

# Office of Institutional Equity

2023 Annual Report



JOHNS HOPKINS  
UNIVERSITY



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## I. Introduction

Johns Hopkins University Community:

Thank you for visiting our website and viewing the Office of Institutional Equity's 2023 annual report. The annual report is a compilation of all reports made to our office during calendar year 2023, and the responsive actions taken to redress 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 the protection of the right to academic freedom. Learn more about our academic freedom principles [here](#).

The year 2023 proved to be a busy one for the Office of Institutional Equity ("OIE"). We received 992 reports, an increase of over 28% from 2022 when we received 774 reports.

It bears noting that we experienced a notable increase in reports of religion-based harassment and/or discrimination -- going from 9 reports in 2022 to 34 reports in 2023. Half of these reports (17 of the 34) arose immediately following the October 7, 2023, conflict in Israel/Gaza. You can read more about [the types of complaints we received](#), and the various resolutions implemented in later sections of this report. We have also included a detailed breakdown of the reports related to the Israel/Gaza conflict in [Section V, Table B](#).

Notwithstanding the increase in reporting to our office, you will see that our time to complete [investigations](#) and [assessments](#) remained relatively stable. As always, we continue to look for process improvement opportunities to adjust our workflow in the interest of efficiency while maintaining a high-quality work product.



MESSAGE FROM:  
**Shanon Shumpert**  
*Vice Provost*  
*Institutional Equity*





In addition to conducting investigations and resolving complaints, in 2023 OIE also implemented additional measures aimed at preventing harassment and discrimination on our campuses. One of the most meaningful of these strategies was formalizing a process designed to avoid “passing the harasser” from other institutions to our own. To this end, Johns Hopkins University was one of several universities that adopted a set of groundbreaking principles assembled by the Association of American Universities (AAU). More specifically, we created and staffed a new role in the OIE, the Equal Opportunity Process Specialist, that is responsible for conducting heightened pre-employment screening of new executive level positions and faculty roles that include an offer of tenure. This screening involves gathering information from candidates’ prior and current employers to conduct a detailed review of prior findings of misconduct, if any. We will share more details of this work and the results of our screenings in next year’s annual report.

2024 is shaping up to be even busier than 2023. And the OIE team remains stable and well prepared to address the challenges that confront our campus.

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](http://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, please contact our office at [oie@jhu.edu](mailto:oie@jhu.edu).

## II. OIE Team & Resources

We have fifteen (15) full-time employees on the OIE team. In addition to the vice provost and the assistant vice provost/Title IX coordinator<sup>1</sup>, we have two senior equity compliance investigators, five equity compliance investigators, an ADA compliance officer, a director of case management, and four other key staff members who support the work of our office. Eleven (11) of the fifteen (15) OIE staff members are attorneys, licensed to practice law in one or more states. 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. Our director of case management plays a key role in connecting individuals who come to OIE with internal JHU support services and external resources. 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

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<sup>1</sup> In 2024, we added an assistant vice provost/Title VI coordinator to the team, to proactively ensure our ongoing compliance with Title VI.



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/](https://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**

Alyse Campbell, MSW, LMSW:  
[acampb39@jhu.edu](mailto:acampb39@jhu.edu); (410) 516-5133  
Maggie Lewis, MSW:  
[mlewis95@jhu.edu](mailto:mlewis95@jhu.edu); (667) 306-9102

### **Speak2Us/Ethics & Compliance Hotline**

<http://johnshopkinsspeak2us.com/>

Office of Institutional Equity | 2023 Annual Report  
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](http://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/](http://oie.jhu.edu/ada-compliance/request-accommodations-employees/)

### **Religious Accommodations:**

[oie.jhu.edu/religious-accommodations/](http://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:<sup>2</sup>

**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 both Person B and Person C, this would be considered two reports, as there will be an outcome for Person A's allegations against Person B and a separate outcome 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; 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 includes sex-based and sexual harassment, sexual assault, relationship violence, and stalking.<sup>3</sup>

**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 an assessment of each case to determine the 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. Cases involving allegations of sexual assault are generally not

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<sup>2</sup> For a visual diagram of this information, please refer to page 9 of this annual report.

<sup>3</sup> The definition of sexual misconduct was updated in the Interim Sexual and Sex-Based Misconduct Policy and Procedures that went into effect on August 1, 2024 to include sexual exploitation.



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 or can obtain sufficient information to proceed with an investigation. The investigation will determine whether there has been a violation of policy.

**Responsible Employee<sup>4</sup>:** 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, teaching assistants, 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, the Johns Hopkins Counseling Center, the Johns Hopkins Student Assistance Program, University Mental Health Services, student health centers operated by the university, the associate director of student well-being, the gender violence prevention and education specialists, as well as chaplains and staff at the Bunting Meyerhoff Interfaith & Community Service Center. Confidential resources always serve in that role regardless of setting or specific activity.

## 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 accommodations<sup>5</sup> and all requests for religious accommodations from students, staff, and faculty.

OIE received 992 reports in 2023. Of these reports, 379 (38%) alleged sexual misconduct, 349 (35%) alleged protected-class discrimination or harassment, and 132 (13%) alleged *both* sexual misconduct and protected-class discrimination/harassment. The remaining 132 (13%) did not allege discrimination, harassment, or sexual misconduct; most of these reports were promptly routed to

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<sup>4</sup> On August 1, 2024, OIE updated the definition of “Responsible Employee” to reflect changes to Title IX federal guidelines. While this definition was not in place in 2023 when OIE received or resolved the matters included in this Annual Report, this definition will impact the 2024 Annual Report. 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.

<sup>5</sup> Student requests for disability-related accommodations are handled by [Student Disability Services](#).



other offices.

Slightly less than half of the 992 reports received in 2023 involved student complainants (461 reports, 47%). Of these, 276 (60%) included allegations of sexual misconduct, an increase of 49 reports compared to 2022. Another 152 reports involving student complainants (33%) raised allegations of protected-class discrimination or harassment, representing 52 more reports than in 2022. For more information on OIE reports involving students, please see [Appendix F](#).

The 992 reports received in 2023 represent a 28% increase in reporting compared to 2022 (774 reports), and the first overall increase in annual reports since 2019 (924 reports), the last full calendar year that was unaffected by the COVID 19 pandemic. Reports to OIE noticeably decreased in 2020 when remote work and study became the norm but have been increasing steadily post pandemic as more students and employees returned to campus.<sup>6</sup>

In addition to the above-described reports, OIE received 406 requests for disability-related workplace accommodations in 2023, which was a 25% increase in requests from 2022 (325). Because some employees request and receive more than one form of accommodation, the total number of accommodations requested was 417, up from 354 in 2022. Accommodation requests for remote or hybrid work accounted for 38% (157 out of 417) of all requests for accommodation in 2023, down from 42% in 2022.

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 30% (123 out of 417) of requests for accommodations, up from 23% in 2022. Employees that seek leave as a reasonable accommodation generally are not eligible for leave under the Family Medical Leave Act, or they have already exhausted it. The increase in leave requests could be the result of additional training for supervisors who now understand that they should consult with OIE regarding requests for accommodation.

OIE also received 1160 religious accommodation requests in 2023, up from 996 requests in 2022 (a roughly 17% increase). Of the 1160 requests for religious accommodations OIE received in 2023, 1088 (94%) were requests for exceptions to vaccine requirements, similar to the proportion in 2022 (93%). [This information is discussed in greater detail below.](#)

## V. Reports to OIE

In 2023, 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 2023 came from “responsible employees” rather than directly from complainants. [Responsible employees](#) include faculty, coaches, resident advisers, human resources personnel, supervisory employees, and others designated by university policy. Notably, 678 of 992 (68%) reports came from a responsible employee.<sup>7</sup>

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<sup>6</sup> See [Appendix A](#) for more data comparing the types of reports received by OIE from 2019 to 2023.

<sup>7</sup> Of the 678 responsible employee reports, 133 (20%) involved minor students in non-degree summer programs. Of note, responsible employees submitted all 133 of these reports.





Once a responsible employee submits a report, an OIE representative or designee typically contacts the complainant to discuss the concern.<sup>8</sup> In 2023, 105 of the 678 (roughly 15%) complainants who received this OIE outreach following a responsible employee report declined to move forward with the OIE process. In fact, 51 of all responsible employee reports (8%) involved complainants who chose not to respond at all to the outreach, perhaps because they did not intend for, or expect, OIE to become involved. On the other hand, 156 (23%) reports received from responsible employees in 2023 became OIE cases and were subject to additional action by OIE.<sup>9</sup>

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<sup>8</sup> An OIE representative or designee does not typically reach out to minor students in non-degree summer programs. Instead, OIE works with its designees to ensure that parties are aware of their options and connected with available resources.

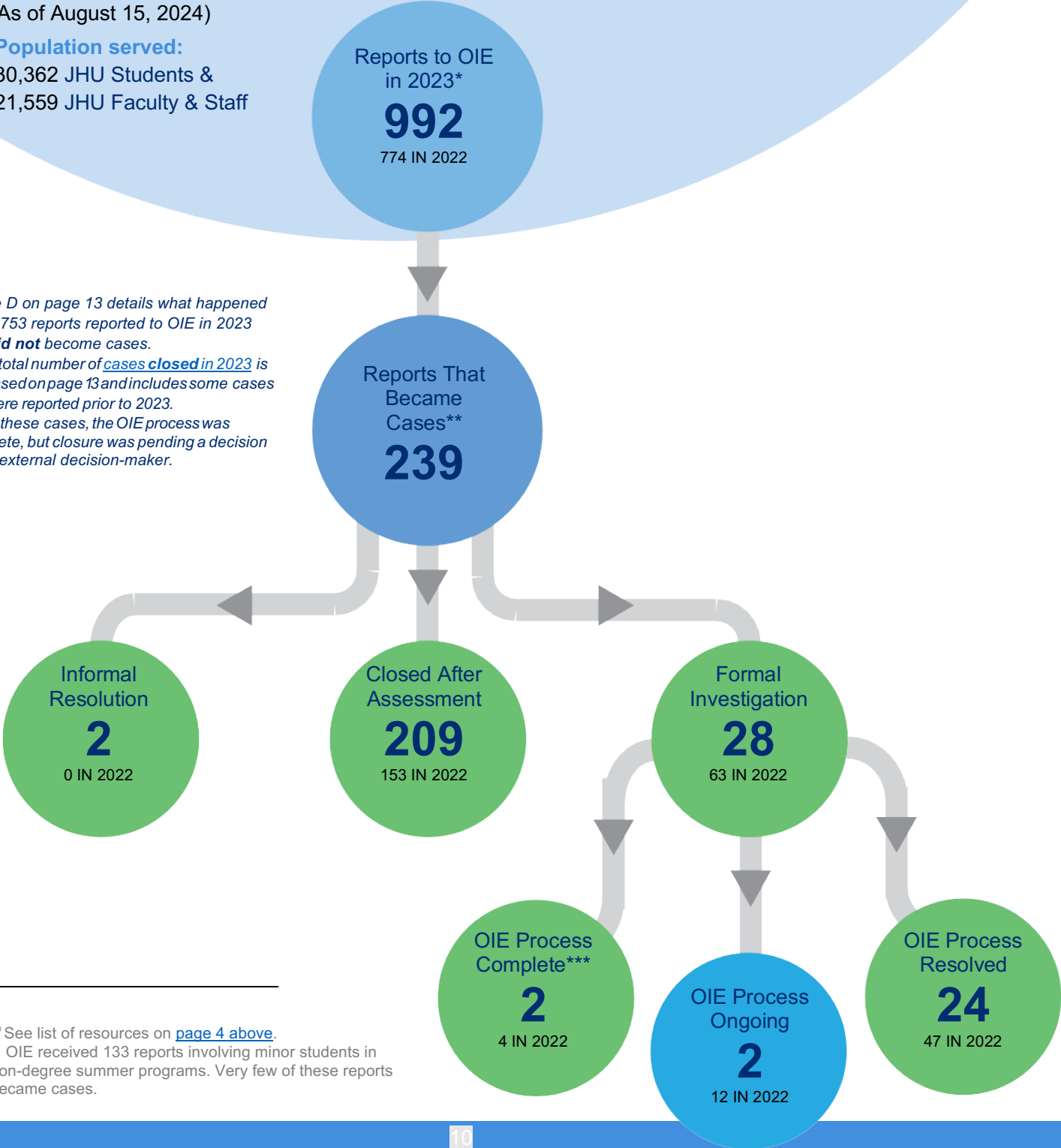
<sup>9</sup> Of those 678 responsible employee reports, 354 (52%) involved a student complainant. See [Appendix D](#) for the disposition of all responsible employee reports reported in 2023.

When OIE receives a report of sexual misconduct and/or protected-class discrimination or 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,<sup>10</sup> and discuss the options that are available under the circumstances. In addition, we discuss any appropriate interim measures available to help individuals feel safe and supported while OIE conducts its review or investigation.

## Status of Reports Received in 2023<sup>11</sup>

(As of August 15, 2024)

**Population served:**  
 30,362 JHU Students &  
 21,559 JHU Faculty & Staff



*\*Table D on page 13 details what happened to the 753 reports reported to OIE in 2023 that **did not** become cases.*

*\*\*The total number of **cases closed in 2023** is discussed on page 13 and includes some cases that were reported prior to 2023.*

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

<sup>10</sup> See list of resources on [page 4 above](#).

<sup>11</sup> OIE received 133 reports involving minor students in non-degree summer programs. Very few of these reports became cases.



## Types of Reports Received in 2023

Table A illustrates the categories of reports received under our Discrimination and Harassment Policy. Race-based reports constitute the largest category followed by Multiple Protected Classes. This prevalence of race-based reporting was also reflected in the 2020, 2021, and 2022 annual reports.

In 2023, we saw an increase in reports that alleged religion-based discrimination/harassment, immediately following the conflict in Israel/Gaza on and after October 7, 2023.

**Table A – Categories of Discrimination/Harassment Reports<sup>12</sup>**

<i>Race</i>	114	33%
<i>Multiple Protected Classes</i>	91	26%
<i>Disability</i>	35	10%
<i>Religion</i>	34	10%
<i>National Origin</i>	32	9%
<i>Ethnicity</i>	11	3%
<i>Gender/Sex-Based Discrimination</i>	8	2%
<i>Retaliation</i>	8	2%
<i>Age</i>	8	2%
<i>Color</i>	5	1%
<i>Pregnancy</i>	2	1%
<i>Sexual Orientation-Based Discrimination</i>	1	1%
<b>Total</b>	<b>349</b>	<b>100%</b>

Table B illustrates reports that involved allegations of shared ancestry-based<sup>13</sup> discrimination/harassment. The increase in 2023 is likely attributable to the ongoing conflict in the Middle East.

**Table B – Shared Ancestry Reports Reported in 2023**

	2019	2020	2021	2022	2023
<i>Religion-Only</i>	8	7	19	9	<b>34</b>
<i>Ethnicity-Only</i>	4	1	1	4	<b>11</b>
<i>National Origin-Only</i>	16	19	24	21	<b>32</b>
<i>Multiple Protected Categories<sup>14</sup></i>	56	50	36	59	<b>68</b>
<i>Total</i>	84	77	80	93	<b>145</b>

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.

<sup>12</sup> Of the 349 reports of discrimination/harassment, 12% (43) involved minors in non-degree summer programs.

<sup>13</sup> OIE defined shared ancestry as reports that involved allegations of religion, ethnicity, and/or national origin-based discrimination/harassment.

<sup>14</sup> These reports included at least one allegation of religion, ethnicity, or national origin-based discrimination/harassment. 23 reports (91 – 68 = 23) with multiple protected categories did not include shared ancestry-based discrimination/harassment.



**Table C – Categories of Sexual Misconduct Reports<sup>15</sup>**

<i>Sexual Harassment</i>	190	37%
<i>Sexual Misconduct and Other Protected Class</i>	132	26%
<i>Sexual Assault</i>	59	12%
<i>Stalking</i>	56	11%
<i>Multiple Forms of Sexual Misconduct</i>	37	7%
<i>Domestic Violence/Dating Violence</i>	19	4%
<i>Retaliation</i>	8	2%
<i>Sex-Based Harassment</i>	8	2%
<i>Non-Specific Sexual Misconduct</i>	2	0%
<b>Total</b>	<b>511</b>	<b>100%</b>

As illustrated in Appendix A, Chart I, OIE received 132 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”.<sup>16</sup> 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 complainant’s agreement and participation).<sup>17</sup>

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 992 reports received in 2023, 76% (754) did not become OIE cases. Table D illustrates the reasons that reports were closed before becoming cases in 2023.

<sup>15</sup> Of the 511 reports of sexual misconduct, 17% (86) involved minors in non-degree summer programs.

<sup>16</sup> 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.

<sup>17</sup> Under the Sexual Misconduct Policy and Procedures in place between October 1, 2022 – July 31, 2024, there are additional requirements based on Title IX regulations to commence an investigation of alleged Title IX sexual harassment.



**Table D – Reports Received in 2023 That Did Not Become Cases**

<i>OIE referred the matter to another department<sup>18</sup></i>	466	62%
<i>OIE did not have enough information to move forward</i>	152	20%
<i>Complainant did not want to move forward</i>	87	11%
<i>JHU had no authority over the respondent</i>	30	4%
<i>Other (i.e., Duplicative Report OIE Previously Addressed)</i>	18	3%
<b>Total Reports That Did Not Become Cases</b>	753	100%

OIE's resolution of these 753 reports took an average of 7 days.<sup>19</sup>

## 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 992 reports OIE received in 2023, 239 (24%) became OIE cases that were assessed or formally investigated. Of those 239 cases, about half (121, 51%) included allegations of protected-class discrimination and/or harassment only, while 49% included allegations of sexual misconduct.<sup>20</sup> In both 2022 and 2021, the case breakdowns involved more allegations of protected-class discrimination and/or harassment than sexual misconduct.

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

**Table E – Types of Reports That Became Cases**

	Reports Received	Percentage of Reports That Became Cases
Sexual Misconduct Only	379	8.6% (85)
Sexual Misconduct and Other Protected Class	132	3.2% (33)
Other Protected Class Only	349	12.2% (121)
<b>TOTAL</b>	<b>992</b>	<b>24% (239)</b>

<sup>18</sup> 102 of the 466 (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 364 (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. OIE also referred nearly all reports involving minors in non-degree summer programs to the summer program for handling under their Student Code of Conduct.

<sup>19</sup> In 2022, OIE took an average of 7 days to close these reports. In 2021, it took 12 days and in 2020 the average was 22 days.

<sup>20</sup> Cases that included allegations of both sexual misconduct and protected-class discrimination/harassment were counted as sexual misconduct cases. Of the 118 sexual misconduct cases, 85 involved *only* sexual misconduct allegations while 33 included allegations of both sexual misconduct and protected-class discrimination/harassment



## Outcomes of Cases Closed in 2023

During 2023, OIE closed a total of 991 reports.<sup>21</sup> Of those 991, OIE closed 242 cases of sexual misconduct and protected-class discrimination or harassment following an assessment or a formal investigation. Of these, 30 cases were reported in 2022, but since they remained open for some portion of 2023, they are counted in 2023.

There were 205 cases (85%) closed via assessment, 35 cases (14%) closed via formal investigation, and 2 cases (1%) closed via an informal resolution.

As shown in Table F below, a formal investigation is the only mechanism through which a violation of OIE policy may be found. Most cases in 2023 did *not* result in an investigation or in a finding of discrimination, harassment, or sexual misconduct. It is important to note here that 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 2023**

	Total Cases Closed in 2023	Number of Cases Closed with OIE policy violation	Number of Cases Closed with OIE recommendation(s)
Assessment	205	N/A	71
Informal Resolution	2	N/A	1
Investigation	35	7	7
TOTAL	242	7	79

In 79 of the 242 cases closed in 2023 (33%), 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 diversity or anti-discrimination training, changes to supervisory structure or management practices, and/or other forms of training or retraining, coaching, and counseling. OIE facilitated one-on-one educational conversations with respondents in 25 cases (10%) that were closed in 2023.

Of the 242 cases closed in 2023, 113 (47%) were related to sexual misconduct, and 129 (53%) were related to protected-class discrimination and harassment. Table G provides a breakdown of the outcomes in the 113 sexual misconduct cases and the 129 protected-class discrimination and harassment cases.

<sup>21</sup> The following section analyzes the reports closed in 2023 (n = 991) than the previous section, reports received in 2023 (n = 992).

**Table G – Outcomes of Cases Closed in 2023**

Outcome of Case	Sexual Misconduct Cases	Discrimination/Harassment Cases <sup>22</sup>
Assessment or Remedial Outcome	89	116
Investigation – No OIE Policy Violation or Recommendation	10	7
Investigation – OIE Policy Violation	7	0
Title IX Mandated Dismissal	4	N/A
Title IX Informal Resolution	2	N/A
Investigation – Recommendation or Other University Policy Violation, No OIE Policy Violation	1	6
<b>TOTAL</b>	<b>113</b>	<b>129</b>

## Sanctions Issued in Response to Policy Violations

Table H below includes instances where OIE investigated and the university found that a policy violation occurred.<sup>23</sup>

**Table H – Outcomes/Sanctions for Policy Violations**

2023 Sanctions for Policy Violations	
Suspension	No contact orders
Deferred suspension	Counseling referral
Educational sanction	Disciplinary counseling/probation/meeting
Restrictions from University positions	Campus restriction/ban
Formal record notations	

The above list does not include sanctions against respondents who were not affiliated with JHU. In addition, the above list does not 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.

<sup>22</sup> Three cases that involved allegations of both sexual misconduct and discrimination and harassment resulted in violations of the Discrimination and Harassment Policy and Procedures (DHPP).

<sup>23</sup> 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.



## 2023 Time-to-Close Investigations

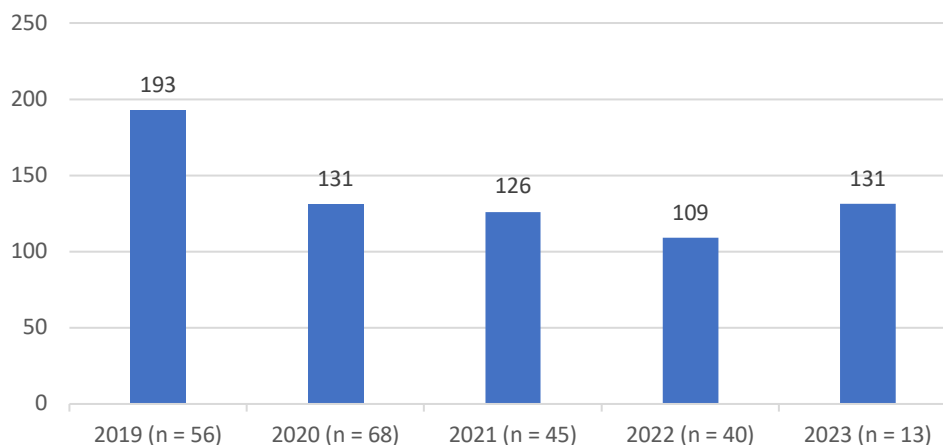
Over the past several years, OIE has worked diligently to improve its case resolution time frames. In doing so, we identified several factors that negatively impact our ability to resolve matters in the most efficient manner. We addressed many of the factors that fell within our control, such as improving our triage process, hiring additional highly qualified investigators, implementing the use of improved case-tracking software, and improving collaborations/partnerships with other JHU departments.

There are, however, still other 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;
- h. Academic calendars (i.e., students or faculty requesting to hold off on investigation until exams or break periods end); and
- i. OIE investigator capacity/caseload.

In 2023, OIE continued efforts to streamline our process and find ways to close cases faster, while not compromising the quality of the work. Upon receiving reports of discrimination/harassment, OIE conducted increasingly thorough intake interviews and assessments to determine best next steps. In many instances, OIE identified remedial means by which to address and resolve reports. In other instances, OIE referred cases to Student Affairs, HR, or departmental leadership to address underlying problematic conduct that did not violate OIE policies but potentially violated other university policies. OIE investigated the most complex, document-intensive, and involved reports, which ultimately increased the time to close discrimination/harassment investigations.

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

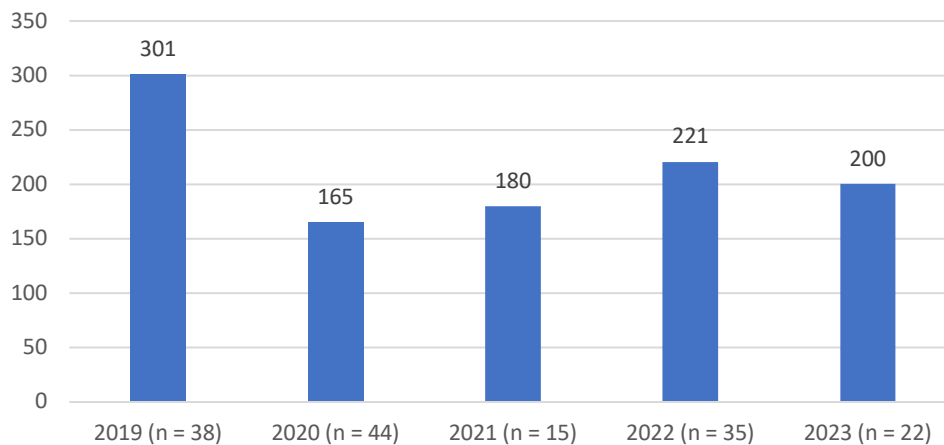






In 2023, OIE closed fewer sexual misconduct investigations than in 2022—22 investigations in 2023 compared to 35 investigations in 2022. However, on average OIE closed investigations of sexual misconduct matters three weeks faster in 2023 than in 2022, even with the impact of the complex grievance procedures and due process sometimes mandated by Title IX.

**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, in some cases, after learning about the sexual misconduct policy and investigation/adjudication procedures, a complainant requests 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 decision-maker (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. The timelines decreased in 2023 because of internal efficiencies, including but not limited to an improved intake approach. Despite the increased volume of reports, many of which became complex cases, OIE staff worked in collaboration with University partners, to conduct thorough and timely investigations. Post-adjudication decision-makers also issued their determinations and notified parties faster in 2023 than in both 2021 and 2022, thus reducing the overall time for a formal sexual misconduct investigation.



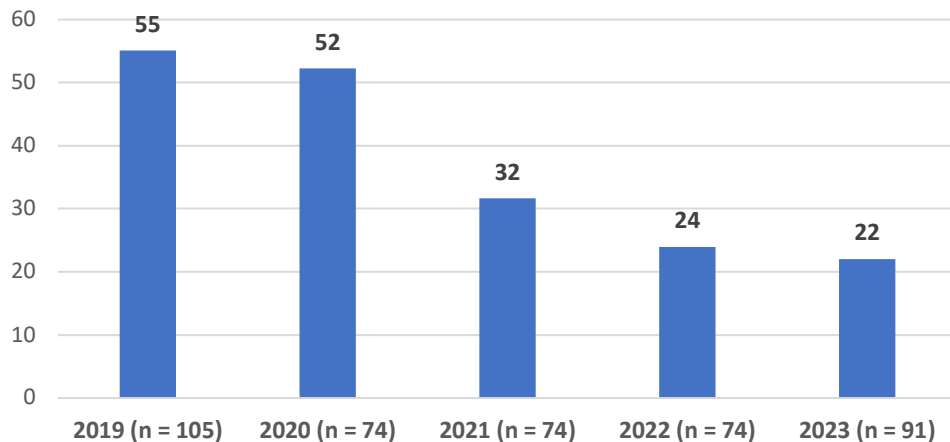
**Table H: Timeline for Sexual Misconduct Investigations<sup>24</sup>**

	2019	2020	2021	2022	2023
Average Days in OIE Investigative Process	186	97	104	135	130
Average Days in Post-OIE Adjudication Process (After OIE Completes Investigation)	86	42	55	59	48
Average Total Days	<b>301</b>	<b>165</b>	<b>180</b>	<b>221</b>	<b>200</b>

## 2023 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 2023, the average time to close 91 sexual misconduct assessments, two of which were Title IX informal resolutions, was 22 days. The average time to close 116 discrimination/harassment assessments<sup>25</sup> was 30 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.

**Chart C - Average Days to Close Sexual Misconduct Assessments and Informal Resolutions**

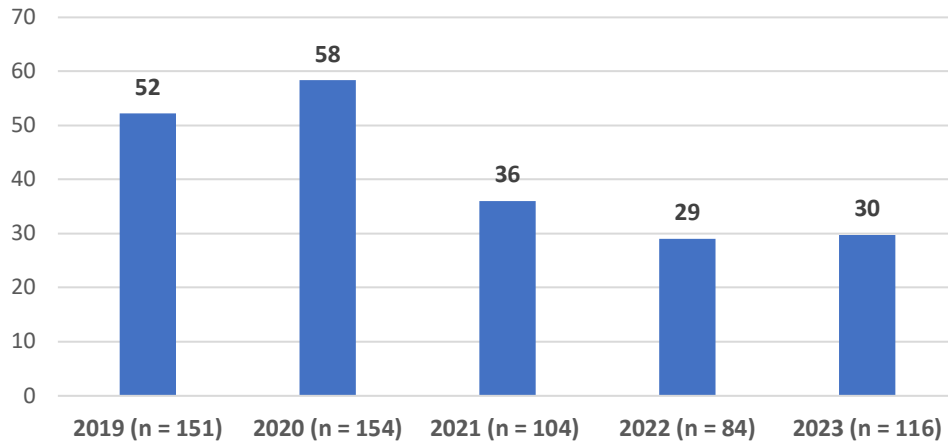


<sup>24</sup> The average days in the OIE investigative process and the average days in the post-OIE adjudication process **do not** add up to the average total days because OIE did not include the average days in pre-investigation, which can vary greatly, on this chart. Furthermore, even when the average 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.

<sup>25</sup> OIE did not informally resolve any DHPP matters in 2023.



**Chart D - Average Days to Close  
Discrimination/Harassment Assessments**



## VI. Requests for Accommodations

In addition to investigation of 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.<sup>26</sup> 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 handled by Student Disability Services.

### ADA Workplace Accommodations

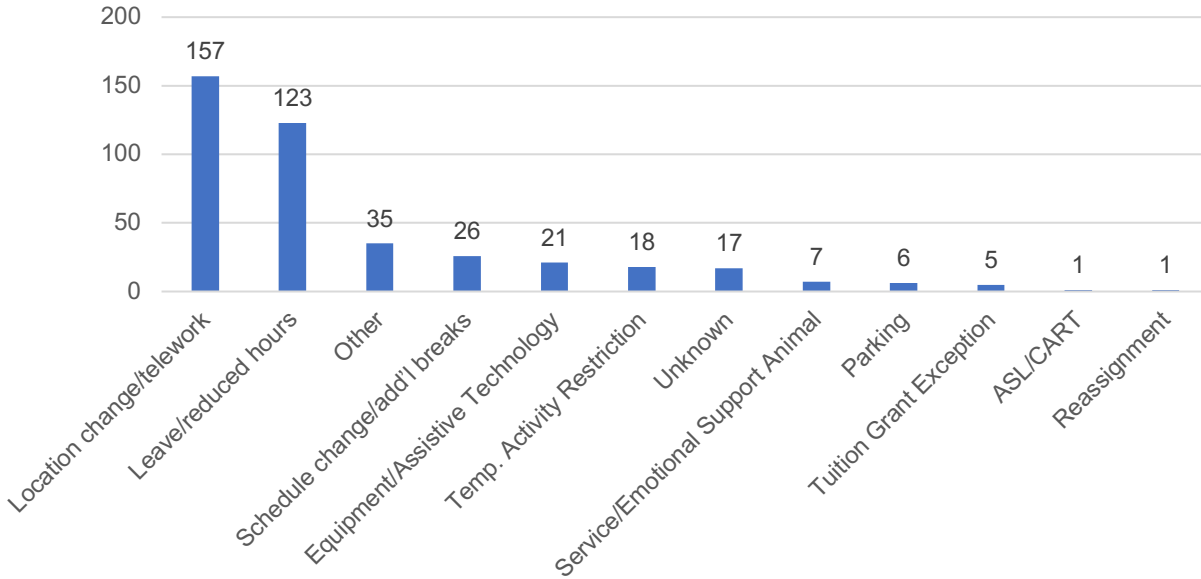
In 2023, OIE received requests for ADA workplace accommodations from 406 individuals. OIE approved 271 (67%) accommodation requests, while 102 (25%) of the requests were closed owing to the requester's failure to participate in the interactive process, referral to a different office, or the requester's voluntary withdrawal from the process. The remaining 33 requests (8%) for accommodation were denied, largely due to an employee's inability to perform essential job functions with the requested accommodation in place.

Workplace accommodations can take many forms. The types of accommodations requested by JHU faculty and staff are depicted in the graph below. Because some employees request and receive more than one form of accommodation, the total number of accommodations requested (417) (up from 354 in 2022) is greater than the number of individuals who requested accommodations (406) (up from 325 in 2022).

<sup>26</sup> Student requests for ADA accommodations are handled by [Student Disability Services](#), not OIE, and thus are not included in this annual report.



**Chart E - Types of Workplace Accommodations Requested**



## Religious Accommodations

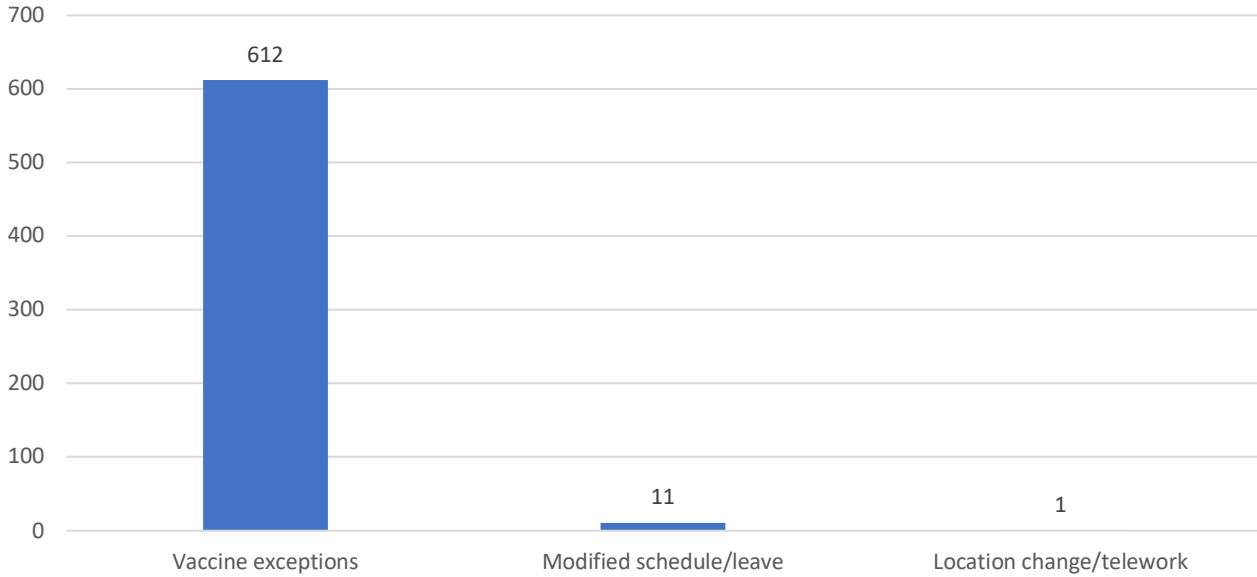
Of the 1160 total requests for religious accommodations that OIE received in 2023, 624 (54%) came from faculty/staff, while 518 (45%) were from students. Most requests (1050, 91%) were approved. Regarding the 110 requests not approved, 84 of the individuals did not submit enough information to support their request. In addition, 23 individuals withdrew their requests, and 3 individuals were referred to a different office.<sup>27</sup>

The 1160 religious accommodation requests received in 2023 was a 17% increase from the 996 requests received in 2022. 1012 (96%) of the 1050 total religious accommodation requests granted by OIE in 2023 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. As a result, OIE expects to receive significantly fewer religious accommodation requests moving forward.

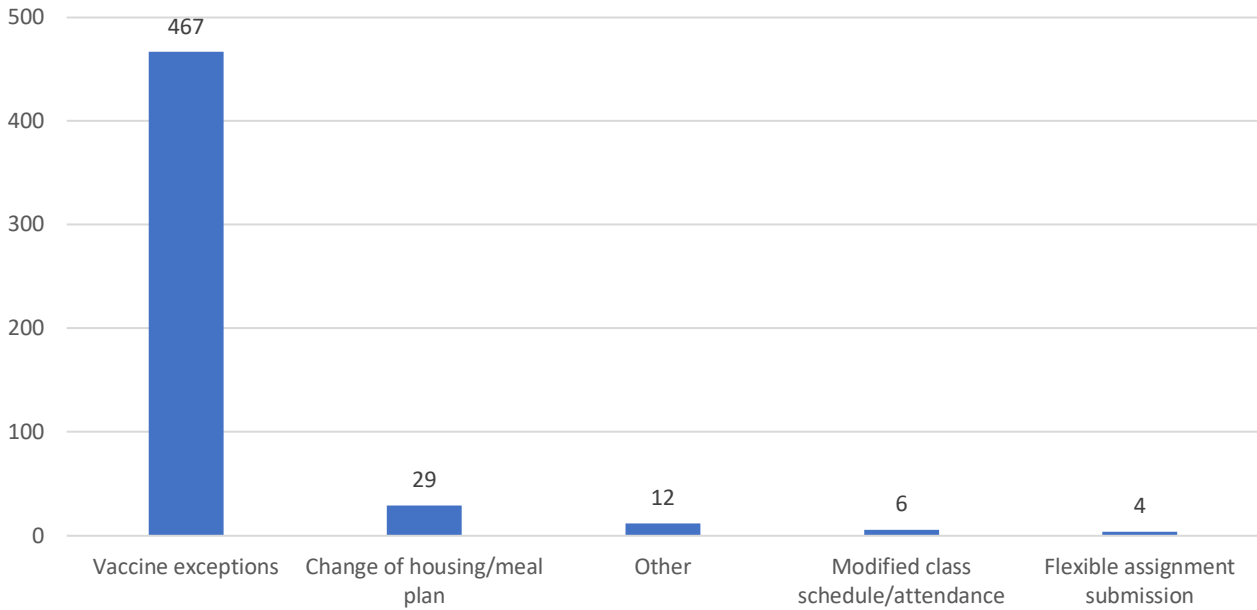
<sup>27</sup> 13 requests came from visitors/non-employees, 4 from contractors, 1 retiree.



**Chart F - Religious Accommodation Requests from Faculty & Staff**



**Chart G - Religious Accommodation Requests from Students**





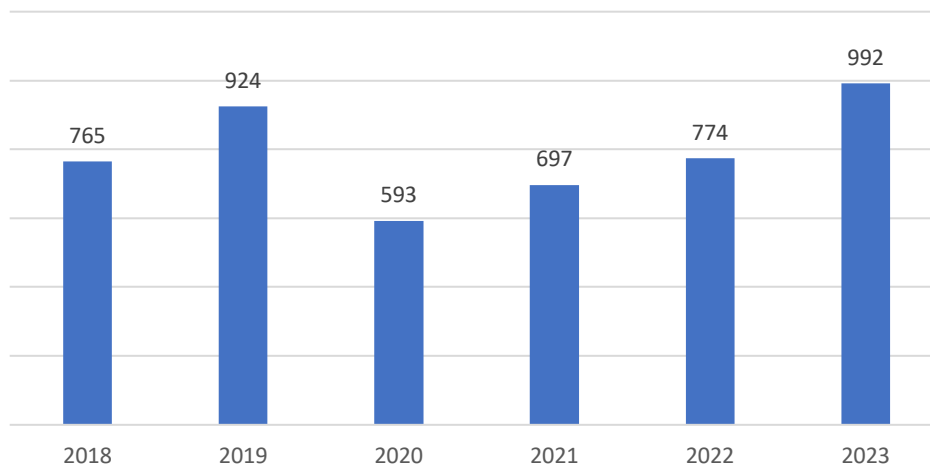
## VII. Appendices

### Appendix A

#### Report Data from 2019 to 2023

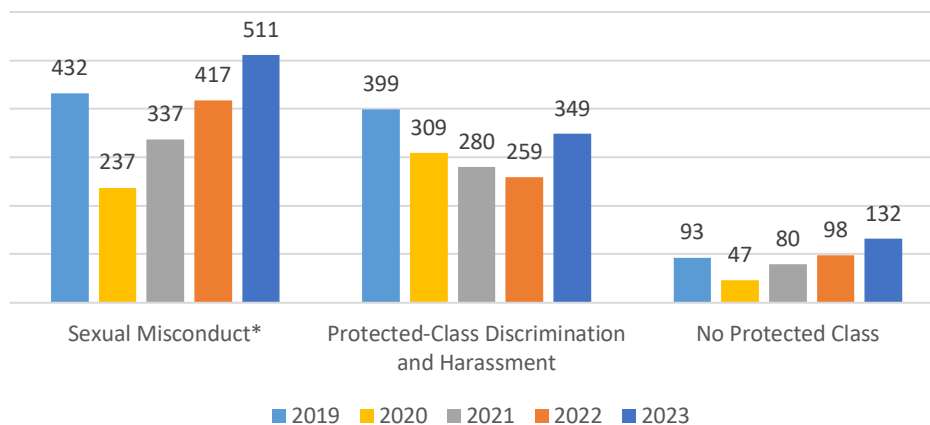
After a notable drop in reporting in 2020, which we attribute to the pandemic and most constituents working and learning remotely, reporting to OIE has now returned to and exceeded pre-pandemic numbers.

**Chart H - Reports to the Office of Institutional Equity**



As illustrated below, OIE saw a noticeable increase in discrimination and harassment reports (91 more reports; 35% increase from 2022), sexual misconduct reports (94 more reports; 23% increase from 2022) and reports that did not allege either discrimination/harassment or sexual misconduct (34 more reports; 35% increase from 2022) in 2023.

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



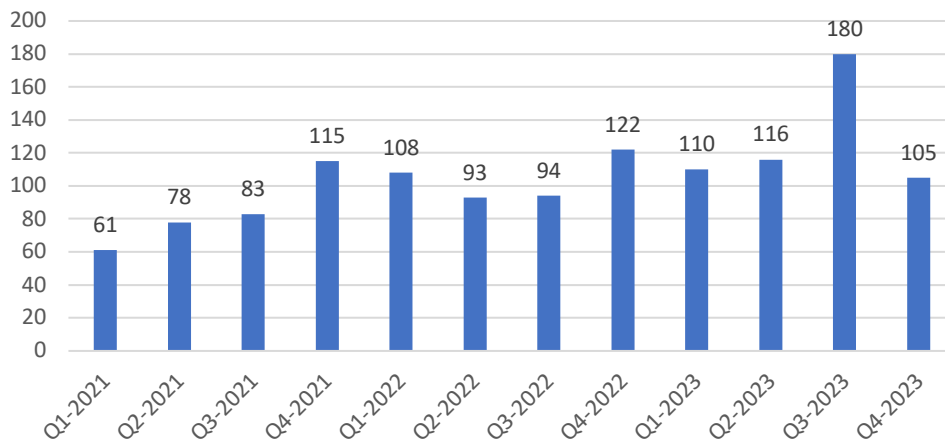
\*Reports of sexual misconduct sometimes include a claim of concurrent protected-class discrimination. To best represent the number of reports to OIE and to avoid double-counting, these reports are included only in the counts of sexual misconduct reports. In 2023, there were 132 such reports (13%) and in 2022 there were 76 (10%).



Sexual misconduct reports frequently involve in-person interactions (particularly sexual assault and dating/domestic violence). We therefore attribute the continued growth in sexual misconduct reports to the ongoing return to normal University operations, which meant more students and staff on campus.

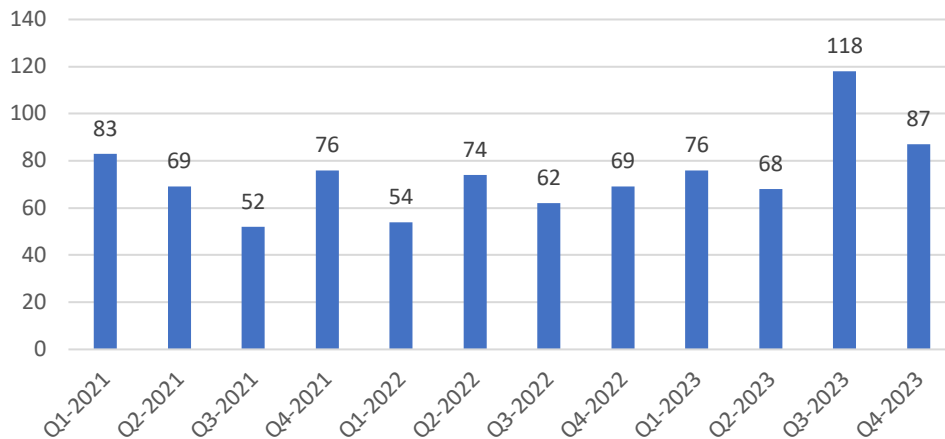
OIE attributes the significant spike in both sexual misconduct and class-based discrimination/harassment reports in Q3-2023 to students enrolled in non-degree summer programs and camps. For example, reports involving minor students and/or staff in these non-degree summer programs, made up 52% (93 of the 180 reports) of all sexual misconduct reports and 42% (50 of the 118 reports) of all discrimination/harassment reports received between July and September 2023. Notably, however, these reports typically raised lower-level allegations; very few became cases, and none resulted in an OIE investigation. OIE referred the vast majority of these reports back to the summer program to handle under their conduct code/guidelines.

**Chart J - 2021 - 2023 Sexual Misconduct Reports by Quarter**



OIE attributes the increase in protected-class discrimination and harassment reports in Q4-2023 to the conflict in the Middle East and its ongoing impact on the University community. More specifically, of the 88 discrimination/harassment reports received between October and December 2023, 31 were directly connected to the conflict in the Middle East, and 81% (25) involved allegations of religion-based discrimination/harassment.

**Chart K - 2021-2023 Discrimination/Harassment 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 diversity and inclusion. 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 surveys<sup>28</sup> serve as another means for us to measure student awareness and understanding of university policies and resources related to sexual misconduct, as well as 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)<sup>29</sup> 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.

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<sup>28</sup> Reports about our student sexual misconduct surveys are available online at <https://oie.jhu.edu/oie-annual-reports/>.

<sup>29</sup> 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 2023

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

Of the 511 sexual misconduct reports received in 2023, 54% (276) involved students as complainants, 26% (131) involved staff complainants, 16% (84) involved complainants who had no affiliation with the university, and only 4% (20) involved faculty complainants. Overall, sexual misconduct reports most frequently involved a student complainant and a student respondent (34%, 172) (however many such reports involved behavior between minor students in the non-degree summer programs the University hosts). The overall percentage of student complainant versus student respondent reports, including between minors enrolled in non-degree summer programs, increased by 9% from 2022 (103 of 417 reports).

**Table I – 2023 Sexual Misconduct Reports (n = 511) : Affiliation of Parties**

		Respondent Affiliation					TOTAL
		Student Respondent	Staff Respondent	Faculty Respondent	Multiple Affiliation Respondent	Nonaffiliate/Unknown Respondent	
Complainant Affiliation	Student Complainant	172 <sup>30</sup>	13	24	2	65 <sup>31</sup>	<b>276</b>
	Staff Complainant	6 <sup>32</sup>	91	14	0	20	<b>131</b>
	Faculty Complainant	3	1	13	0	3	<b>20</b>
	Multiple Affiliations Complainant	0	0	0	0	0	<b>0</b>
	Nonaffiliate/Unknown Complainant	16 <sup>33</sup>	11	7	0	50	<b>84</b>
<b>TOTAL</b>		<b>197</b>	<b>116</b>	<b>58</b>	<b>2</b>	<b>138</b>	<b>511</b>

For discrimination and harassment reports, students were the most frequent complainants (44%, 152), followed by staff (37%, 130). While this marked a change from 2022 when staff complainants were the most frequent complainants, 38 (79%) of the reports involved minor students enrolled in

<sup>30</sup> 72 of these 172 reports were between minor 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.

<sup>31</sup> 3 of these 65 reports were between minor students enrolled in non-degree summer programs and non-affiliate respondents.

<sup>32</sup> 5 of these 6 reports were between summer program staff complainants and minor students in non-degree summer programs.

<sup>33</sup> 2 of these 16 anonymous reports were against non-degree summer program students.



non-degree summer programs. Staff members primarily filed complaints against other staff members (86), students filed complaints against various parties including other students (49), staff members (21), faculty (51) and nonaffiliates (32). Overall, discrimination/harassment reports most frequently involved a staff complainant and staff respondent (25%, 86), followed by a student complainant and a faculty respondent (15%, 51), and then by a student complainant and a student respondent (14%, 49).

**Table J – 2023 Protected-Class Discrimination/Harassment Reports (n = 349):  
Affiliation of Parties**

		Respondent Affiliation					TOTAL
		Student Respondent	Staff Respondent	Faculty Respondent	Multiple Affiliations Respondent	Nonaffiliate/Unknown Respondent	
Complainant Affiliation	Student Complainant	48 <sup>34</sup>	21	51	0	32 <sup>35</sup>	<b>152</b>
	Staff Complainant	3 <sup>36</sup>	87	22	0	18	<b>130</b>
	Faculty Complainant	2	2	13	0	7	<b>24</b>
	Multiple Affiliations Complainant	0	0	0	0	0	<b>0</b>
	Nonaffiliate/Unknown Complainant	5 <sup>37</sup>	12	12	0	14	<b>43</b>
<b>TOTAL</b>		<b>59</b>	<b>121</b>	<b>98</b>	<b>0</b>	<b>71</b>	<b>349</b>

<sup>34</sup> 28 of these 48 reports were between minor 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.

<sup>35</sup> 5 of these 32 reports were between minor students enrolled in non-degree summer programs and non-affiliate respondents.

<sup>36</sup> All 3 of these reports were between summer program staff complainants and minor students in their non-degree summer programs.

<sup>37</sup> 2 of these 5 anonymous reports were against non-degree summer program students.



## 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, 678 of 992 reports (68%) came to OIE from a responsible employee 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 responsible employee reports.<sup>38</sup>

**Table K – Resolution of Reports Received from Responsible Employees in 2023 (n = 678)**

<b>156 Responsible Employee Reports (23%) Became Cases</b>	<b>Closed after Assessment or Formal Investigation</b>	155	23%
	<b>Informal Resolution</b>	0	0%
	<b>Open</b>	1	0%
<b>522 Responsible Employee Reports (77%) Were Closed Without Becoming Cases</b>	<b>OIE referred the matter to another department</b>	335	49%
	<b>OIE did not have enough information to move forward</b>	105	15%
	<b>Complainant did not want to move forward</b>	51	8%
	<b>JHU had no authority over the respondent</b>	19	3%
	<b>Other (i.e., Duplicative Report OIE Previously Addressed)</b>	12	2%
<b>Total Responsible Employee Reports</b>		<b>678</b>	<b>100%</b>

<sup>38</sup> All 133 reports OIE received involving minors in non-degree summer programs were reported by responsible employees. As noted previously, very few of these 133 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 2023

The tables below provide information about the university affiliation of parties involved in OIE cases that resulted from the reports received in 2023. 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; 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. In 2023, sexual misconduct cases most frequently involved a student complainant and student respondent (31%, 52).

**Table L – 2023 Sexual Misconduct Cases (n = 118): Affiliation of Parties**

		Respondent Affiliation					TOTAL
		Student Respondent	Staff Respondent	Faculty Respondent	Multiple Affiliations Respondent	Nonaffiliate/Unknown Respondent	
Complainant Affiliation	Student Complainant	37	4	9	2	0	<b>52</b>
	Staff Complainant	0	29	6	0	1	<b>36</b>
	Faculty Complainant	1	0	5	0	0	<b>6</b>
	Multiple Affiliations Complainant	0	0	0	0	0	<b>0</b>
	Nonaffiliate/Unknown Complainant	9	10	2	0	3	<b>24</b>
<b>TOTAL</b>		<b>47</b>	<b>43</b>	<b>22</b>	<b>2</b>	<b>4</b>	<b>118</b>



For discrimination and harassment cases, staff were the most frequent complainants (48%, 58), followed by students (31%, 38). This is consistent with 2022, when staff were also the most frequent complainants (41%, 51), followed by students (25%, 31).

**Table M – 2023 Protected-Class Discrimination/Harassment Cases (n = 121) :**  
**Affiliation of Parties**

		Respondent Affiliation					TOTAL
		Student Respondent	Staff Respondent	Faculty Respondent	Multiple Affiliations Respondent	Nonaffiliate/Unknown Respondent	
Complainant Affiliation	Student Complainant	7	3 <sup>39</sup>	27	0	1	<b>38</b>
	Staff Complainant	1 <sup>40</sup>	49	6	0	2	<b>58</b>
	Faculty Complainant	2	1	8	0	2	<b>13</b>
	Multiple Affiliations Complainant	0	0	0	0	0	<b>0</b>
	Nonaffiliate/Unknown Complainant	2	1	8	0	1	<b>12</b>
TOTAL		<b>12</b>	<b>54</b>	<b>49</b>	<b>0</b>	<b>6</b>	<b>121</b>

<sup>39</sup> All 3 of these reports were between minor students in non-degree summer programs and summer staff respondents.

<sup>40</sup> This 1 report was between a summer program staff complainant and a minor student in a non-degree summer program.



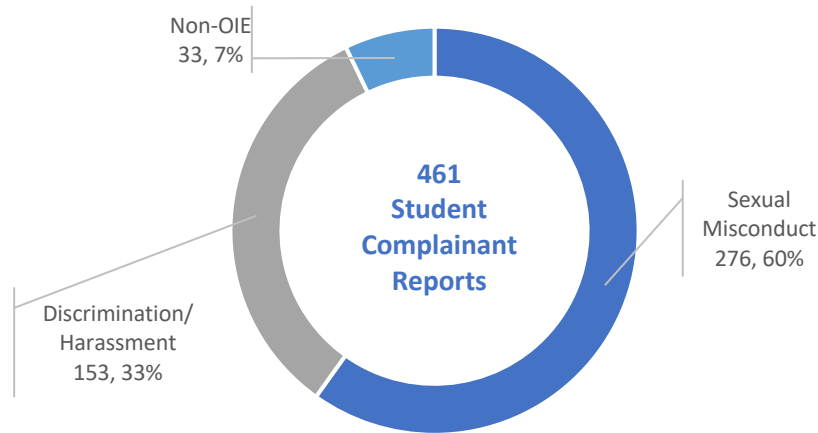
## Appendix F

### Student-Focused Data

#### *Student Complainant Reports Received in 2023*

Of the 992 total reports that OIE received in 2023, 461 (46%) involved student complainants<sup>41</sup>. 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 (50%, 231) or by non-affiliates (22%, 102), but also included reports against faculty (18%, 81), staff (10%, 45), and individuals who held multiple affiliations (0%, 2). Of these 461 reports involving student complainants, 81% (372) were closed at initial review and did not become OIE cases.<sup>42</sup> The table below shows the reasons these reports were closed.

**Table N – Student Reports Received in 2023 That Did Not Become Cases**

<i>OIE did not have enough information to move forward</i>	212	46%
<i>OIE referred the matter to another department</i>	87	19%
<i>Complainant did not want to move forward</i>	43	9%
<i>JHU had no authority over the respondent</i>	20	4%
<i>Serving as a Witness</i>	9	2%
<b>Total</b>	<b>371</b>	<b>100%</b>

The remaining 90 reports (19%) became OIE cases.<sup>43</sup> Consistent with the breakdown of reports, there were more cases involving sexual misconduct (58%, 52 cases) than protected-class discrimination/ harassment (42%, 38 cases). The table below shows how OIE resolved these cases.

<sup>41</sup> 26% (121 of 461) of these reports involved minors 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.

<sup>42</sup> 98% of reports involving non-degree minor complainants closed at initial review and did not become OIE cases.

<sup>43</sup> 3 reports involving non-degree minor complainants versus staff respondents became cases. All 3 of these matters closed at assessment.



**Table O – Resolution of Student Complainant Cases Reported in 2023**

	Sexual Misconduct	Discrimination/ Harassment	Total
Formal Investigation	6	2	8
Assessment	16	21	37
Remedial Outcome	28	15	43
Informal Resolution	1	0	1
Open	1	0	1
<b>Total</b>	<b>52</b>	<b>38</b>	<b>90</b>

### **Reports Received in 2023 Against Student Respondents**

Student complainants filed 231 reports against other students – data about these reports are captured in the above section. However, OIE also received 37 additional complaints against JHU students that were filed against them by anonymous complainants or non-affiliates of the University (20), JHU faculty (7), or JHU staff (10).

Of these 37 reports brought by non-students against students, 12 became OIE cases and were subject to additional OIE process.

### **Student Respondent Cases Closed in 2023**

In 2023, OIE closed 55 cases involving student respondents. Of these 55 cases, 43 (78%) included allegations of sexual misconduct and 12 (22%) alleged only protected-class discrimination/harassment. Sexual misconduct cases included the following types of allegations, with many cases involving more than one type of allegation.

**Table P – Types of Sexual Misconduct Allegations in Student Cases Closed in 2023**

<i>Sexual Harassment</i>	16
<i>*Sexual Misconduct and Other Protected Classes</i>	10
<i>Multiple Forms of Sexual Misconduct</i>	6
<i>Stalking</i>	5
<i>Sexual Assault</i>	4
<i>Retaliation</i>	1
<i>Domestic Violence/Dating Violence</i>	1

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



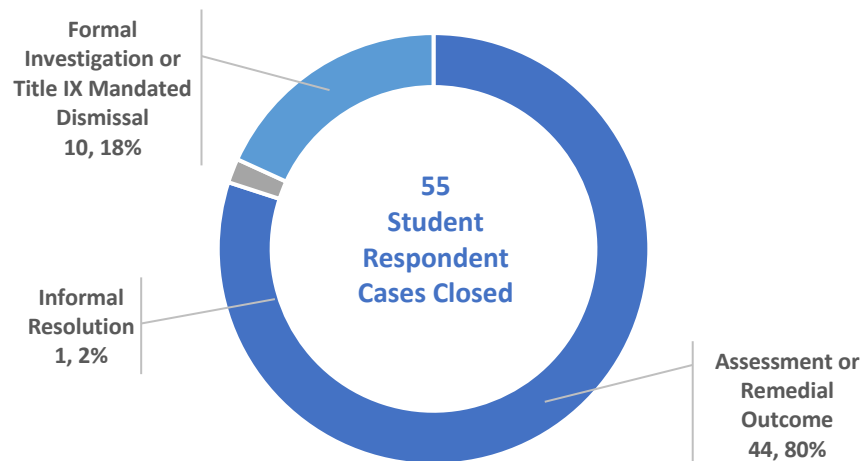
The protected-class discrimination/harassment cases involved the following types of allegations, again with many cases involving more than one type of allegation.

**Table Q – Types of Protected Class Discrimination/Harassment Allegations in Student Cases Closed in 2023**

<i>Race</i>	5
<i>Religion</i>	3
<i>Multiple Protected Classes</i>	2
<i>National Origin</i>	2

OIE conducted 10 formal investigations of sexual misconduct involving student respondents.<sup>44</sup> In 5 (50%) of these investigations the student respondent was found responsible for engaging in sexual misconduct or discrimination and harassment.<sup>45</sup> This included 4 findings of sexual harassment, 3 findings of sex-based harassment, 1 finding of sexual assault, 1 finding of retaliation, and 3 violations of the discrimination and harassment policy and procedures. In addition, four investigations led to student respondents being found responsible for violating other university policies. The sanctions imposed included suspensions, deferred suspensions, campus bans, restrictions from university positions, disciplinary probation, no contact orders, training, formal record notations, and required administrative meetings.<sup>46</sup>

**Chart M – Outcomes of Student Respondent Cases Closed in 2023**



On average, student sexual misconduct investigations took slightly longer to close in 2023 than staff/faculty sexual misconduct investigations. For the 10 student sexual misconduct cases that closed in 2023, the average time from the moment the report comes to OIE through investigation, adjudication, and appeal was 221 days. As shown below, when compared to overall timelines for sexual misconduct investigations, the data show slightly increased time for *student* sexual misconduct investigations due to a longer post-OIE adjudication process. This slight increase in time is not surprising as the Student Resolution Panel process can be more involved than the post-adjudication processes for faculty and staff.

<sup>44</sup> Five investigations involved allegations against 5 student complainants reporting allegations against 2 unique respondents.

<sup>45</sup> OIE investigated three cases involving allegations of both sexual misconduct and discrimination and harassment; these 3 cases were counted as sexual misconduct.

<sup>46</sup> In 2023, OIE did not conduct any formal investigations that involved *only* protected-class discrimination/harassment allegations against student respondents.

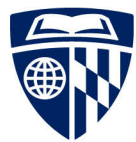




**Table R – Timeline for Student-Respondent Sexual Misconduct Investigations  
Closed in 2023<sup>47</sup>**

	<b>All SM Investigations (n = 22)</b>	<b>Student-Respondent SM Investigations (n = 10)</b>
Average Days in OIE Investigative Process	130	141
Average Days in Post-OIE Adjudication Process (After OIE Investigation is Complete)	48	57
Average Total Days	<b>200</b>	<b>221</b>

<sup>47</sup> 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 OIE did not include the average days in pre-investigation, which can vary greatly, on this chart. 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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