

UNIVERSITY of ILLINOIS URBANA-CHANMPAIGN SEANTE  
Senate Executive Committee  
(Final; Information)

**I ILLINOIS**

Office of the Vice Chancellor  
for Diversity, Equity & Inclusion

**Response to RS.20.01 Resolution to Produce Information on Sexual Harassment Cases - April 2020**

Please find below the information that can be collected at this time for the Faculty Senate Request RS.20.01.

The information in the database that houses the Title IX cases can be updated when additional information becomes available or because of a data correction. It is important to note that this data is not static. Before 2017, data would need to be reviewed case by case to determine the categories for the below questions. The data below includes faculty and staff respondent cases from January 1, 2017 to December 31, 2019.

At this time all answers to queries 5, 6, and 8 are not available. The university's handling of the COVID-19 pandemic has caused a delay. Illinois Human Resources and Legal Counsel have requested additional time to provide the asked for information. When this data/information is available, the Office of the Vice Chancellor for Diversity, Equity & Inclusion will update the report.

For additional information regarding data collection and the database, please review "History of OAE Data Collection" or "Summary of OAE Data Collection".

**1. Create a report containing aggregate statistics relating to sexual misconduct reports against faculty or staff by academic year starting from July 1, 2014 and ending on June 30, 2019 and designed to help the Senate understand the nature and extent of any historical problems.**

Employee Respondents (the data includes student employee respondents)	
2017	72
2018	110
2019	149

The data above does not include duplicate reports and only includes faculty and staff respondents. This is not the total number of cases received by the Office for Access and Equity regarding Sexual Misconduct.

**2. To be maximally useful, the report should aggregate reports of sexual misconduct by the categories found in the Sexual Misconduct Policy, i.e., sexual assault, sexual exploitation, sexual harassment, stalking, and domestic/dating violence.**

	Sexual Assault	Sexual Exploitation	Sexual Harassment	Stalking	Domestic/Dating Violence	Retaliation
2017	5	1	60	4	0	6
2018	7	2	95	5	1	0
2019	9	3	91	6	1	14

Some of the 2019 cases were not finalized when the report was ran and therefore the numbers will be different at a later date. There could be more than one category selected for each case.

**3. For each such category, and to the extent that historical data permits, the report should ideally indicate what percentage of cases reported (1) were formally investigated (2) were handled informally (3) led to no action against the respondent.**

	Formal Investigation	Informal/Other	External	Total	Percentage Investigated	Percentage Informal/Other
2017	18	47	7	72	25%	65%
2018	18	90	2	110	16%	82%
2019	31	109	9	149	21%	73%

We don't have a field that collects "led to no action against the respondent". We could have an informal or formal case that leads to no action. The cases would need to be reviewed one by one to determine this percentage. The informal/other section below includes all cases not formally investigated or received from an external agency.

**4. For cases that led to formal investigations, and to the extent that historical data permits, the report should ideally indicate what percentage of cases led to findings of (1) violations of the Sexual Misconduct Policy (2) violations of the Campus Code of Conduct; or (3) findings of no violations.**

	No SM Violation	SM Violation	Recommendations/Violated Code of Conduct	No Recommendations /Violations	Pending
2017	16	2	12	6	0
2018	14	3	10	7	1
2019	21	5	9	17	5

There can be a combination of the above categories for a formal investigation therefore I will not be providing percentages. For example, you can have a formal investigation that leads to no violation of the Sexual Misconduct Policy but has a recommendation/Code of Conduct.

**5. For cases that produce formal findings of misconduct, the report should indicate what percentage resulted in (1) negotiated settlements (2) sanctions involving only letters of expectations (3) sanctions involving suspensions, and (4) sanctions involving termination and/or non-renewal. This data should be split as between tenured or tenure stream faculty respondents and other employee respondents. THIS WILL COME FROM IHR AND LEGAL COUNSEL**

**6. For cases that were handled informally, and to the extent that historical data permits, the report should include what percentage produced (1) negotiated settlement agreements; (2) educational talks; (3) remedies to work or academic access; or (4) other informal results. To the extent that historical data exists, the report should indicate whether informal resolutions were requested by the complainant.**

- 1 THIS WILL COME FROM IHR AND LEGAL COUNSEL.
- 2 "Educational talks" are not stored in the database as a separate reportable field. We would need to review cases individually to determine this.
- 3 Accommodations/Resources/Support Requested by Complainant – 59 cases from 2017 to 2019

4 We would need to review each case individually to determine this.

**7 For cases where no action was taken, the report should indicate the reason why: e.g., complainant requested no action, complainant chose not to participate in an investigation, the report was anonymous and there was insufficient evidence to proceed.**

	2017	2018	2019
Administrative Closure/Resolved Through Other Administrative Process	19	37	28
Anonymous Complainant	1	9	5
Does Not Meet Standard	7	6	20
Investigation of Multiple Cases; Decision in Other Case	0	2	0
No Contact Directive Only	1	0	0
No Jurisdiction	0	3	14
No Response from Complainant to the Title IX Outreach	3	9	7
Reluctant Complainant/Non-Participation	14	21	30
Unable to Determine – Older Case	2	1	
Unaffiliated Complainant w/no Contact Info, No Request to Move Forward	0	1	3
Unknown/Unaffiliated Respondent	0	1	1
Unknown at This Time	0	0	1
Total	47	90	109

The above numbers include those that were not formally investigated but considered as informal or other. Administrative closures and processes are educational conversations, trainings, etc. Does not meet the standard is the result of the allegation/complaint not meeting the standard listed in the policy. No jurisdiction results when parties are not affiliated with the University of Illinois Urbana-Champaign.

**6 For cases that involved settlements, the report should indicate the percentage that included (1) temporary separations, (2) permanent separations, and/or (3) confidentiality agreements. THIS WILL COME FROM IHR AND LEGAL COUNSEL**

**7 For all cases, the report should indicate that time from report to the time of a formal or informal resolution; and, in cases of a formal finding of a violation, the time from finding to sanction. The report should indicate whether the respondent was or was not paid during that time.**

Information regarding informal cases are not stored in the database at this time without reviewing each case individually and reviewing the timeline. For formal cases, please see below for the time the investigation was started until the resolution. We would need to review each case individually to determine the time from finding to sanction. Respondents are generally always paid during the time of investigation.

	Estimated Average Days of Formal Investigations*
2017	118
2018	96
2019	90

\*Does not include investigations where external counsel investigated the cases.