



University of Missouri – St. Louis
Title IX and Equity Office
Annual Title IX Report
August 1, 2018 through July 31, 2019

December 2019

Dear Members of the University of Missouri – St. Louis Community:

The Title IX and Equity Office is administratively responsible for ensuring that the UMSL campus community complies with Title IX regulations. The Title IX and Equity Office works in collaboration with campus units, which include the University of Missouri - St. Louis Police Department (UMSL-PD), the Office of Student Affairs, Student Administrative Services, the Office of Diversity, Equity & Inclusion, and the Human Resources Department in our joint efforts to ensure conformity for the safety of the campus community.

The Annual Report provides an accounting of reports received, reviewed and investigated between August 1, 2018 and July 31, 2019. The information contained in this report will help to identify possible trends, as they relate to Title IX, within the UMSL campus community. The data will assist in developing training programs to target areas of deficiency, and determine areas of improvement to increase the positive climate of the campus community.

This report is intended to provide a general understanding of the type of reports received by the Title IX and Equity Office and efforts implemented that addressed prior concerns.

The Title IX and Equity Office welcomes any feedback, questions or concerns you may have regarding any aspect of this report. Please email me at Dana@umsl.edu, or call me direct at 314-516-4538. If you would like to report an incident of sexual discrimination, or want information regarding available resources, do not hesitate to contact our office.

We appreciate your interest in obtaining a better understanding of the mission of our office. We thank you for supporting us in our efforts to maintain UMSL as one of the safest institutions of higher learning in the St. Louis Metropolitan area - “We transforms lives.”

Sincerely,

Dana Beteet Daniels
Title IX Administrator

GUIDE TO UNDERSTANDING THE 2018-2019 REPORT

What is Title IX?

Title IX of the Education Amendments of 1972 simply states that: No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

University Policies

The following are the University's anti-discrimination policies and the applicable processes to resolve allegations of policy violations:

CRR 600.010: Equal Employment/Educational Opportunity and Nondiscrimination Policy

CRR 600.020: Sex Discrimination, Sexual Harassment and Sexual Misconduct in Education/Employment Policy

CRR 600.030: Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Student or Student Organization

CRR 600.040: Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Faculty Member

CRR 600.050: Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Staff Member

CRR 600.060: Equity Resolution Process for Resolving Complaints of Discrimination and Harassment against the University of Missouri

Title IX and Equity Office

Dana Beteet Daniels serves as the Title IX Administrator, Chief Equity Officer and ADA Coordinator for the UMSL campus.

Jessica Swederske serves as the primary Title IX Investigator, as well as the Deputy Title IX Coordinator/Deputy Equity Officer.

Those outside of the Title IX and Equity Office who also serve in the role of Deputy Title IX Coordinator include D Andre Braddix, Lori Flannigan and Captain Marisa Smith.

Definitions

In order to provide clarity and understanding of terminology used in this report, please note the following:

Sex Discrimination – conduct that is based upon an individual’s sex, pregnancy, gender identity, or gender expression that adversely affects a term or condition of an individual’s employment, education, living environment, or participation in a University activity.

Sexual Harassment is defined as unwelcome sexual advances or requests for sexual activity by a person or persons in a position of power or authority to another person; or other unwelcome verbal or physical conduct of a sexual nature, or because of sex, pregnancy, gender identity or gender expression when submission to or rejection of such conduct is used explicitly or implicitly as a condition for academic or employment decisions; or such conduct creates a hostile environment by being sufficiently severe or pervasive and objectively offensive that it interferes with, limits or denies the ability of an individual to participate in or benefit from educational programs or activities or employment access, benefits or opportunities.

Sexual Misconduct includes nonconsensual sexual intercourse, nonconsensual sexual contact, exposing one’s genitals to another under circumstances in which he or she should reasonably know that the conduct is likely to cause affront or alarm, or sexual exploitation.

Stalking on the Basis of Sex is following or engaging in a course of conduct on the basis of sex with no legitimate purpose that puts another person reasonably in fear for his or her safety or would cause a reasonable person under the circumstances to be frightened, intimidated or emotionally distressed.

Dating/Intimate Partner Violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the recipient of the violence behavior.

A **Complaint** is notification to the Title IX or Deputy Title IX Coordinator alleging violation of the University’s Anti-Discrimination Policies.

The **Complainant** refers to the person alleged to have been subjected to discrimination, harassment or sexual misconduct in violation of the University’s Anti-Discrimination Policies.

The **Respondent** is the party alleged to have violated the University's Anti-Discrimination Policies.

Student – A person having once been admitted to the University who has not completed a course of study and who intends to or does continue a course of study in or through one of the campuses of the University.

Faculty Member – For the purposes of this report, Faculty Members includes all regular and non-regular academic staff appointments (as defined in Section 310.020 and 310.035 of the Collected Rules and Regulations).

Staff Members include all Administrative, Service and Support Staff, which includes all regular employees, variable hour employees, non-regular employees and academic administrators, acting in their administrative role.

The **Title IX Coordinator** is a trained administrator designated by the Chancellor (or Designee) to receive and assist with the investigation and resolution of reports or Complaints regarding violation of the University's Sex Discrimination, Sexual Harassment and Sexual Misconduct in Employment/Education Policy.

The **Equity Officer** is a trained administrator designated by the Chancellor (or Designee) to receive and assist with the investigation and resolution of reports or Complaints regarding violation of the University's Anti-Discrimination Policies.

Summary Resolution is the determination of the Title IX Coordinator or Equity Officer that there is an insufficient basis to proceed with the Complaint that the Respondent violated the University's Anti-Discrimination Policies.

Conflict Resolution utilizes alternative dispute resolution mechanisms such as mediation, facilitated dialogue or restorative justice.

Administrative Resolution – The resolution of a Complaint by the Title IX Coordinator or Equity Officer making the finding on each of the alleged policy violations and the finding on sanctions.

Hearing Panel Resolution – The resolution of a Complaint by an Equity Resolution Hearing Panel making the finding on each of the alleged policy violations and the finding on sanctions.

Receiving Reports of Discrimination Allegations

The University requires all employees of the University to report any information relative to sex discrimination that is brought to their attention. The mandated reporting includes notification to the Title IX Coordinator of any gender discrimination that may have been shared, personally witnessed, or conversation that may have been overheard. The reporter is required to provide all information, regardless of any request to restrict sharing of the information. Employees with a legal obligation or privilege of confidentiality are not required to share information regarding sex discrimination with the Title IX and Equity Office when the information is obtained in the course of confidential communication. The following units are considered confidential resources and are exempt from the mandatory reporting requirement.

UMSL Health Services, UMSL Counseling Services, the UMSL Victim Advocate, UMSL Center for Trauma Recovery, UMSL Community Psychological Services and the Employee Assistance Program (EAP). Additionally, the University has established Memorandums of Understanding (MOU) with the YWCA and Safe Connections, who are considered confidential resources and assist with crisis intervention and victim advocacy.

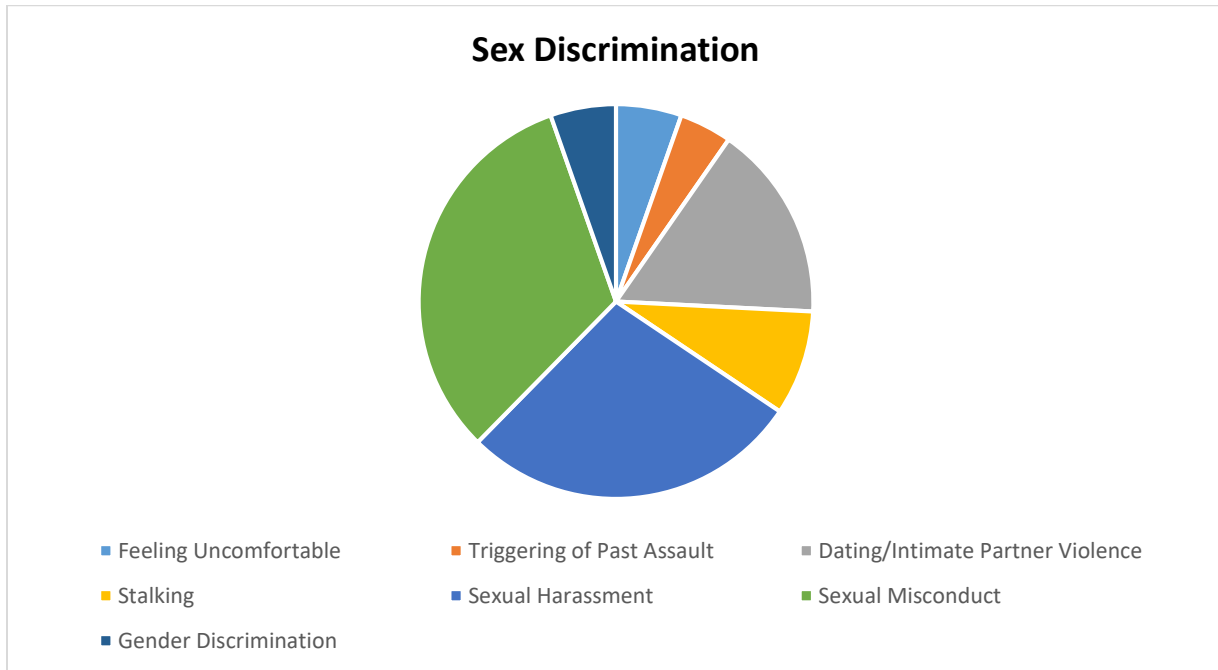
When information is provided, the Title IX Office can provide applicable resources to the involved parties. Mandated reporting also provides necessary information to address possible trends of sex discrimination within the campus community. There are several options available to report allegations of sex discrimination which include email, telephonic, in person or online at: <https://www.umsl.edu/title-ix>. The Title IX and Equity Office received 115 reports of discrimination, with 93 being sex discrimination.

The table on the following page provides a breakdown of the reports received.

Alleged Violation	Number of Reports
Sex Discrimination	93
Racial Discrimination	8
Disability Discrimination	4
National Origin Discrimination	4
Religion Based Discrimination	2
Sexual Orientation Discrimination	2
Age Discrimination	1
Other (Non-Discrimination)	1
Total	115

While sex discrimination allegations are required to be reported, other forms of discrimination are not required to be reported. It should be noted, however, that there has been an increase in reports of other forms of discrimination received.

The following table illustrates reports of sex discrimination received during the reporting period.

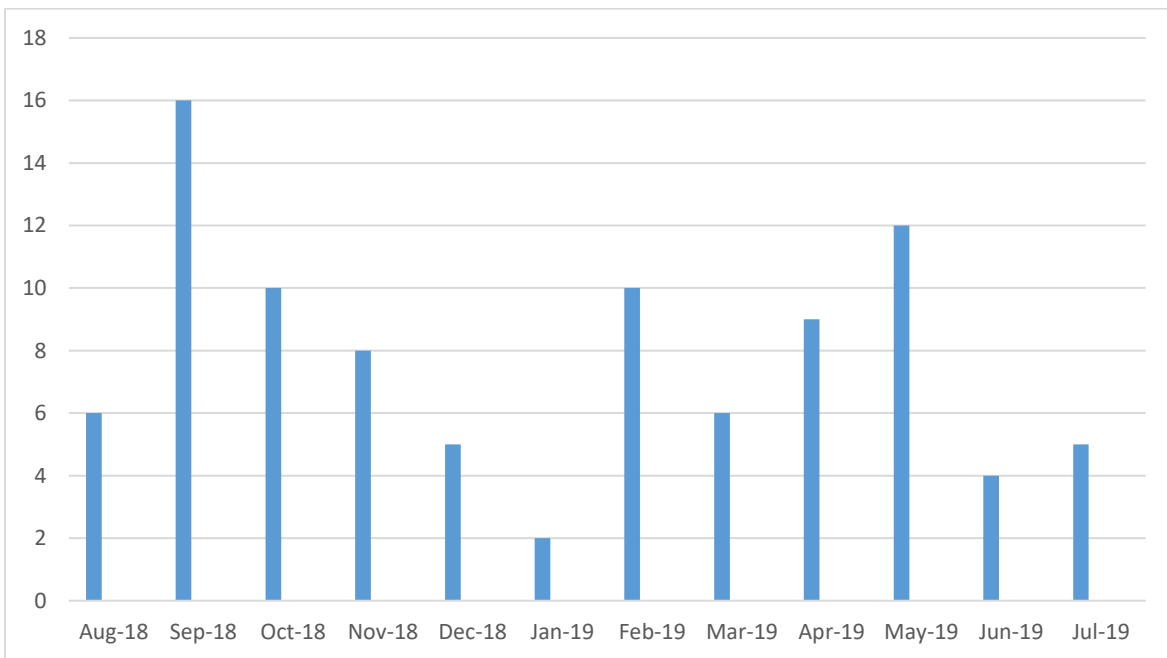


There were a total of 93 reports of sexual discrimination received by the Title IX and Equity Office between August 1, 2018 and July 31, 2019.

- Sexual Misconduct: 30
- Sexual Harassment: 26
- Dating/Intimate Partner Violence: 15
- Stalking: 8
- Gender Discrimination: 5
- Feelings of Discomfort: 5
- Trigger of a Past Assault: 4

The number of reports increased during this reporting period, which has attributed to the highest number of reports received since the office has maintained tracking of reports made. We attribute the increased reporting is due to emphasis placed on awareness through targeted training within the campus community.

Title IX Reports by Month



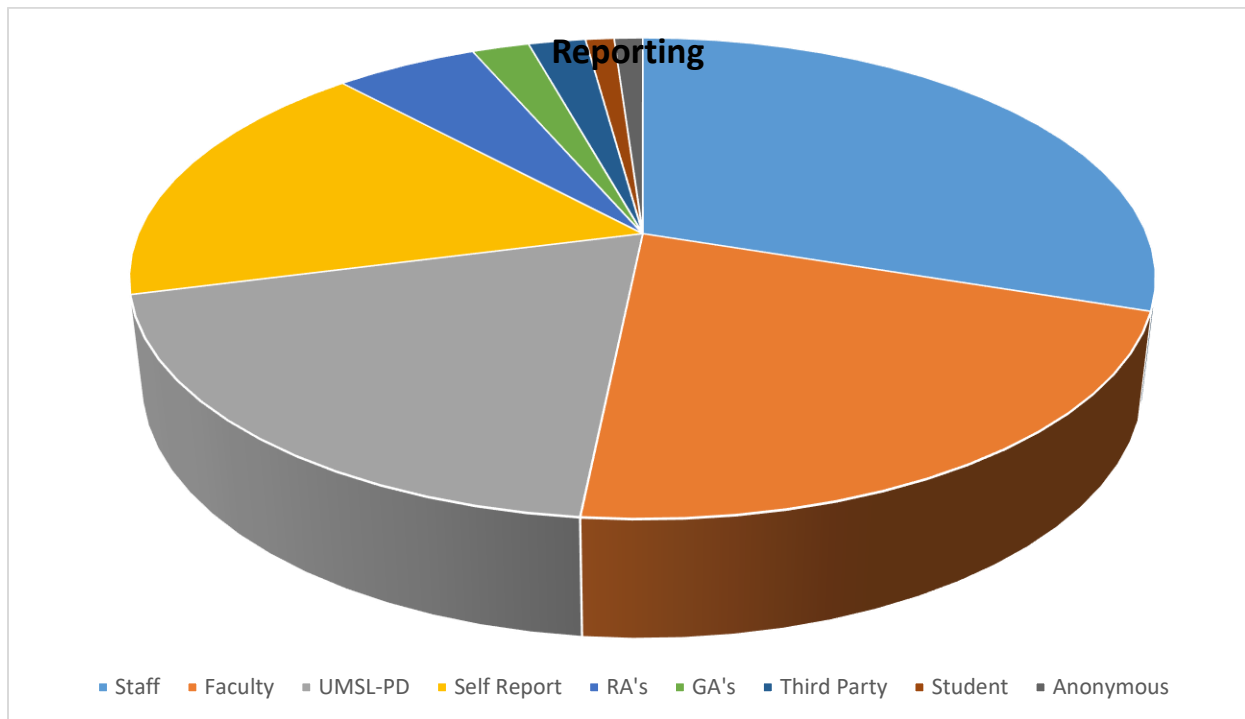
Aug 18: 6	Nov 18: 8	Feb 19: 10	May 19: 12
Sep 18: 16	Dec 18: 5	Mar 19: 6	Jun 19: 4
Oct 18: 10	Jan 19: 2	Apr 19: 9	Jul 19: 5

It is interesting to note that peak reporting occurs in the beginning of the academic fall semester, followed by the conclusion of the spring semester in May. We would attribute the highest number of reporting in September may be due to the Title IX training employees and incoming students receive prior to the start of fall semester, which provides a heightened awareness of the importance of reporting.

Who is Filing Title IX Complaints?

Reporting

Staff: 28
Faculty: 20
UMSL-PD: 18
Self: 16
RA's: 5
GA's: 2
3rd Party: 2
Student: 1
Anonymous: 1



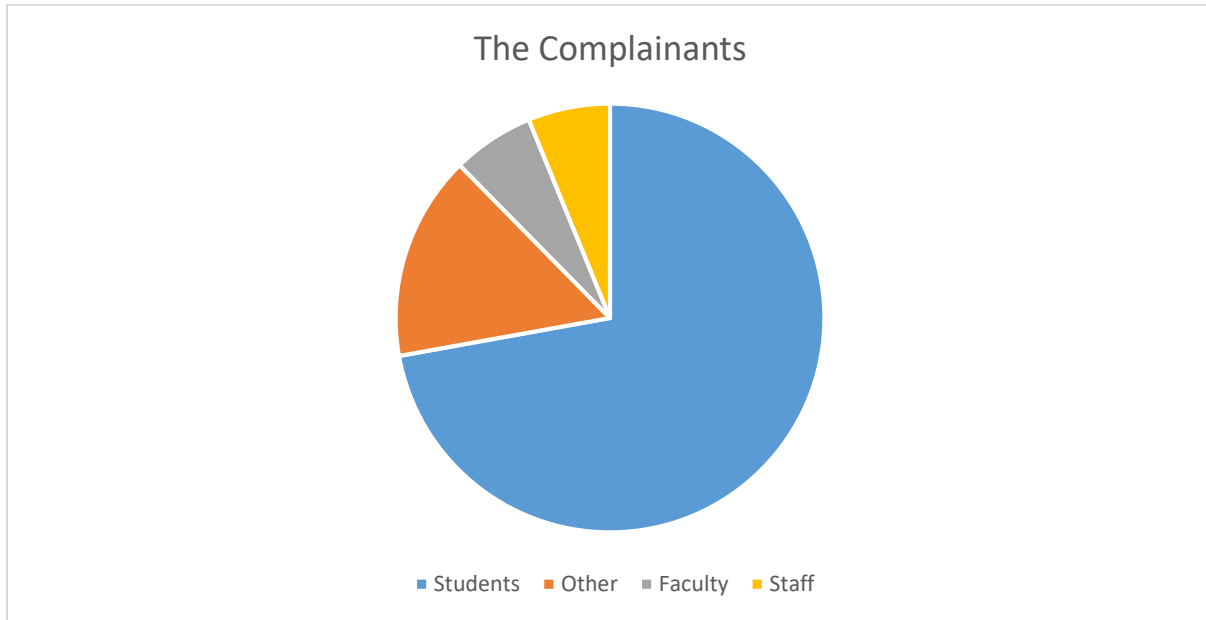
There has been a steady increase of staff reporting situations of sex discrimination. We would attribute the change to increased awareness in the need to report.

In tracking the location of sex discrimination occurrences, the majority (almost half) of the reports are alleged to have occurred on campus. The following chart provides the breakdown of the reported incident locations.

Location	# of Reports
On Campus	45
Off Campus	18
Unknown	21
Electronic	9
Total	93

Who are the Complainants and Respondents?

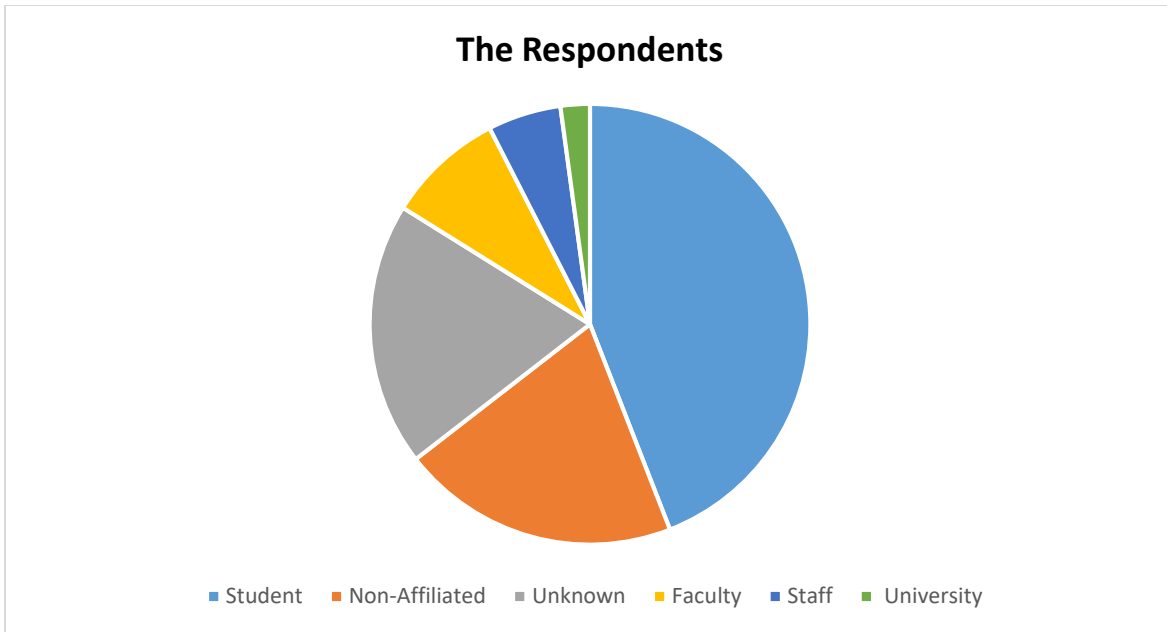
The majority of the reports involve students as the complainants in the reported incidents, which is to be expected.



Complainants

Students:	70
Other:	15
Faculty:	6
Staff:	6
Total:	97*

*We recognize the total number of complainants is 97, versus the total number of reports at 93. There were reports that included more than one complainant in a few of the reports.



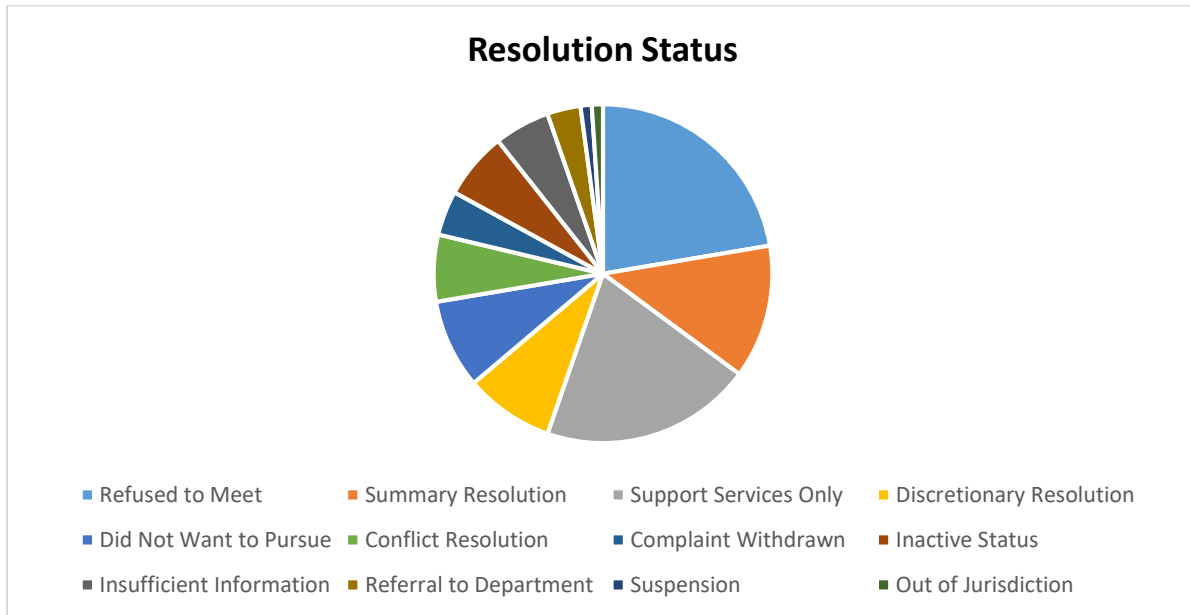
Respondents

Students:	41
Non-Affiliated:	19
Unknown:	18
Faculty:	8
Staff:	5
University:	2
Total:	93

Resolution Status

As a matter of office procedure, complainants, who are affiliated with the campus community (students and/or employees) are provided with campus resource information in the initial outreach. In recognizing the importance in treating respondents, who are affiliated with the campus community as an employee or student, in a fair and equitable manner, resource information is also shared with the accused party. We must keep in mind that the initial report received are not proven facts, but allegations. We are cognizant that respondents are entitled to campus resources, regardless of perceived guilt of the reporting party.

There is a significant number of complainants who do not respond to the outreach attempts of the investigator. It is our normal procedure to attempt contact on three (3) different occasions. If the complainant does not respond to any of our attempts, the file is closed or placed in an inactive status. The complainant is made aware of this decision, but also advised that we are available should they choose to contact us at a later date.



Resolution

Refused to Meet/Did Not Respond:	21
Support Services Only:	19
Summary Resolution:	12
Discretionary/Informal:	08
Did not want to Pursue:	08
Conflict Resolution:	06
Inactive Status:	06
Insufficient Information:	04
Complaint Withdrawn:	04
Referral to Department:	03
Suspension:	01
Out of Jurisdiction:	01
Total:	93

Campus Community Efforts

In efforts to continue Title IX awareness, we strive to implement programming and training to educate the campus community. Several (7) sessions to address Title IX requirements for our campus were conducted during faculty orientation. Training is also conducted with student staff of the Millennium Student Center, Teaching Assistants, Graduate Assistants, and Residence Assistants. Additional Title IX training sessions are conducted with incoming Optometry students, Chemistry student (workers), as well as specific training with students of the Succeed Program. Members of the Equity Resolution Hearing Panel are provided training on an annual basis in order to be an active participant.

Our incoming students are required to take Not Anymore Online Training. Both our Graduate and Undergraduate student population had a successful completion rate of 67%. We want to see this number significantly improve for our next report.

In collaboration with other departments, the Title IX and Equity Office participates in bringing campus awareness during Domestic Violence Awareness Month in October and Sexual Assault Awareness in April. The Tritons Sex Education and Empowerment Graduate Assistant and Outreach Coordinator hosted classes designed to increase skills and confidence in relationship communication, as well as awareness of gender-based norms that support rape culture. Workshops were made available to all (216) UMSL athletes as well as other students on campus. In addition, our Triton Health Educators and Student Social Services hosted a fair, attended by approximately 150 students, which included booths to address consent and healthy relationships.

These programming efforts contribute to the goal of bringing awareness in addressing sexual assault prevention.