Total Days</b>	<b>155</b>	<b>154</b>

13. As noted previously, seven cases that were reported in the second half of 2018 remained open as of June 30, 2019, but were all with the external decision-maker, not OIE. These are not included in this table.

## 5. OIE Team and Resources

OIE offers information and assistance to all members of the Johns Hopkins University community. Interim Vice Provost Joy Gaslevic, JD, who has served as the university's assistant vice provost and Title IX coordinator since June 2016, was appointed to lead the office in July 2019 while a national search commences for the university's next vice provost for institutional equity. Linda Boyd, JD, who has worked within OIE since 2015, most recently as the university's deputy Title IX coordinator, will serve in the role of assistant vice provost and Title IX coordinator until the vice provost position is filled. Joy and Linda both bring to OIE significant experience in higher education and the handling of discrimination and harassment matters.

The OIE team, which has grown in number in recent years, includes 14 other full-time positions: a deputy Title IX coordinator, seven equity compliance investigators, a case manager, an investigator assistant, an ADA compliance officer, a disability services support position, and two support staff. OIE's work is also supported by a community of university partners that provide resources and support to students, faculty, and staff who have concerns about sexual misconduct, discrimination, harassment, and retaliation. They include:



### JHU Student Health and Wellness Center

410-516-8270

<https://studentaffairs.jhu.edu/student-health>

Provides high-quality, confidential health care to students

#### Services:

Acute and chronic illness care, Physical exams and immunizations, Weight and nutrition, Reproductive health care, Alcohol and drug problem assessments

#### Available to:

KSAS, WSE, Peabody, postdoctoral fellows at KSAS, WSE, SOE, and Sheridan Libraries

#### Level of Confidentiality:

Confidential

### JHU Sexual Assault Hotline

410-516-7333

<http://sexualassault.jhu.edu>

Provides confidential assistance to those affected by sexual assault and relationship violence

#### Services:

Information, Support and discussion of options for medical care, Counseling and reporting with professional counselors

#### Available to:

All JHU students

#### Level of Confidentiality:

Confidential

### JHU Counseling Center

410-516-8278

<http://jhu.edu/counselingcenter>

Provides emotional support and assistance for mental health needs

#### Services:

Group therapy and couples therapy  
Various workshops  
Self-help and assessments

#### Available to:

KSAS, WSE, Peabody

#### Level of Confidentiality:

Confidential

### Faculty and Staff Assistance Program (FASAP)

443-997-7000

<http://fasap.org>

Provides professional, confidential, short-term counseling to faculty and staff

#### Services:

Short-term counseling, Resources to help a colleague, Resources for management, Crisis Response Services, Financial Assistance Program (FAP)

#### Available to:

University faculty and staff (and their immediate family members)

#### Level of Confidentiality:

Confidential

### University Health Services (UHS)

410-955-3250

<http://hopkinsmedicine.org/uhs>

Promotes an environment that supports physical, emotional, intellectual, interpersonal, community, and financial wellness

#### Services:

Provides medical, mental health, and wellness services

#### Available to:

BSPH, SOM, SON

#### Level of Confidentiality:

Confidential

### Safe at Hopkins

443-997-7000

<http://www.safeathopkins.org>

Raises awareness of and helps prevent disrespectful behaviors including workplace bullying, workplace violence, and emotional distress

#### Services:

Consultation, Disruptive behavior assessment, Risk assessment, Training and education

#### Available to:

Johns Hopkins community

#### Level of Confidentiality:

Discreet, not confidential

### Campus Safety and Security

410-516-4600 (Campus Security)

410-516-7777 (Campus Police)

<http://security.jhu.edu>

Ensures on-campus safety

Alerts the JHU community in the event of a safety concern

#### Services:

Neighborhood walks

Escort program

Rape aggression defense

LiveSafe app

#### Available to:

Johns Hopkins community

#### Level of Confidentiality:

Discreet, not confidential

### Student Assistance Program

443-287-7000

<http://jhsap.org>

Provides support to students dealing with pressures and problems they encounter during their academic careers

#### Services:

Short-term counseling

Crisis response

Healthy relationship support

School-life coaching and adjustment

Educational workshops

Dean, faculty, staff, and student consultations

#### Available to:

BSPH, SOM, SON, Carey, SOE, KSAS, SAIS,

Engineering for Professionals

#### Level of Confidentiality:

Confidential

## 6. Appendix

The charts below provide information about the different combinations of multi-party reports in 2017 and 2018. They highlight the impact of OIE’s decision to enable more granular data tracking by separating multi-party reports into their individual components. For example, because Person A’s complaint against Person B and Person C includes two components—Person A versus Person B and Person A versus Person C—OIE now tracks it as two reports.

Note that the more detailed 2017 data do *not* show more allegations in 2017 than previously reported. Rather, they provide more information about the number of individuals involved in the previously reported allegations.

Party Composition of 2017 Reports	2017 Reports with Multi-party Reports Grouped	2017 Reports with Multi-party Reports Separated Into Individual Components
1 complainant v. 1 respondent	360	360
1 complainant v. 2 respondents	20	40
1 complainant v. 2+ respondents	8	33
2 complainants v. 1 respondent	12	24
2+ complainants v. 1 respondent	6	25
2+ complainants v. 2+ respondents	4	20
<b>Total Reports</b>	<b>410</b>	<b>502</b>

Party Composition of 2018 Reports	2018 Reports with Multi-party Reports Grouped	2018 Reports with Multi-party Reports Separated Into Individual Components
1 complainant v. 1 respondent	531	531
1 complainant v. 2 respondents	26	52
1 complainant v. 2+ respondents	17	71
2 complainants v. 1 respondent	24	48
2+ complainants v. 1 respondent	17	59
2+ complainants v. 2+ respondents	1	4
<b>Total Reports</b>	<b>616</b>	<b>765</b>

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