



University of Missouri – St. Louis  
Title IX and Equity Office  
Annual Title IX & Equity Report  
August 1, 2019 through July 31, 2020

April 2021

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

The Title IX and Equity Office is administratively responsible for ensuring that the campus community complies with Title IX & Title VII 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 Diversity, Equity & Inclusion, and the Human Resources Department in our 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, 2019 and July 31, 2020. The information contained in this report helps to identify possible trends, as it relates to Title IX, within the UMSL campus community. The data will assist in developing training programs to target areas of deficiency, in addition to determining 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 made in addressing the 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](mailto: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 our efforts in keeping our campus one of the safest in the St. Louis Metropolitan area as “We transforms lives.”

Sincerely,

Dana Beteet Daniels  
Title IX Administrator & Chief Equity Officer

## **GUIDE TO UNDERSTANDING THE 2019-2020 REPORT**

### **What is Title IX?**

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex, in any educational institution which receives federal funding.

### **What is Title VII?**

Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on race, color, religion, sex, and national origin.

### **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 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 his or her 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 Member 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 his or her attention. The mandated reporting includes notification to the Title IX Coordinator of any situation that may have been shared, personally witnessed, or a conversation that may have been overheard. The reporter is required to provide all information, regardless of any request to restrict the 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.

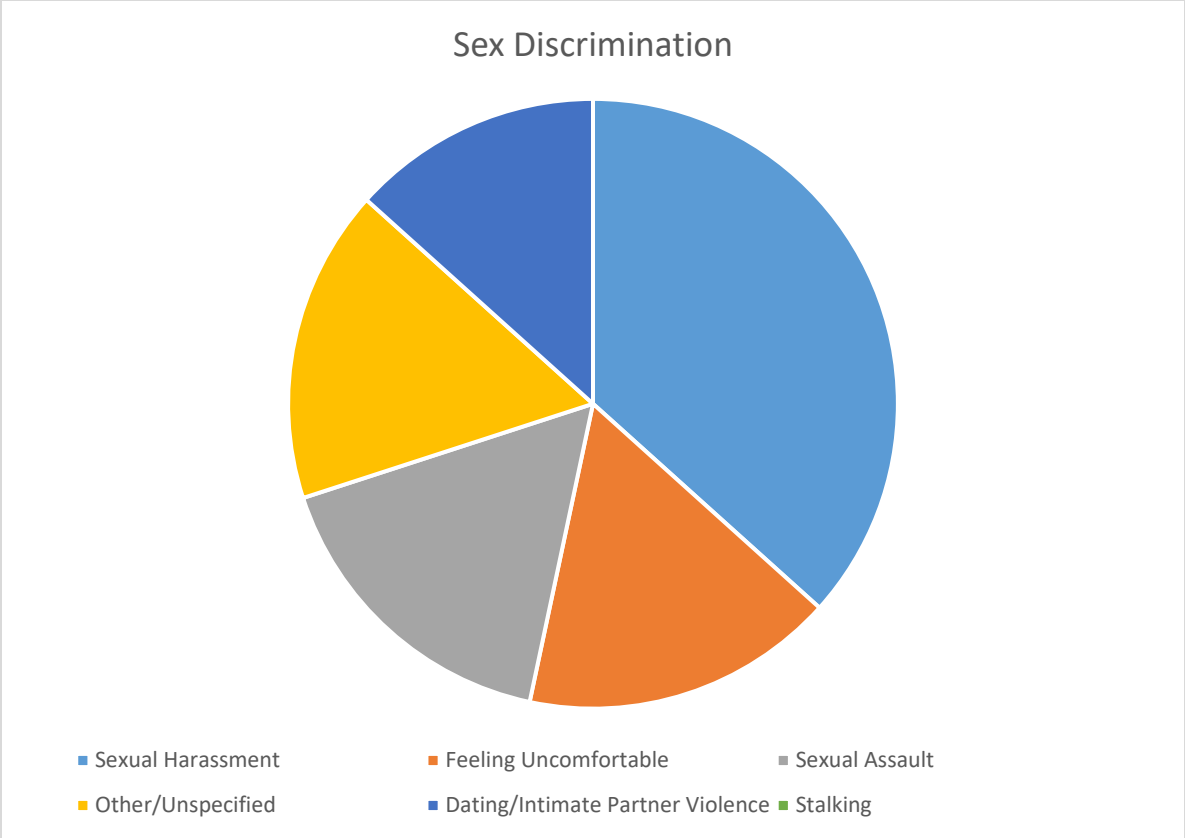
UMSL Health Services, UMSL Counseling Services, the UMSL Victim Advocate, UMSL Center for Trauma Recovery, UMSL Community Psychological Services and the Employee Assistance Program (EAP). Additionally, the University has established Memorandums of Understanding (MOU) with the YWCA and Safe Connections,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

When information is provided, the Title IX & Equity Office can provide applicable resources to the parties involved. There are several available options 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 113 reports of discrimination, with 67 being sex discrimination. The table below provides a breakdown of the reports received:

Alleged Violation	Number of Reports
Sex Discrimination	67
Racial Discrimination	28
Disability Discrimination	04
National Origin Discrimination	03
Religion Based Discrimination	02
Sexual Orientation Discrimination	04
Age Discrimination	03
Other (Non-Discrimination)	02
Total	113

While sex discrimination allegations are required to be reported, other forms of discrimination were not required to be reported during this reporting year. It should be noted, however, that there has been an increase in reports of other forms of discrimination received from students and employees.

The following table illustrates examples of sex discrimination reports received by the Title IX & Equity Office during the reporting period.



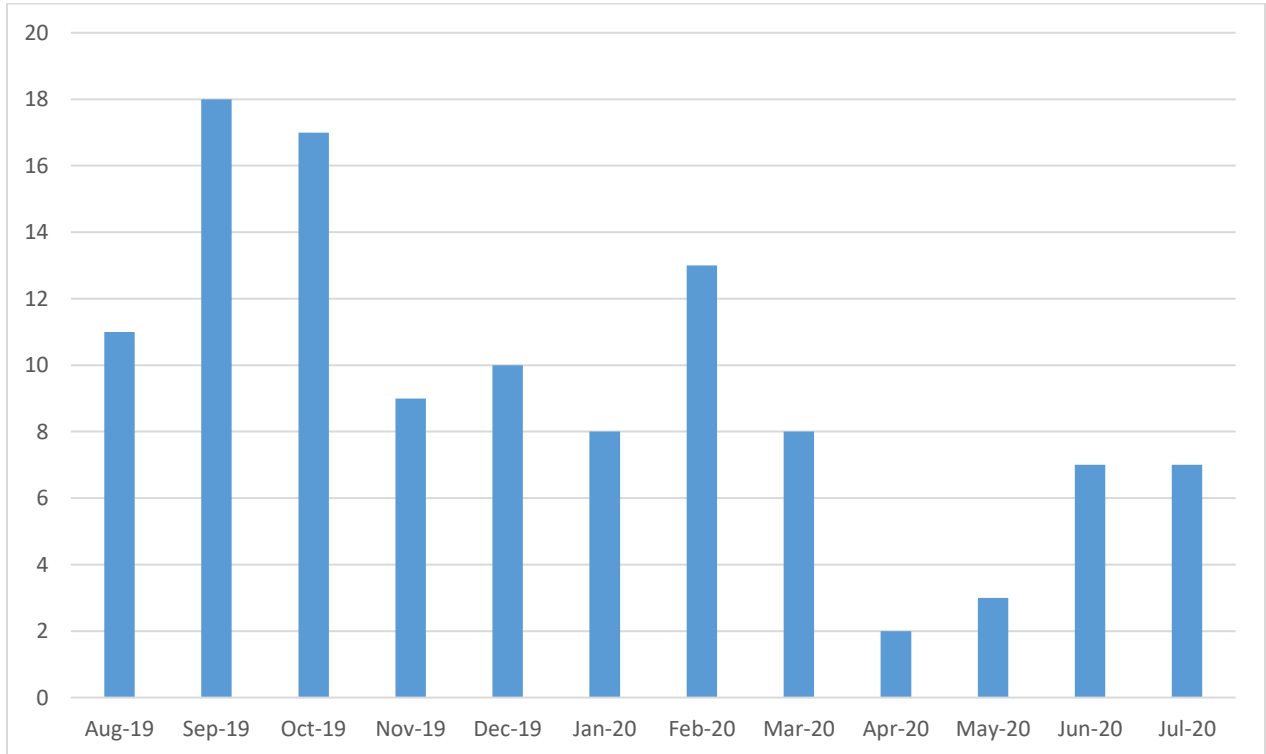
There were 67 reports of sexual discrimination reports received by the Title IX and Equity Office between August 1, 2019 and July 31, 2020.

Sexual Harassment: 22  
Sexual Assault: 10  
Feeling Uncomfortable: 10  
Other/Unspecified: 10  
Dating/Intimate Partner Violence: 8  
Stalking: 7



The number of reports received (67) decreased from the prior reporting year by 26. The decrease in the number of reports may be attributed to the remote learning environment that went into effect in March 2020, due to the Covid-19 pandemic.

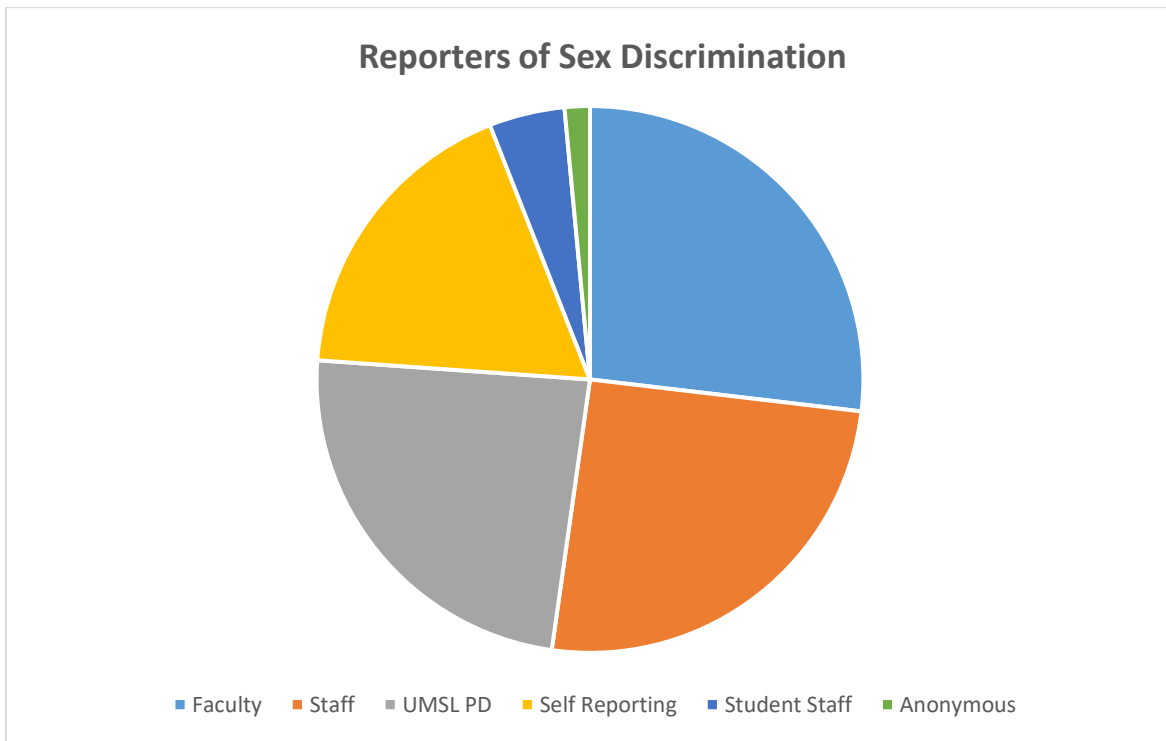
### Title IX & Equity Reports by Month



It is interesting to note that the primary reporting occurs in the beginning for the academic fall semester. Traditionally, the second spike in reporting has been at the conclusion of the spring semester in May, but that didn't occur this time. The numbers provided in the chart above reflect all reports of discrimination that were received in the Title IX & Equity Office.

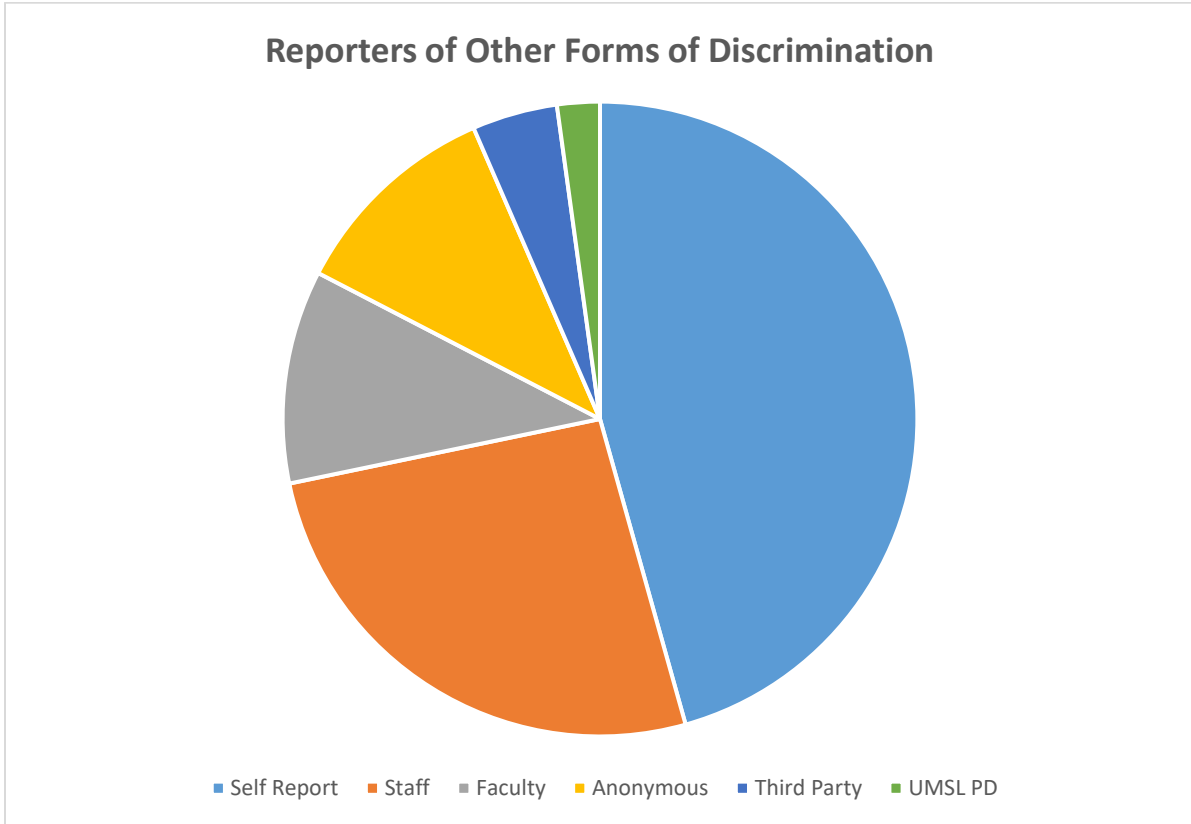
## Who is Reporting?

The University requires all employees of the University to report any information relative to sex discrimination that has been brought to his or her attention. 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 charts provide information as to who is notifying the Title IX and Equity Office of suspected discrimination.



### Those Reporting Sex Discrimination:

Faculty:	18
Staff:	17
UMSL PD:	16
Self-Report:	12
Student Staff:	03
Anonymous:	01



**Those Reporting Equity Discrimination:**

Self-Report:	21
Staff:	12
Faculty:	05
Anonymous:	05
Third Party:	02
UMSL PD:	01

In tracking the location of sex discrimination occurrences, the majority, approximately 60% of the reports, are alleged to have occurred on campus. The following chart provides the breakdown of the reported incident locations.

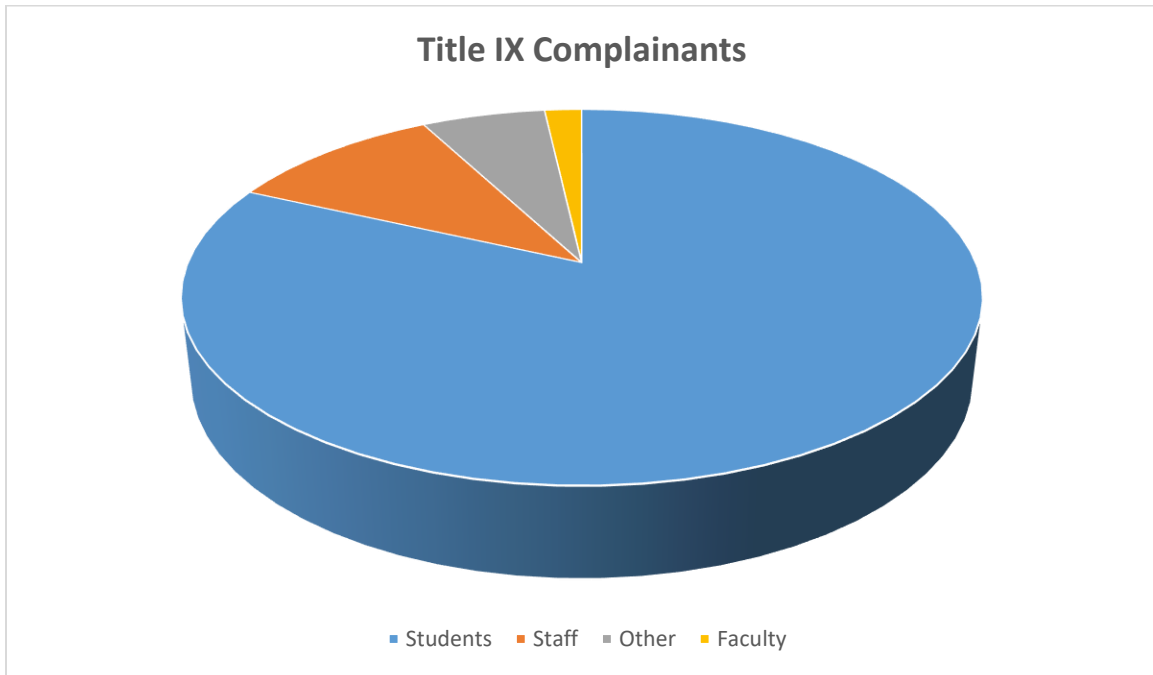
Location	# of Reports
On Campus	39
Off Campus	14
Unknown	07
Electronic	07
Total	67

The same is true of reported equity discrimination, but with a higher percentage of slightly more than 80%. The following chart provides the breakdown of reported equity related incidents locations.

Location	# of Reports
<b>On Campus</b>	39
<b>Electronic</b>	07
<b>Total</b>	46

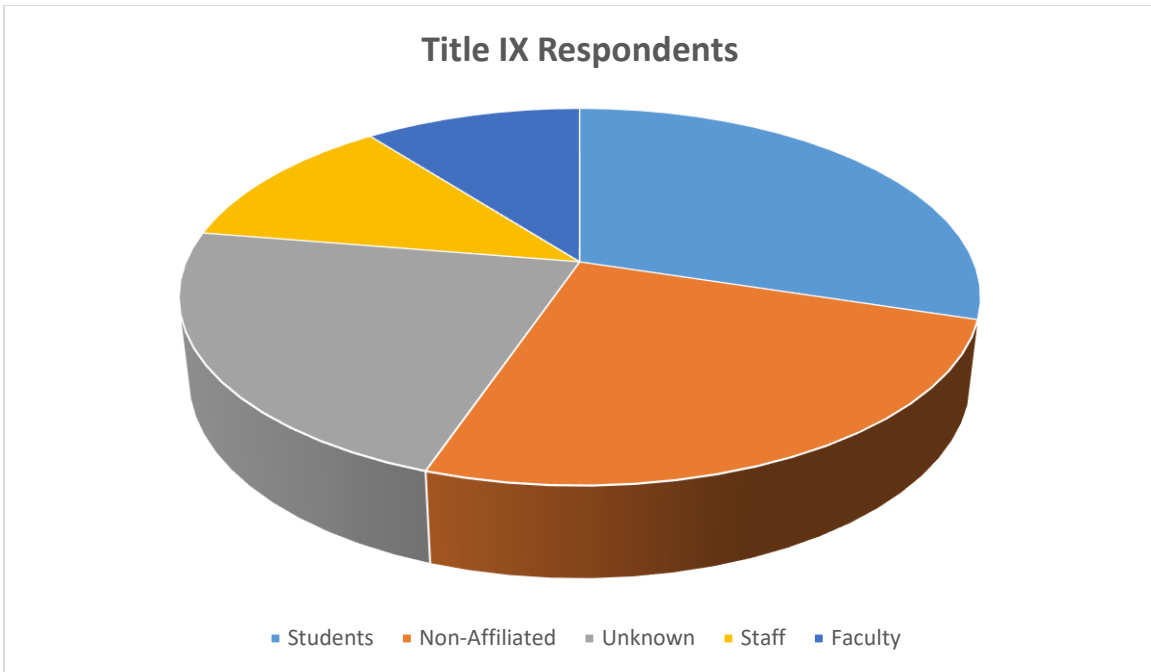
## Who are the Complainants and Respondents?

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



### Complainants

Students:	55
Staff:	07
Other:	04
Faculty:	01



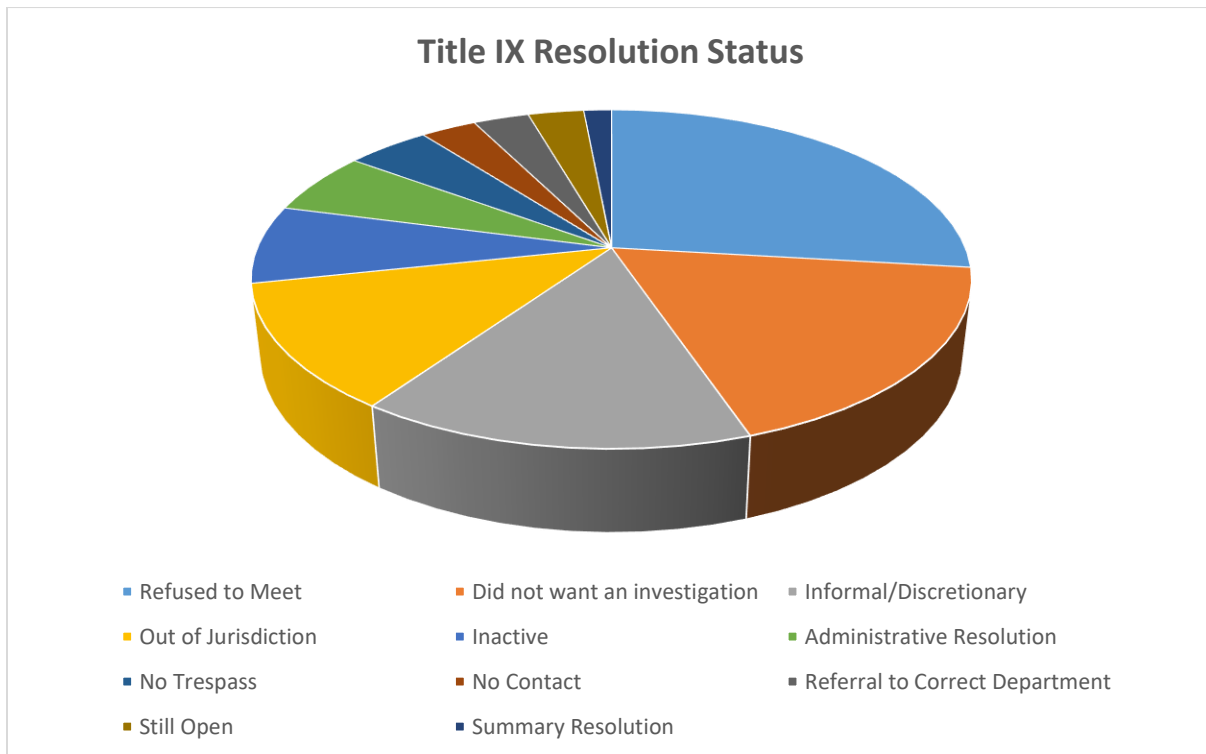
**Respondents**

Students:	20
Non-Affiliated:	17
Unknown:	15
Staff:	08
Faculty:	07

**Title IX 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 only. We are cognizant that respondents are entitled to campus resources, regardless of perceived responsibility of the reporting party.

There is a significant number of complainants who do not respond to the outreach attempts of the investigator. Our standard practice includes 2 to 3 contact attempts with the complainant. 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. There are situations where the complainant will respond to the outreach efforts of our office, but does not want an investigation to be conducted. A significant number of complainants only request that our office discuss the inappropriate behavior with the respondent, in order to educate him or her, which we consider an informal resolution.



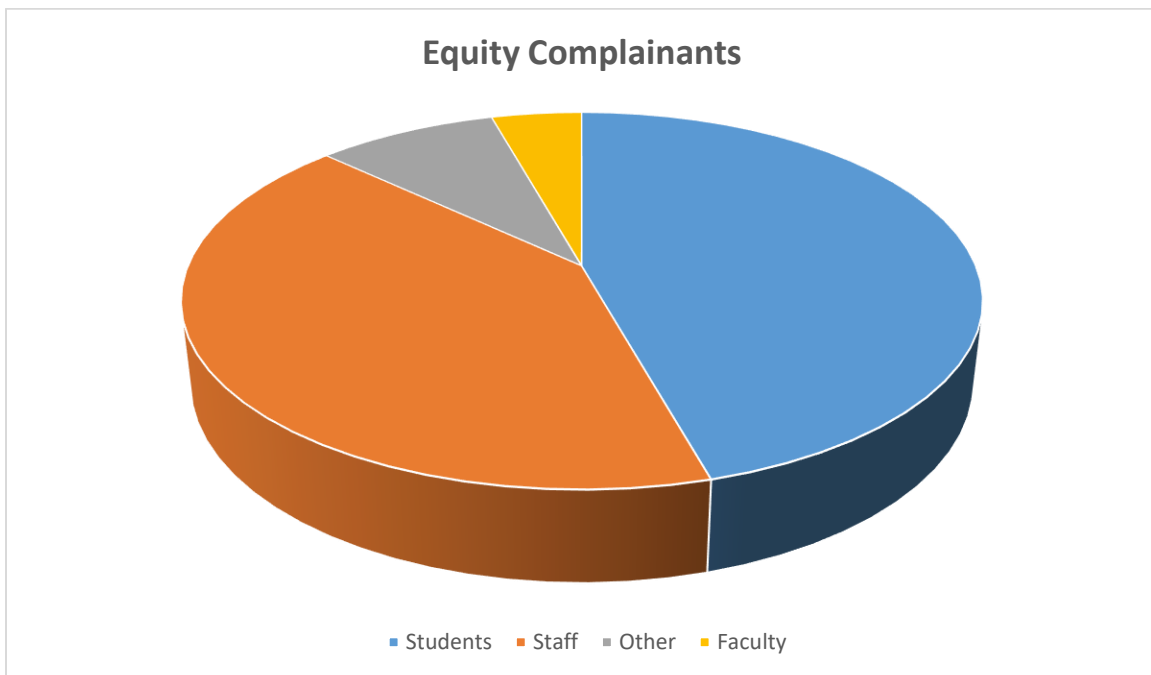
**Resolution**

Refused to Meet/Did Not Respond:	18
Did not want to Pursue:	12
Informal/Discretionary:	10
Out of Jurisdiction:	08
Inactive:	05
No Trespass:	03

No Contact:	02
Referral to Correct Department:	02
Still Open:	02
Summary Resolution:	01

This reporting year saw a significant increase in the number of equity related reports. There number of reports received from students and employees is the highest number of reports received since the office has maintained tracking. We attribute the rise to several factors to include the current climate of the nation, which served as a catalyst to speak out against inequities witnessed or experienced. Additional avenues for reporting, which includes the Hotline Reporting, provided anonymity for those reporting.

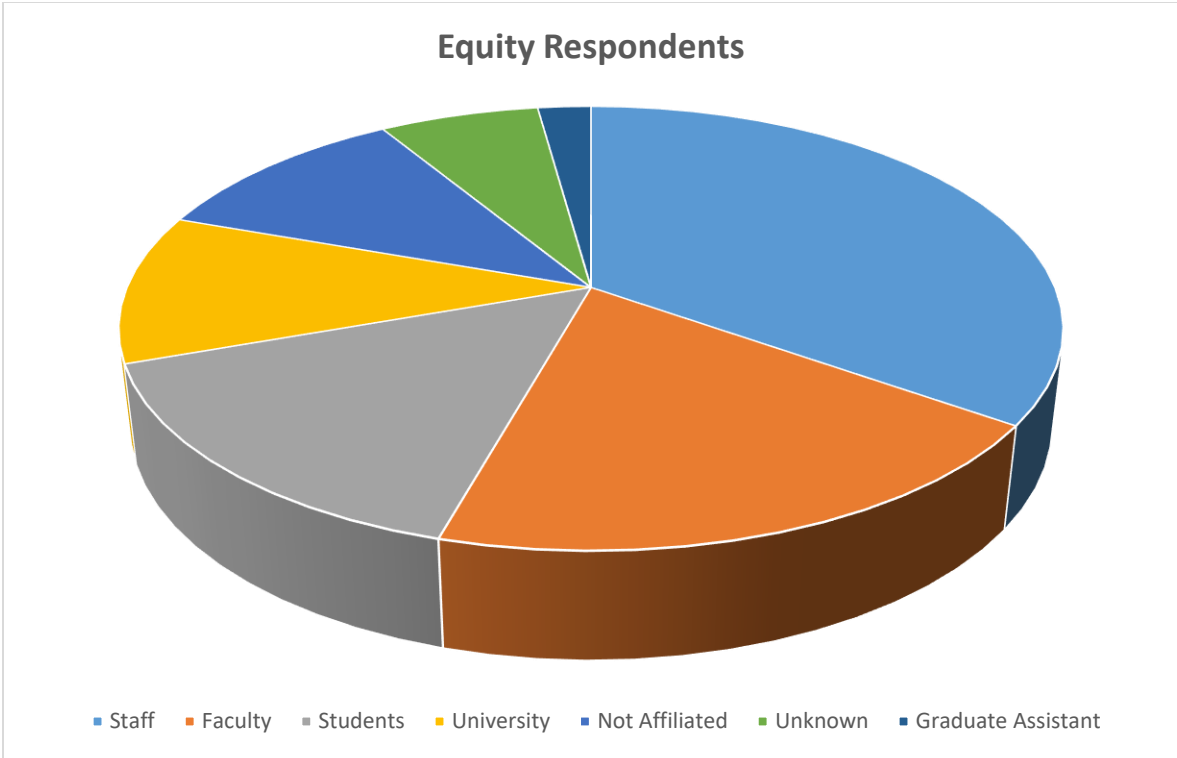
### Who are the Complainants and Respondents?



### Equity Complainants

Students:	21
Staff:	19
Other:	04
Faculty:	02

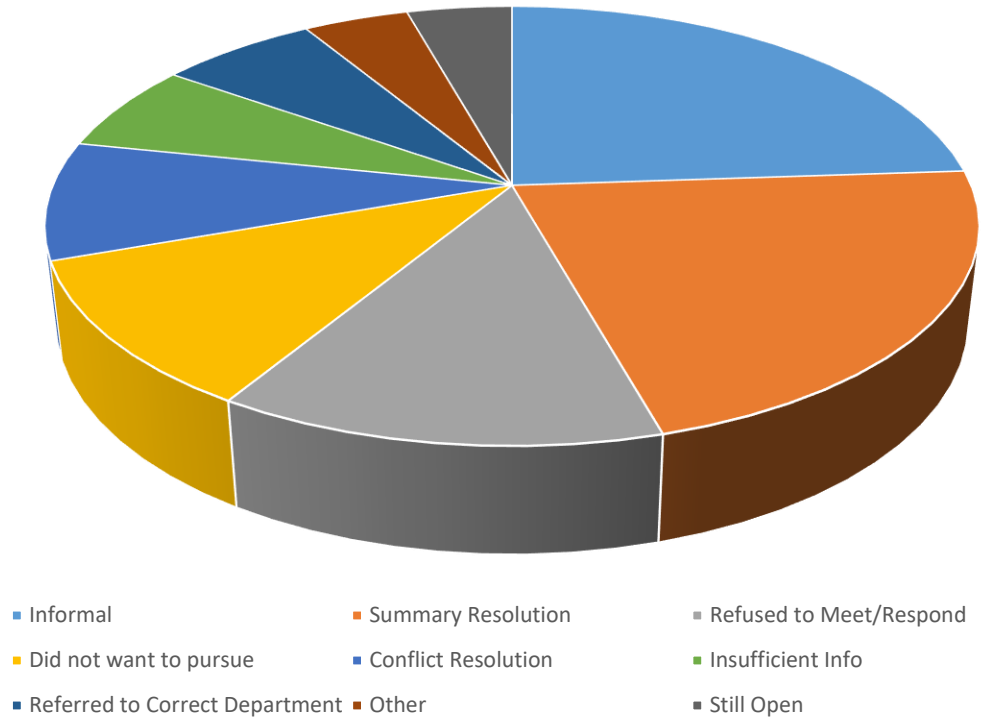




**Equity Respondents**

Staff:	16
Faculty:	09
Students:	07
University:	05
Not Affiliated:	05
Unknown:	03
Grad Assistant:	01

Equity Resolution Status



**Equity Resolutions:**

Informal:	11
Summary Resolution:	10
Refused to Meet:	06
Did not want to pursue:	05
Conflict Resolution:	04
Insufficient Information:	03
Referred to Correct Dept:	03
Other:	02
Pending:	02

## **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 and Appellate Officers are required to attend annual training to be an active participant.

In collaboration with other departments, the Title IX and Equity Office participates in bringing campus aware during Domestic Violence Awareness Month in October and Sexual Assault Awareness in April. The Tritons Sex Education and Empowerment Graduate Assistant and Outreach Coordinator host classes designed to increase skills and confidence in relationship communication, as well as awareness of gender-based norms that support rape culture.

The University of Missouri St. Louis was recently awarded a grant from the Office of Violence Against Women (OVW). With guidance from the OVW, the Title IX and Equity Office, in collaboration with Student Affairs, the Office of Diversity, Equity & Inclusion, UMSL PD and external community members have developed a strategic plan to address violence in educating the campus community and strengthening services to victims of domestic/dating violence, sexual assault and stalking. These programming efforts contribute to the goal of bringing awareness in addressing sexual assault prevention.