

Department of Investigation and Adjudication (DIA) **ANNUAL REPORT 2021-22**



The University of Texas at Austin
University Compliance Services

Department of Investigation and Adjudication
100 W. Dean Keeton St., SSB 4.102 | Mail Code D9250 | Austin, TX 78712
512-471-3701 | dia.compliance.utexas.edu | dia@austin.utexas.edu

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Executive Summary

The **2021-22 annual report** covers DIA's second fiscal year (FY) as The University of Texas at Austin's neutral investigation unit for potential violations of the policies listed below. In FY 2021-22, DIA received **530 complaints**, resulting in **119 formal investigations**. Most complaints overall fell under **HOP 3-3020** (Nondiscrimination Policy), while the majority of formally investigated complaints implicated **HOP 3-3031** (Prohibition of Sexual Assault, Interpersonal Violence, Stalking, Sexual Harassment, and Sex Discrimination). To expedite complaint resolution, DIA's **intake → due diligence process** results in many complaints being closed or referred — without the need for a full investigation — for reasons such as insufficient information, issues outside DIA's purview, inability to identify parties, or pursuit of informal resolution/restorative practices when appropriate. By reserving formal investigation — and the staff time and resources involved — for complaints that truly merit it, DIA's process continues to improve complaint resolution since DIA's inception in fall 2020. Compared with FY 2019-20, complaint resolution times in FY 2021-22 were **39%** faster for formally investigated complaints and **25%** faster for non-formally investigated complaints. Additionally, even with formal investigations up **24%** in FY 2021-22 over FY 2020-21, DIA still reduced closure times for formally investigated complaints by **19%** over last fiscal year. The improvement in formal investigation closure times includes the hearing process required under HOP 3-3031 and implemented by DIA. DIA's approach to complaint resolution helps foster trust within the university community that all concerns will be thoroughly reviewed and treated with care and discretion.

About DIA

The University of Texas at Austin is an equal opportunity/affirmative action employer and Title IX institution that complies with all applicable federal and state laws. To ensure compliance, DIA investigates alleged violations of the following policies in the university's Handbook of Operating Procedures (HOP):

- [HOP 3-1022 — Protection from Retaliation for Suspected Misconduct Reporting \(Whistleblower\)](#)
- [HOP 3-3010 — Disability Accommodation for Applicants and Employees](#)
- [HOP 3-3012 — Religious Accommodation for Applicants and Employees](#)
- [HOP 3-3020 — Nondiscrimination Policy](#)
- [HOP 3-3031 — Prohibition of Sexual Assault, Interpersonal Violence, Stalking, Sexual Harassment, and Sex Discrimination](#)
- [HOP 3-3050 — Consensual Relationships](#)
- [HOP 5-1260 — Employment of Close Relatives \(Nepotism\)](#)
- [HOP 5-4310 — Family and Medical Leave](#)

Alleged policy violations can involve any member of the university community. As a neutral investigator, DIA supports the university in fostering a campus environment that is inclusive, respectful, and free from discrimination and harassment. The DIA team — consisting of executive leadership, investigators, and editing, administrative, intake, and data support staff — ensures that all complaints brought to DIA are treated with impartiality and discretion.

For more information about DIA, go to: dia.compliance.utexas.edu.

DIA is part of University Compliance Services. For more information about University Compliance Services, go to: <https://compliance.utexas.edu/>.

DIA Staff

[John Dalton](#)

Associate Vice President
for Investigation and Adjudication

[Galen Eagle Bull](#)

Deputy Director for
Investigation and Adjudication

[Gretchen Philipp](#), Intake Coordinator

[Becky Abbott](#), Editor

[Kate Schubert](#), Associate Editor

[Kien Crider](#), Hearing Coordinator

[Miles Allison](#), Data and Records Manager

[Tiffany Anderson](#), Administrative Associate

[Veronica Ruiz-Dodds](#), Investigator

[James Fowler](#), Investigator

[Dana Kwiatkowski](#), Investigator

[Calysta Lantiegne](#), Investigator

[Dominique Stafford](#), Investigator

[April Tobias](#), Investigator

Complaint Resolution Process

DIA receives complaints about alleged policy violations by email, phone, mail, [online](#), and referral by various offices and individuals throughout the campus community. DIA evaluates each complaint to determine if the alleged conduct merits formal investigation under one or more university policies within DIA's purview. When reviewing complaints, DIA considers: (1) the nature and severity of the alleged conduct, (2) the frequency of allegations against the accused, (3) the effectiveness of the selected resolution method, and (4) the outcome the complainant wishes to pursue.

DIA also investigates Title IX formal complaints assigned by the Title IX coordinator to a grievance process track under [HOP 3-3031](#). Once the Title IX Office refers the formal complaint to DIA, it is automatically assigned to a DIA investigator for formal investigation. DIA also holds all live hearings required under HOP 3-3031.

DIA's complaint resolution process begins with an initial assessment at intake to determine if the alleged conduct possibly implicates a policy within DIA's purview and whether there is sufficient information to proceed with fact-finding. Except for complaints that go directly to formal investigation (e.g., Title IX formal complaints or external complaints), the intake process typically results in a complaint being:

- **Closed at intake**, for reasons such as:
 - Allegations outside DIA's purview.
 - Insufficient information to imply a policy violation.
 - Unknown identity of the respondent and/or complainant.
 - Withdrawal of the complaint or lack of participation by the complainant.
- **Referred**, either to a different university unit to review allegations/issues outside DIA's purview, or for informal resolution (which may include a recommendation for restorative practices through the Office for Inclusion and Equity (OIE)).
- **Assigned to DIA investigator for due diligence**, a fact-finding inquiry to determine if a complaint merits formal investigation, or if the complaint will ultimately be closed or referred.

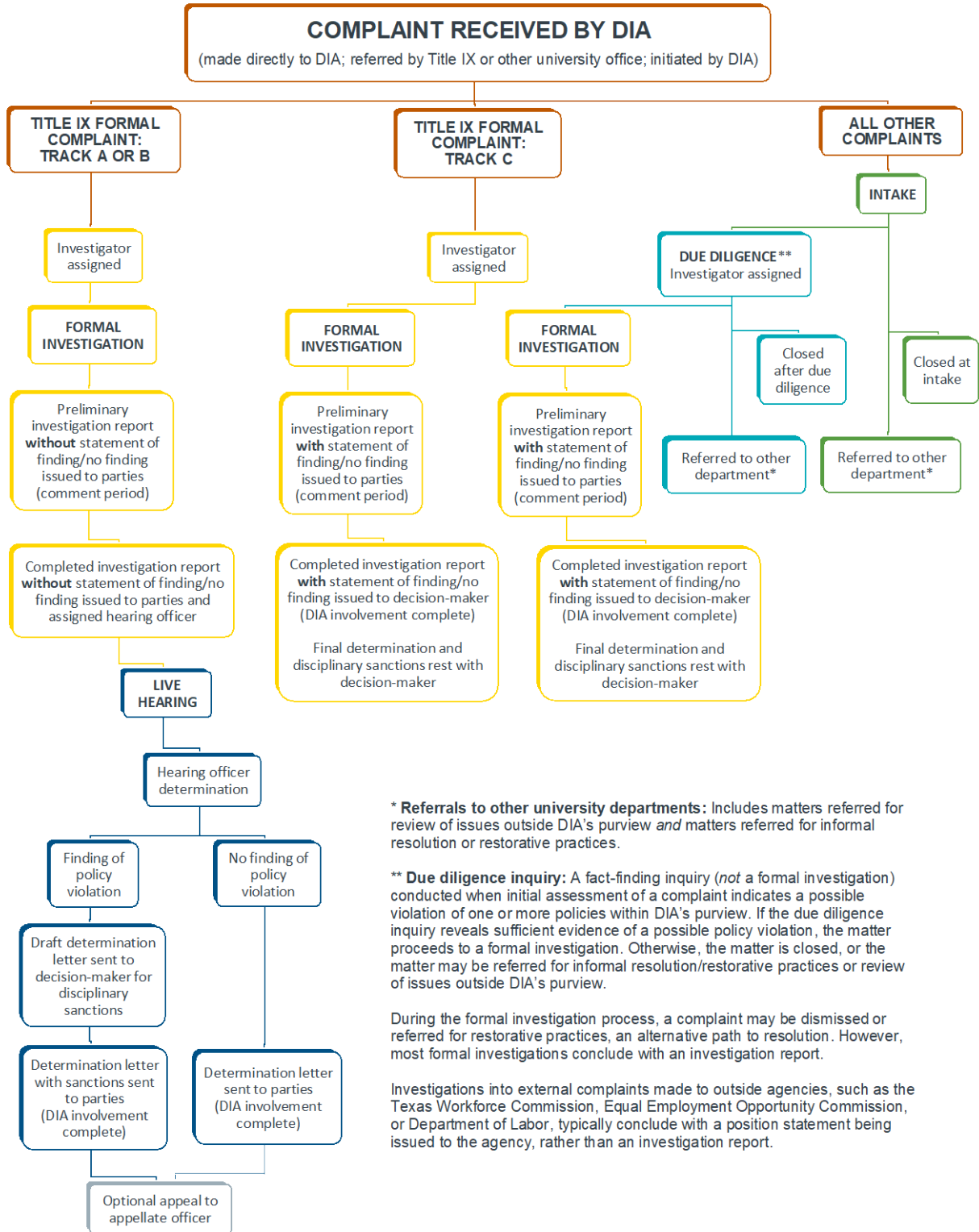
Formal investigation of a complaint, unless it is dismissed or referred for informal resolution or restorative practices during the investigation process, typically culminates in the DIA investigator preparing a completed investigation report with a statement of finding or no finding of violation of university policy. If there is a finding of violation, the report is then referred to the appropriate decision-maker (vice president or designee) for discipline decision. For Title IX matters subject to a live hearing under [HOP 3-3031](#) (i.e., allegations of sexual assault, domestic or dating violence, stalking, or sexual harassment), the completed investigation report — without a statement of finding or no finding of violation — is provided to the parties and hearing officer ahead of the DIA-held hearing. After the hearing, the hearing officer prepares a written determination letter as to whether the allegations are substantiated or unsubstantiated, and the appropriate decision-maker determines disciplinary sanctions.

Some formal investigations involve **external complaints** made to an outside agency. In those cases, DIA prepares a position statement in response to the complaint.

The chart on the next page shows how complaints typically move through DIA's process, from receipt of the complaint to resolution via closure, referral, or formal investigation.

Resolution Process Flowchart

Figure 1.



About the Data

This report covers the 2021-22 fiscal year:
September 1, 2021 – August 31, 2022

The data in this report starts with the results of complaints that were still active at the end of FY 2020-21 and were closed in FY 2021-22, and then illustrates all complaints received by DIA in FY 2021-22, broken down to show the types of complaints by allegation and policy, the status of complaints, the relationship of complainants and respondents to the university community, and the results of formal investigations and live hearings, as well as average complaint closure times.

Glossary of Terms Used in Report

Complaint — A report of alleged misconduct submitted or referred to DIA.

Complainant — Person alleged to have been subjected to misconduct.

Due Diligence — A preliminary fact-finding inquiry when DIA determines during intake that there is sufficient information that the alleged misconduct possibly implicates one or more policies within DIA's purview. During due diligence, a DIA investigator conducts interviews and reviews evidence, as needed, to determine whether the alleged misconduct implicates one or more policies within DIA's purview and merits a formal investigation. Due diligence is a non-formal process that does not require written notice to the respondent or preparation of an investigation report.

EVPP Staff — All staff within the broad portfolio of units that report to the executive vice president and provost of the university.

External Complaint — A complaint against the university filed with an outside agency, such as the Texas Workforce Commission, Equal Employment Opportunity Commission, or Department of Labor.

Formal Investigation — A formal process that starts when the respondent and complainant receive a written notice of the investigation. Then, a DIA investigator interviews the parties and relevant witnesses, gathers/reviews evidence relevant to the complaint, and prepares an investigation report. In cases not subject to a live hearing, the DIA investigator analyzes relevant information and evidence, determines whether the allegations are substantiated or unsubstantiated, and issues a completed investigation report to the parties with a statement of finding or no finding of violation. If the allegations are substantiated, the appropriate decision-maker (vice president or

designee) determines what disciplinary action(s) to impose. In cases requiring a live hearing (certain Title IX allegations), the investigator prepares a neutral investigation report that summarizes relevant information and evidence, without a statement of finding or no finding of violation, and the report is issued to the parties and hearing officer ahead of the hearing.

Informal Resolution — The informal resolution process may be chosen when misconduct is not severe or repetitive and disciplinary action is not required. It provides an opportunity to have the concern acknowledged without a formal investigation. Following the informal resolution process, complainants may choose to pursue a formal complaint if the situation has not improved and/or misconduct continues.

Intake — Initial assessment of a complaint by DIA.

Parties — The complainant and respondent in a complaint.

Respondent — Person alleged to have engaged in misconduct.

Restorative Practices/Restorative Justice — OIE offers this resolution process to help parties identify, repair, and mitigate harm through facilitated dialogues, educational coaching, restorative circles or conferences, shuttle negotiations, and/or independent design. Potential outcomes may include establishing boundaries, developing inclusive communication skills, and managing ongoing conflict.

Title IX — A federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity. Title IX protects all members of the campus community who experience sex discrimination, sexual harassment, sexual assault, interpersonal violence (including dating and domestic violence), stalking, or discrimination on the basis of pregnancy. These protections apply to students, faculty, staff, contractors, applicants, and campus visitors. **Title IX complaints** are evaluated by the university's Title IX Office to determine whether they merit formal investigation by DIA. For matters that require a live hearing per [HOP 3-3031](#), DIA holds the hearing with an appointed university hearing officer.

For more information about Title IX, go to: <https://titleix.utexas.edu/>.

Outcomes of FY 2020-21 Active Cases

At the end of fiscal year 2020-21, there were 47 formal investigations pending a final outcome, and 73 complaints pending initial assessment or assigned to an investigator for a due diligence fact-finding inquiry.

The outcomes of these now-closed complaints are shown below.

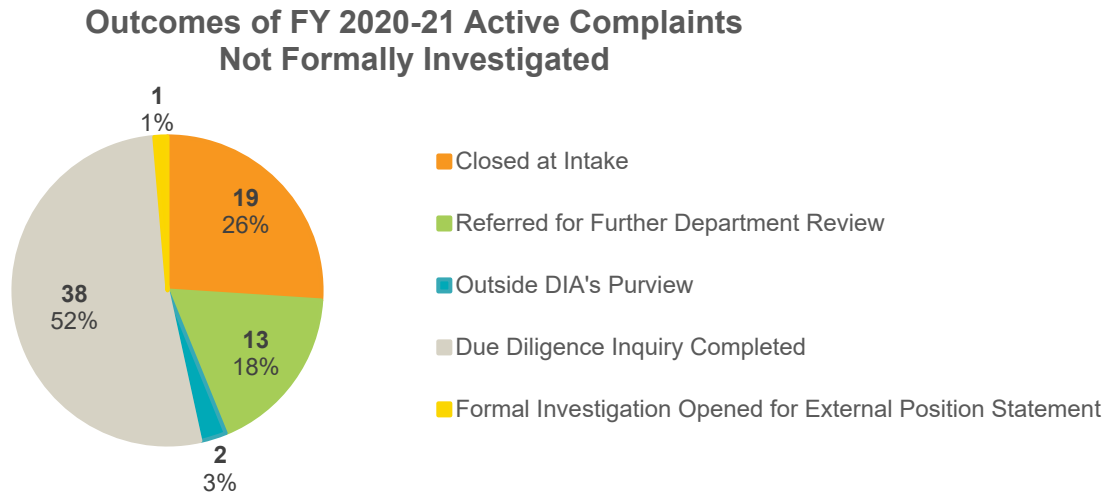


Figure 2. Outcomes of the 73 complaints that were still active at the end of FY 2020-21 and were completed by DIA in FY 2021-22. Of the 38 complaints that underwent a due diligence inquiry, 32 were closed due to unsubstantiated findings or withdrawal of complaint, and 6 were referred for departmental review or mediation.

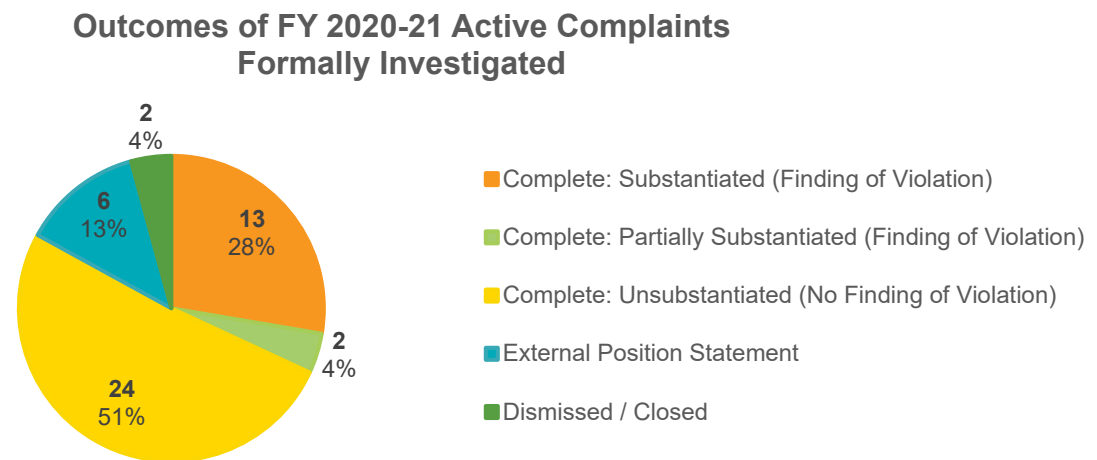


Figure 3. Outcomes of the 47 formal investigations that were still active at the end of FY 2020-21 and were completed by DIA in FY 2021-22. The 6 cases with external position statements includes 3 issued by DIA in FY 2021-22, and 3 issued by Legal Affairs in 2020-21 and subsequently closed by DIA. Substantiated allegations included HOP 3-3031 violations (7 interpersonal violence, 4 sexual assault, 3 sexual harassment, 2 stalking, 2 sexual exploitation, and 2 unprofessional or inappropriate conduct), HOP 3-3020 violations (1 retaliation and 1 discrimination based on sex/race), and 1 HOP 3-3050 violation. Some cases had multiple substantiated allegations.

FY 2021-22 Year in Review

Complaint Resolution

This first year of reporting past years' active case outcomes denotes an update in complaint closure times as previously reported. The results of cases that were active at the start of FY 2021-22 but have since closed resulted in adjustments to the complaint closure times for FY 2019-20 and FY 2020-21. Each year, DIA will continue to report updated case data and any changes in closure times that occur after the end of the previous fiscal year. Despite the adjusted closure times being higher, the numbers show that DIA has sustained low complaint closure times since DIA began receiving complaints in late August 2020. In addition, DIA maintains efficient closure times even for cases with the longer timeframe required for the live hearing and appeal process. The updated numbers also show that, on average, DIA continues to resolve matters below the threshold of 165 days from date of complaint initiation to complaint closure.¹

In FY 2021-22, DIA reduced closure times for formally investigated complaints by **39%** compared with FY 2019-20 and **19%** compared with FY 2020-21. DIA also closed non-formally investigated complaints **25%** faster than in FY 2019-20 and retained the pace of FY 2020-21. Drawing on strong university support, DIA's skilled staff and effective procedures move complaints through the resolution process efficiently while upholding high standards for investigative techniques and written communication of DIA's findings. DIA's team of experienced investigators and support staff bring together a wide range of knowledge and expertise from diverse backgrounds working for universities, government agencies, private law practices, nonprofits, and more. DIA's intake and due diligence process streamlines complaint resolution by reserving formal investigation for complaints that truly warrant it. This approach has resulted in comprehensive, efficient complaint resolution for parties who engage in DIA's process.

Overall Complaint Closure Time

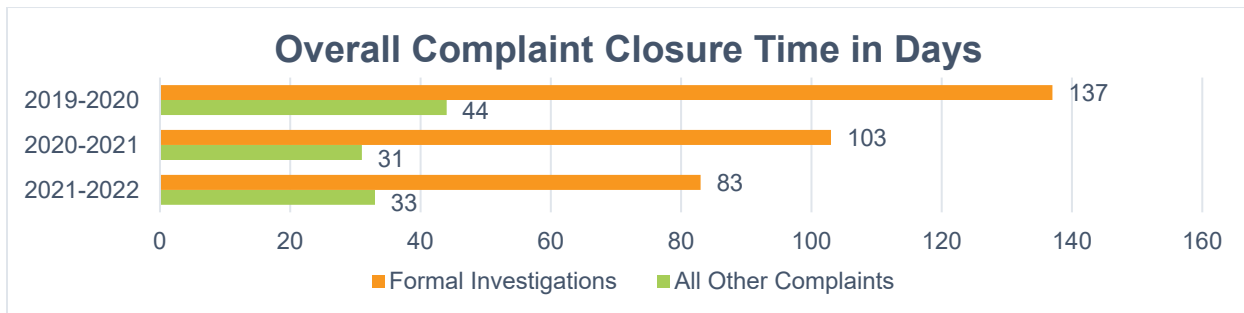


Figure 4. A comparison of the average closure rate in days for all complaints (formally investigated and not formally investigated) for FY 2019-20, FY 2020-21, and FY 2021-22.

¹ All references to “days” are to business days (excludes weekends and official university closures).

Nondiscrimination Complaint Closure Time (HOP 3-3020)

For complaints under HOP 3-3020, the adjusted closure times for prior fiscal years showed an increase from FY 2019-20 to FY 2020-21 and a decrease from FY 2020-21 to FY 2021-22; however, the number of HOP 3-3020 complaints that progress to formal investigations (only 1 case in FY 2021-22 and 7 since FY 2019-20) offer insufficient data to provide a reasonable average. For complaints that did not proceed to formal investigations, the case number is greater (411 in FY 2021-22), reflecting a decrease in closure time from FY 2019-20 to FY 2020-21 that was sustained in FY 2021-22.

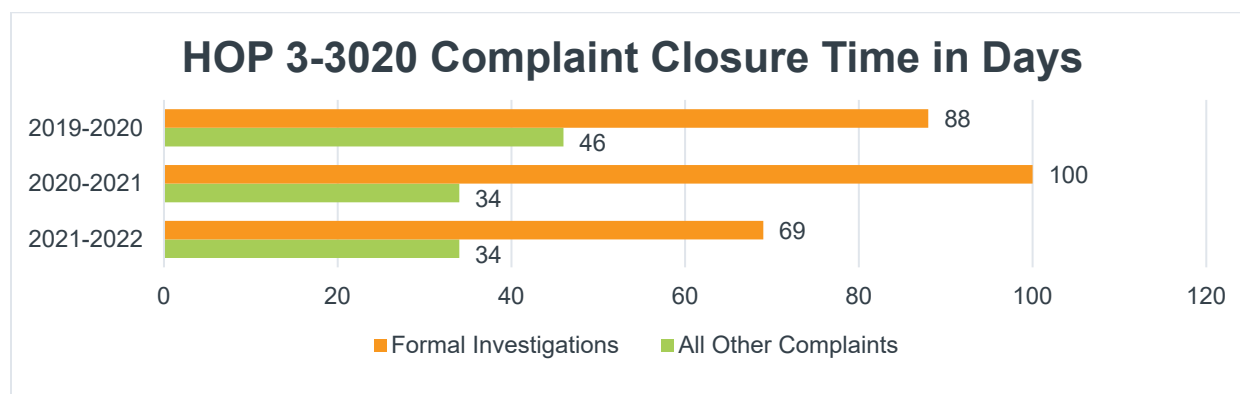


Figure 5. A comparison of the average closure rate in days for HOP 3-3020 complaints (formally investigated and not formally investigated) for FY 2019-20, FY 2020-21, and FY 2021-22.

Title IX Complaint Closure Time (HOP 3-3031)

DIA continued to improve closure times for Title IX formal investigations. For complaints under HOP 3-3031, DIA reduced the closure times for formally investigated complaints (including DIA’s hearing process) by 45% compared with FY 2019-20 and 30% compared with FY 2020-21, while non-formally investigated complaint closure times continued to remain substantially lower than in FY 2019-20.

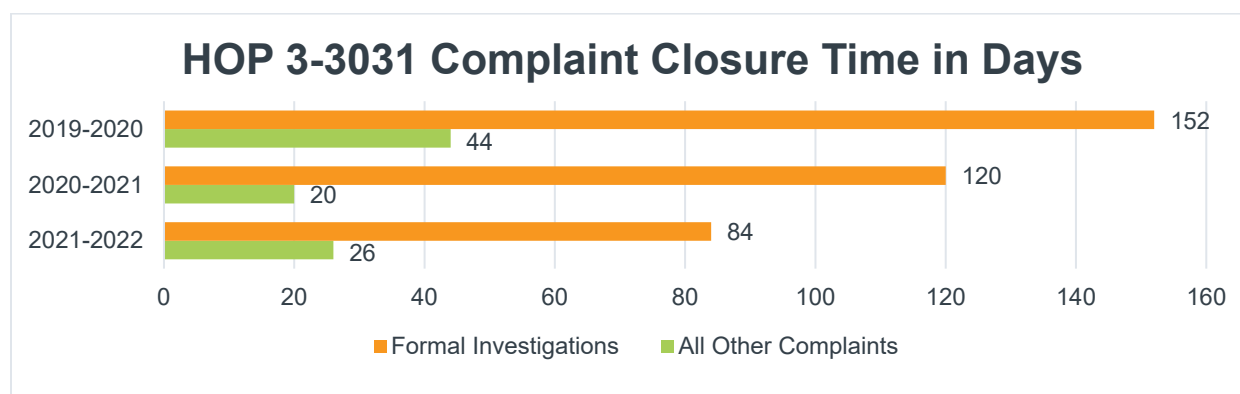


Figure 6. A comparison of the average closure rate in days for HOP 3-3031 complaints (formally investigated and not formally investigated) for FY 2019-20, FY 2020-21, and FY 2021-22.

DIA's FY 2021-22 Caseload

Complaints Received

In FY 2021-22, DIA received 530 complaints involving 638 separate allegations.² Of the 411 unique complaints that did not progress to a formal investigation:

- 216 were closed at intake
- 84 were referred to other offices for review of issues outside DIA's purview
- 9 were referred for informal resolution
- 85 were assigned to an investigator for a due diligence inquiry (76 closed, 9 pending)³
- 15 were outside DIA's purview
- 1 was merged with another complaint
- 1 is in the initial assessment phase

Reasons for administrative closure at intake or after due diligence included insufficient information to suggest a policy violation, complainant's refusal to participate or request to dismiss, or insufficient information to identify the respondent.

Formal Investigations Opened

In FY 2021-22, DIA opened 119 formal investigations involving 129 separate allegations, including investigations opened for Title IX formal complaints, external complaints, and from due diligence inquiries or otherwise initiated by DIA.⁴ Of the 119 investigations opened, 75 have been completed, with the following outcomes:

- 2 Title IX referrals to OIE for restorative practices
- 6 position statements issued for external complaints⁵
- 24 dismissals (insufficient information, or complainant's refusal to participate or request to dismiss)
- 15 findings of violation (12 with all allegations substantiated, 3 with partially substantiated allegations) by investigator or hearing officer
- 28 no findings of violation (allegations unsubstantiated) by investigator or hearing officer

As of this report, 44 formal investigations were still open or pending hearing, hearing officer decision, or post-hearing appeal.

² Includes 2 duplicate complaints.

³ Includes 1 case moved to a formal investigation.

⁴ Investigations opened for complaints received by DIA or Title IX in FY 2021-22.

⁵ 5 by DIA, 1 by Legal Affairs

Types of Cases

The majority of all complaints received by DIA — about **61%** (down slightly from **65%** last fiscal year) — continued to involve allegations of possible [HOP 3-3020](#) violations, with the top allegations in FY 2021-22 being discrimination based on race, sex/gender, national origin, or disability. After initial assessment and a due diligence inquiry, **1** HOP 3-3020 complaint (failure to report an allegation of national origin discrimination) moved to a formal investigation, which resulted in an unsubstantiated finding.

While most complaints overall involved potential violations of HOP 3-3020, the majority of formal investigations — about **94%** (up from **76%** last fiscal year) — continued to involve allegations of prohibited conduct under [HOP 3-3031](#), driven by referrals from the Title IX Office of formal complaints assigned to Track A, B, or C of the grievance process. There were **112** HOP 3-3031 formal investigations, involving **9** Track A and **34** Track B complaints, which are subject to a live hearing, and **69** Track C complaints, which are not subject to a live hearing. The top allegations in FY 2021-22 for HOP 3-3031 formal investigations were unprofessional or inappropriate conduct of a sexual nature, sexual assault, interpersonal violence, and stalking. Of the **112** HOP 3-3031 formal investigations opened, **68** are complete, including **15** cases in which a DIA investigator or university hearing officer found the respondent responsible for violating HOP 3-3031. Some cases involved multiple allegations, and some respondents were found responsible for all allegations (substantiated finding), while other respondents were found responsible for only some allegations (partially substantiated finding). The substantiated allegations included the following categories of conduct: **10** unprofessional or inappropriate conduct of a sexual nature, **2** sexual exploitation, **1** interpersonal violence, **1** sexual assault, **1** sexual harassment, and **1** stalking.

Looking Forward

DIA looks ahead to FY 2022-23 with the goal of continuing to support the university in its efforts to further advance Title IX functionality and the complaint resolution process. DIA has the resources and staff in place to keep resolving complaints promptly and efficiently. In addition, after DIA completed its first two fiscal years remotely, the team moved into the Student Services Building in October 2022, where DIA will continue to support and refine internal processes with an accessible campus presence.

At a Glance

FY 2020-21
472 Complaints Received

involving
586 separate allegations
of potential misconduct

FY 2021-22
530 Complaints Received

involving
638 separate allegations
of potential misconduct

Complaints up **12%** over previous fiscal year

FY 2020-21
96 Formal Investigations

involving
111 separate allegations
of potential misconduct

FY 2021-22
119 Formal Investigations

involving
129 separate allegations
of potential misconduct

Formal investigations up **24%** over previous fiscal year

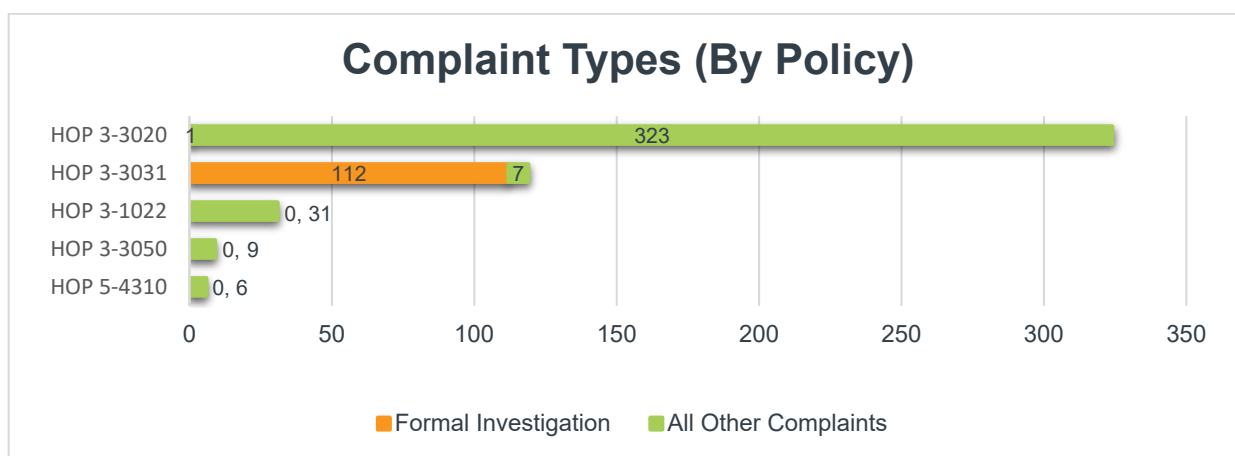


Figure 7. Unique complaints received by DIA in FY 2021-22, broken down by university policy. Some complaints were evaluated/investigated under more than one policy. Does not include complaints outside the scope of any policy within DIA’s purview. Does not include external complaints.

The majority (nearly two-thirds) of HOP 3-1022 complaints also involved HOP 3-3020 or HOP 5-4310.

At a Glance (cont.)

Status of Complaints Not Formally Investigated

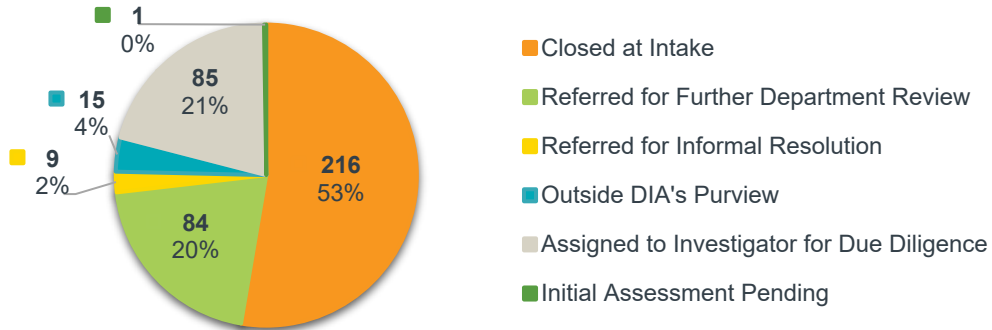


Figure 8. Status of the 411 complaints that did not move to formal investigation. Of the 85 complaints assigned for due diligence, 76 are completed and 9 are pending. Some complaints involved multiple allegations and one case (not included in Figure 8) was merged.

Outcomes of Completed Formal Investigations

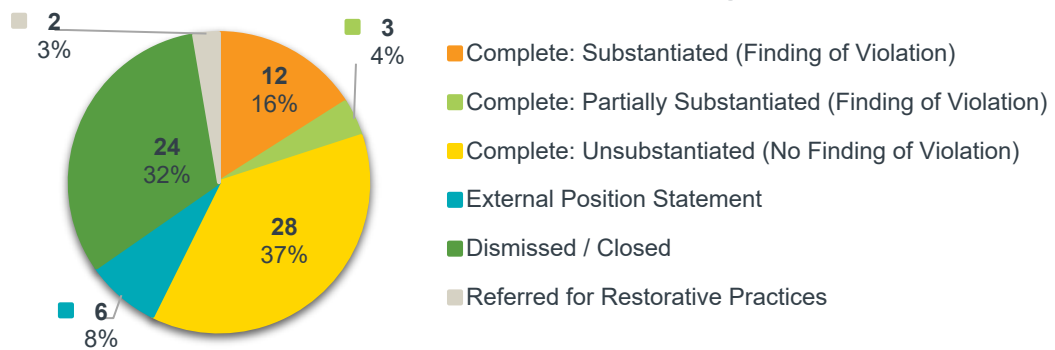


Figure 9. Outcomes of the 75 formal investigations opened by DIA in FY 2021-22 that have been completed. As of this report, 44 investigations were still open or pending hearing, hearing officer decision, or post-hearing appeal. Some formal investigations involved multiple allegations.

Substantiated Allegations

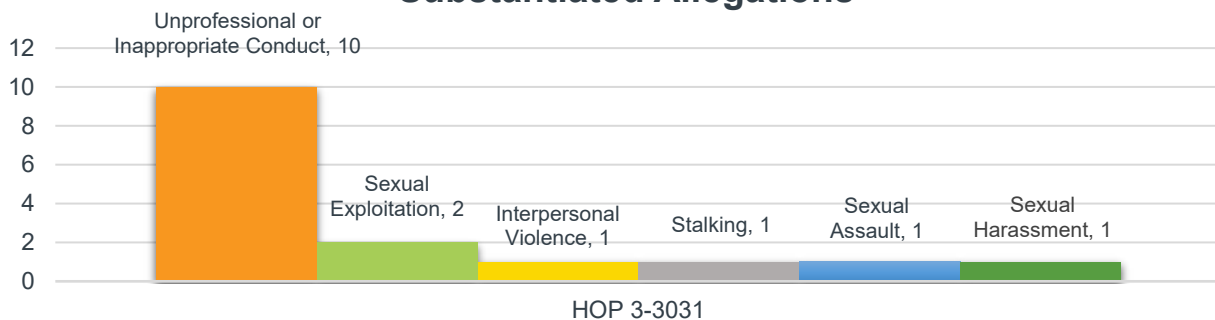


Figure 10. Allegations substantiated by a DIA investigator or university hearing officer in cases with fully substantiated or partially substantiated findings. In FY 2021-22, all policy violations were under HOP 3-3031.

A Closer Look

Complaints Received by Month

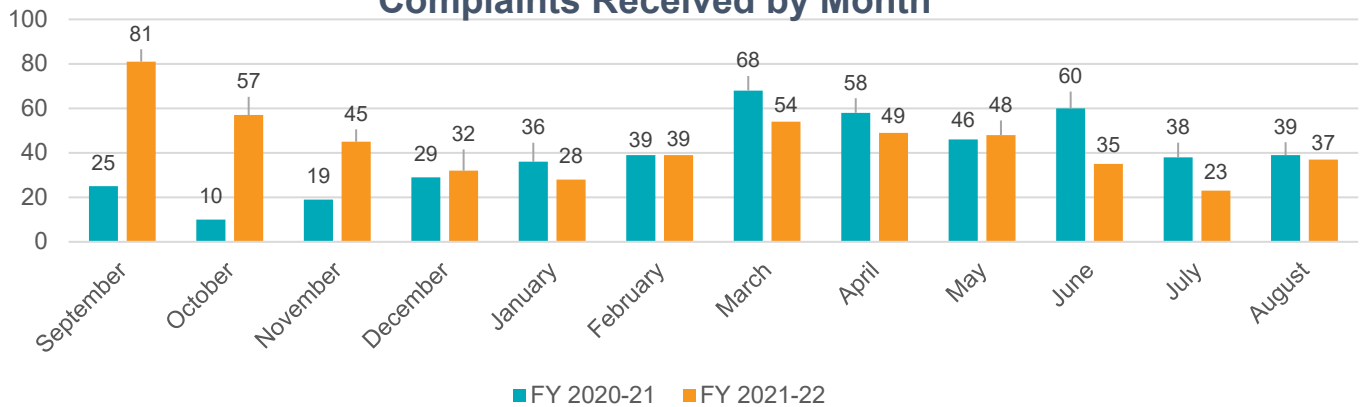


Figure 11. Unique complaints received by DIA by month in FY 2020-21 and FY 2021-22. Does not include duplicate or merged complaints.

Complainants and Respondents

All Complaints

Party Affiliation by University Relationship

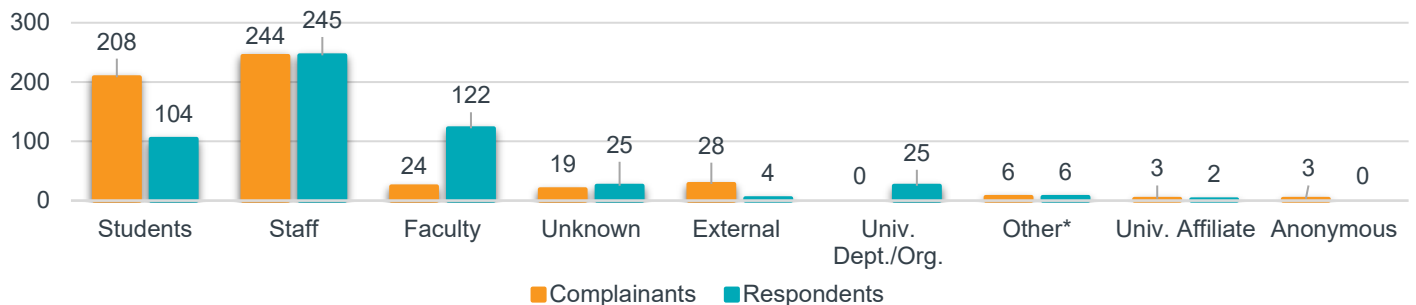
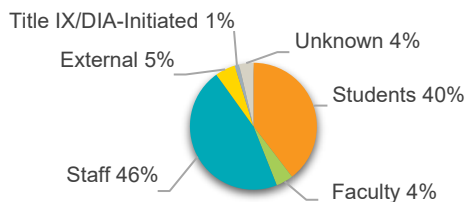


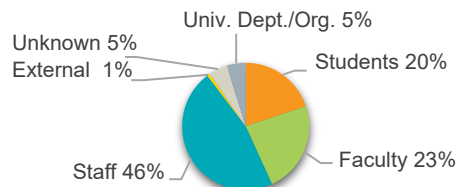
Figure 12. University affiliation of parties in all complaints received by DIA in FY 2021-22. Some individuals were identified in more than one complaint and/or had more than one affiliation, i.e., if a party was both student and staff. Staff includes 94 EVPP staff complainants, 86 EVPP staff respondents.

* Includes 6 complaints initiated by DIA or Title IX, and 6 external complaints to which the university responded.

Complainants



Respondents



Figures 13 and 14. Percentage breakdown of complainants and respondents by university affiliation. University affiliates and anonymous parties were not included because they each accounted for less than 1% of parties.

Party Affiliation by Vice President Portfolio

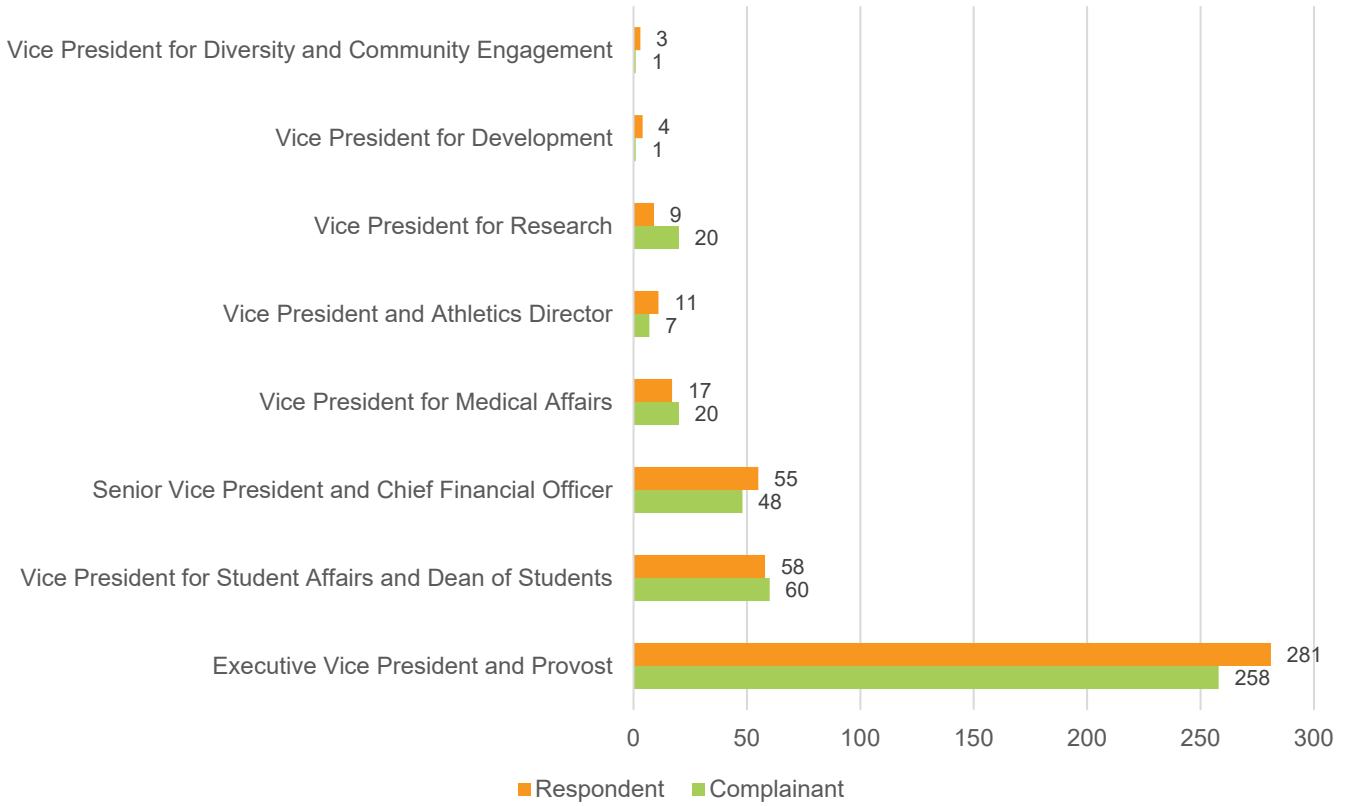


Figure 15. Parties' university affiliation by vice president portfolio, for all complaints received in FY 2021-22. Some complaints had external/unknown parties, and the Vice President for Legal Affairs had 0 complaints.

Note: The higher number of complaints within the EVPP portfolio is largely attributed to its size relative to the others.

Distribution of Respondents by CSU

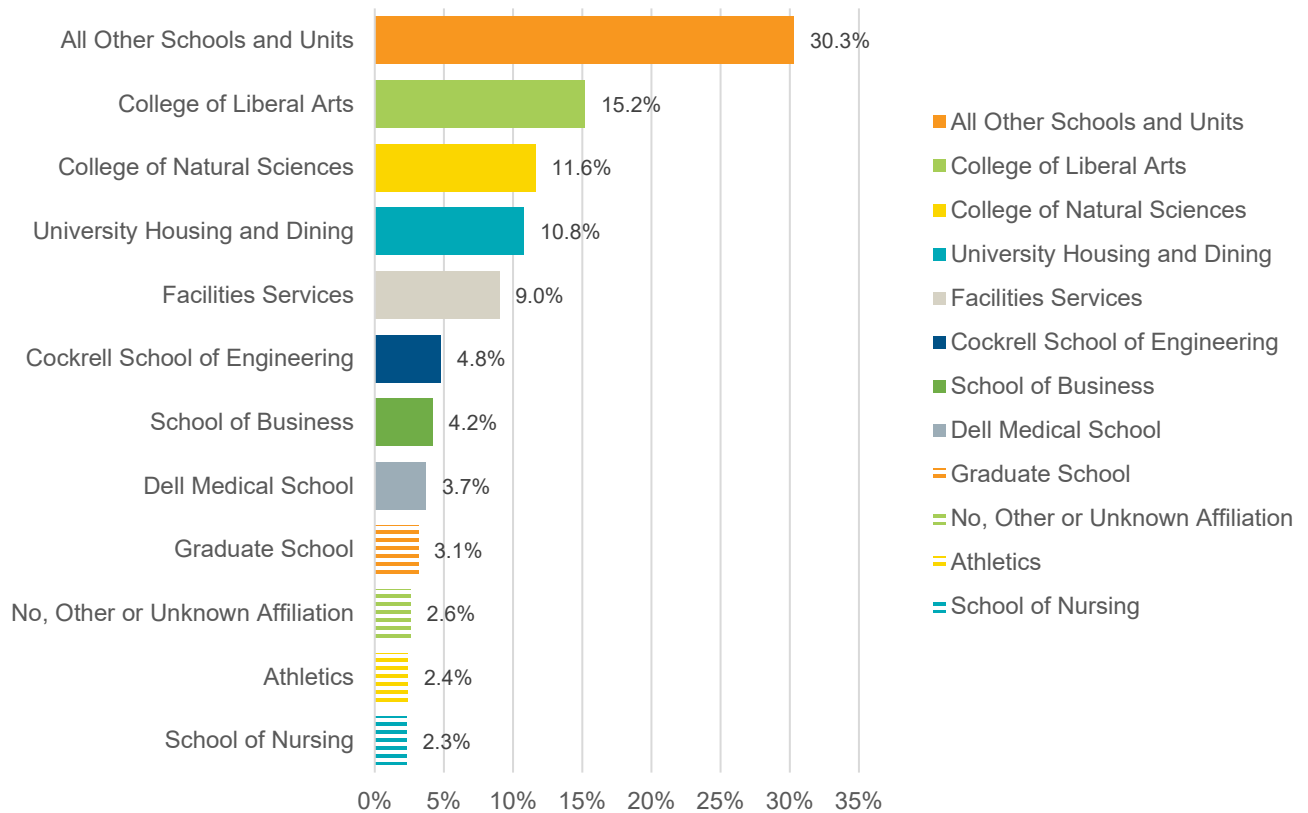
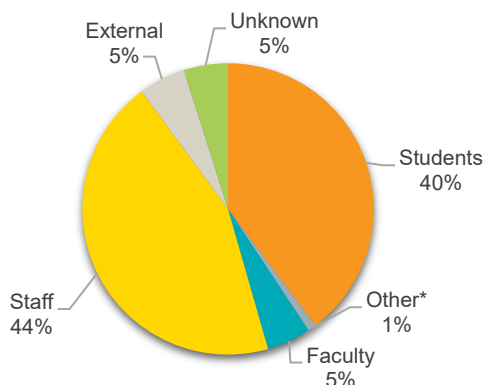


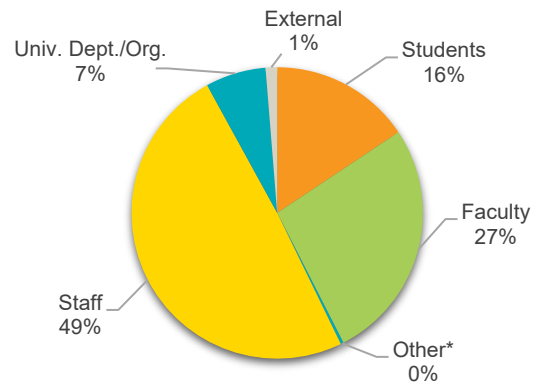
Figure 16. Distribution of respondents by university college, school, or unit (CSU), for all complaints received in FY 2021-22. CSUs accounting for 2% or less of total respondents are included in All Other Schools and Units.

HOP 3-3020, HOP 3-3031, HOP 3-3050, and HOP 3-1022 Complaints

HOP 3-3020 Complainants



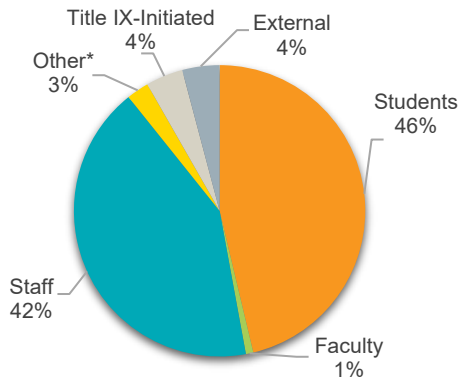
HOP 3-3020 Respondents



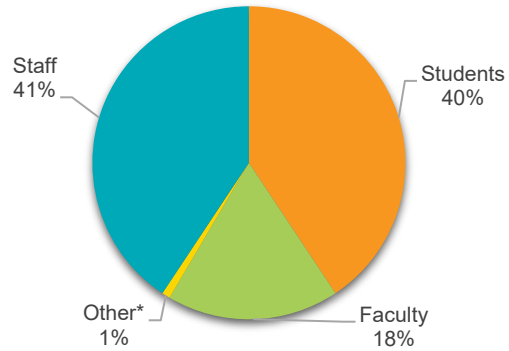
Figures 17 and 18. Percentage of HOP 3-3020 complainants and respondents by university affiliation. Some individuals had more than one affiliation, and some complaints implicated more than one university policy. Staff includes 60 EVPP staff complainants, 60 EVPP staff respondents.

* Includes 1 DIA-initiated complaint, 1 anonymous complainant, 1 university affiliate complainant, and 1 university affiliate respondent.

HOP 3-3031 Complainants



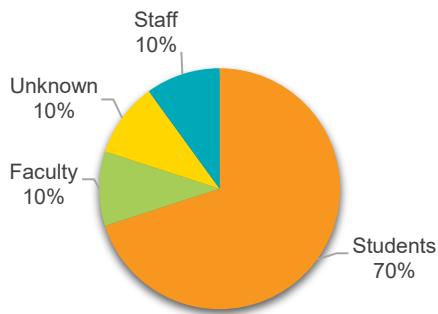
HOP 3-3031 Respondents



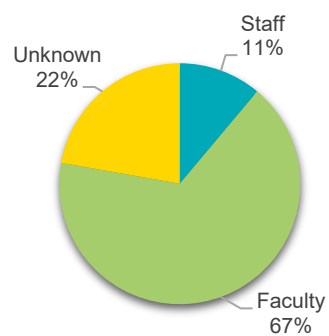
Figures 19 and 20. Percentage of HOP 3-3031 complainants and respondents by university affiliation. Some individuals had more than one affiliation. Staff includes 19 EVPP staff complainants, 14 EVPP staff respondents.

* Includes 2 university affiliate complainants, 1 anonymous complainant, and 1 university affiliate respondent.

HOP 3-3050 Complainants

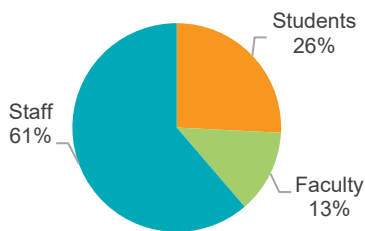


HOP 3-3050 Respondents

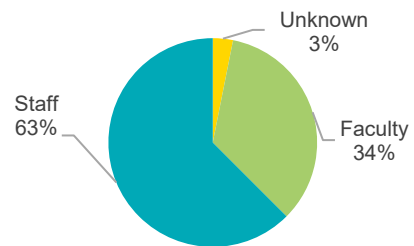


Figures 21 and 22. Percentage of HOP 3-3050 complainants and respondents by university affiliation. Staff includes 1 EVPP staff complainant.

HOP 3-1022 Complainants



HOP 3-1022 Respondents



Figures 23 and 24. Percentage of HOP 3-1022 complainants and respondents by university affiliation. Staff includes 8 EVPP staff complainants, 7 EVPP staff respondents.

Allegations

All Allegations by Protected Category

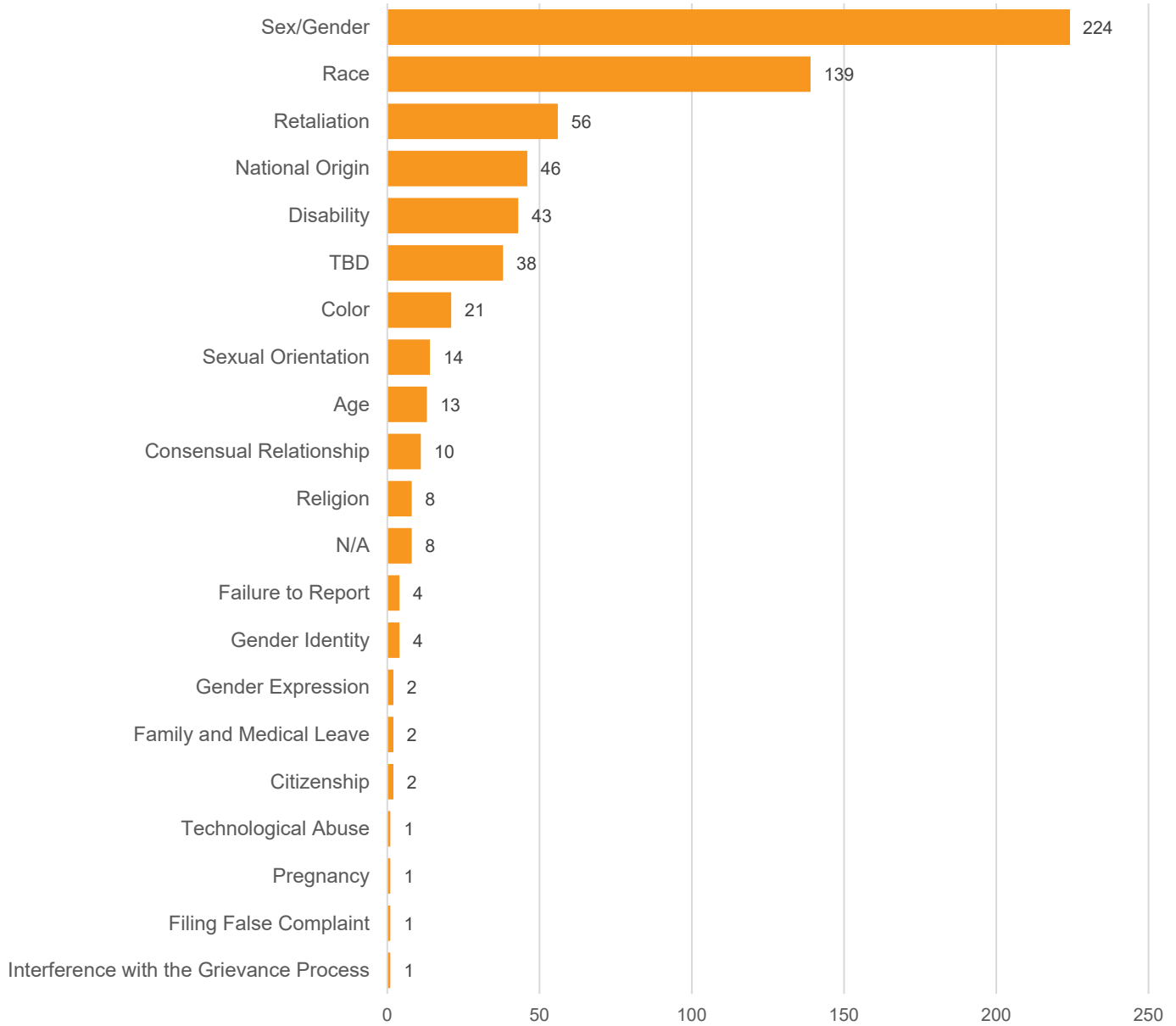


Figure 25. Allegations broken down by protected category for all complaints received by DIA in FY 2021-22. Some are duplicate complaints, some involved more than one category, and some were pending determination of category. Also includes external complaints.

HOP 3-3020 Allegations by Protected Category

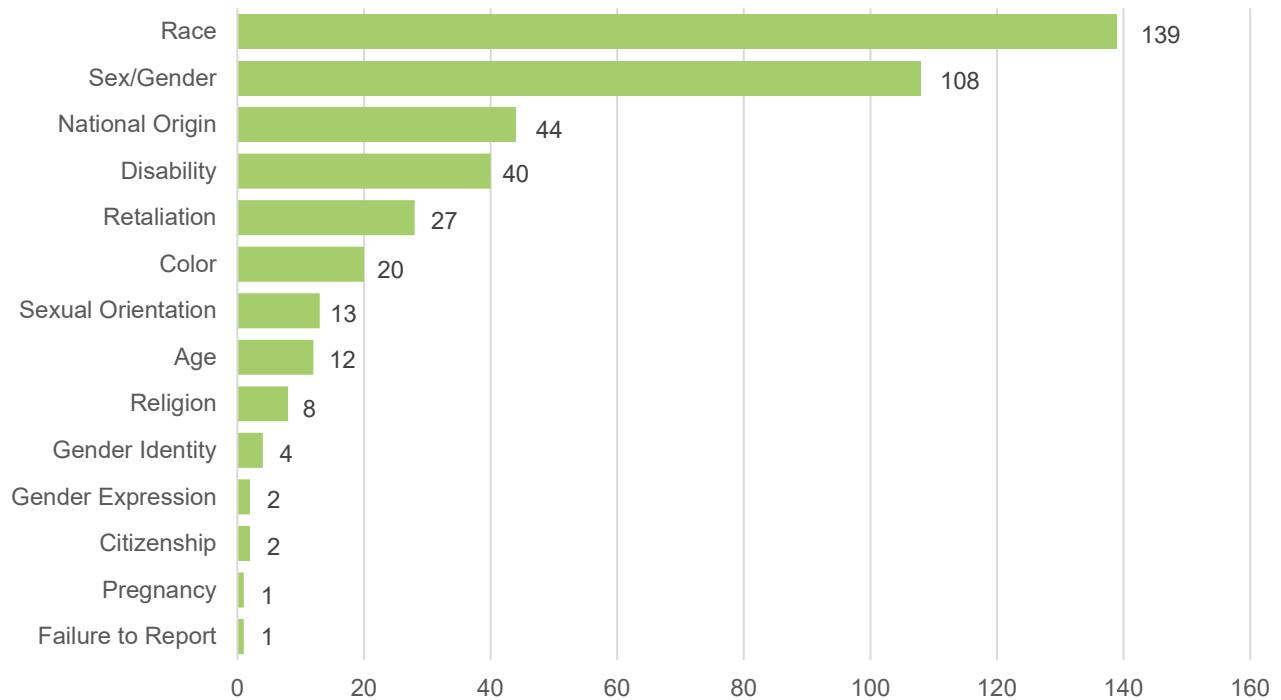


Figure 26. HOP 3-3020 allegations broken down by protected category.

HOP 3-3031 Allegations by Prohibited Conduct

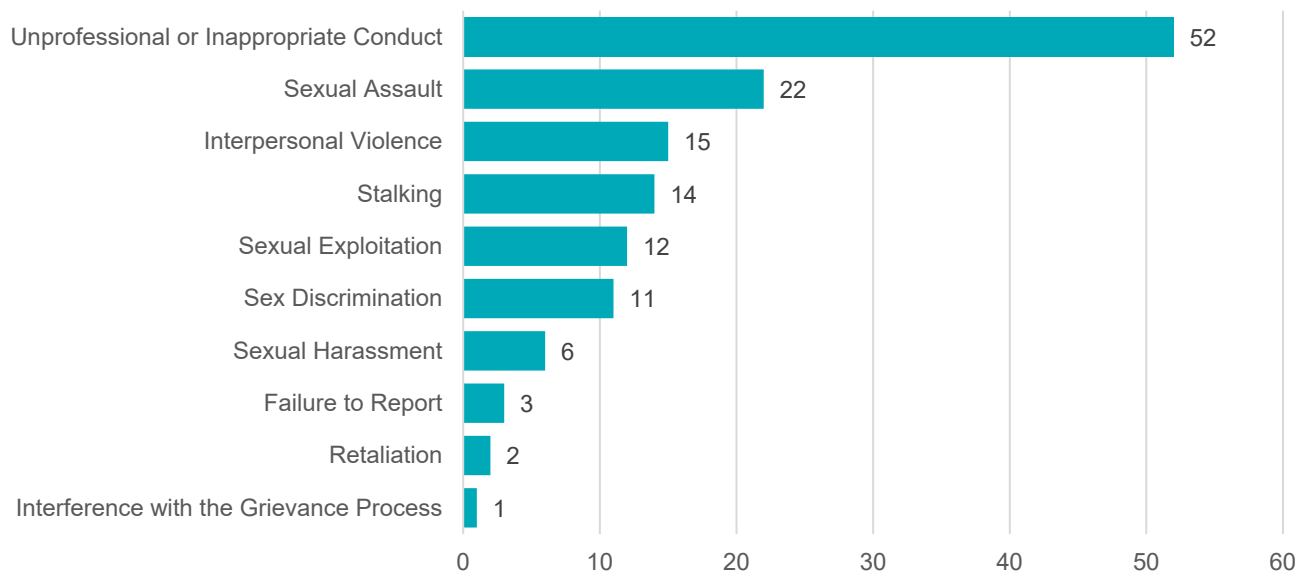


Figure 27. HOP 3-3031 allegations broken down by prohibited conduct. Some cases involving a primary allegation of sexual assault included a secondary allegation of sexual harassment (hostile environment) not reflected in the chart above.

Respondents Found in Violation of University Policy

Of the 119 formal investigations opened in FY 2021-22, 75 have been completed as of this report, and of those, 43 resulted in a determination by a DIA investigator or university hearing officer as to whether there was sufficient or insufficient evidence of a policy violation (i.e., whether the respondent violated or did not violate university policy). There were 28 cases with unsubstantiated allegations (no policy violation), 12 cases with all allegations substantiated (policy violation), and 3 cases with partially substantiated allegations (policy violation). Below is the ratio of violations versus no violations, and a breakdown of respondents who were found to have violated university policy.

Ratio of Policy Violation/No Policy Violation and University Affiliation of Respondents Found in Violation

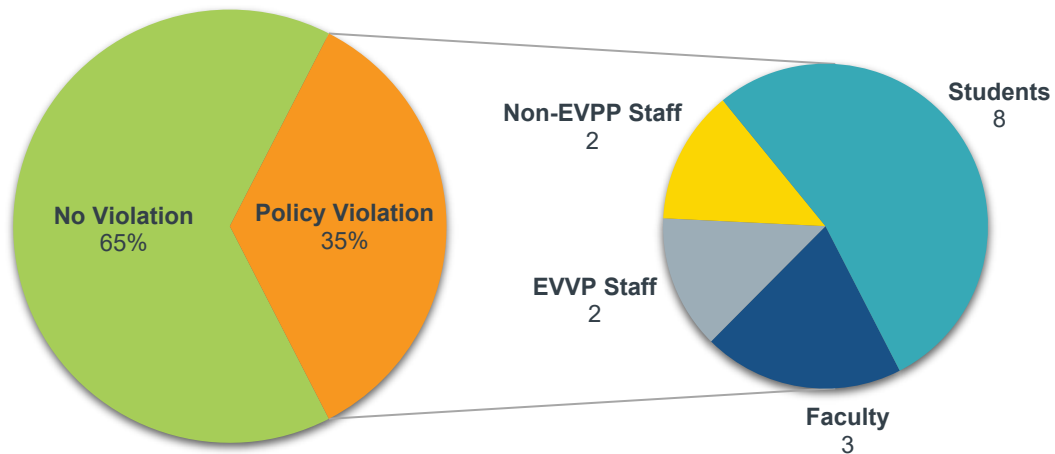


Figure 28. Completed FY 2021-22 formal investigations in which a DIA investigator or university hearing officer made a finding/non-finding of policy violation, with policy violations broken down by respondent's university affiliation.

Title IX Hearings Held During FY 2021-22

In FY 2021-22, DIA held 25 live hearings for Title IX formal complaints assigned to Track A or B under HOP 3-3031’s grievance process. These hearings involved 14 complaints from FY 2020-21 and 11 complaints from FY 2021-22. As of this report, 23 hearings had final determinations and no pending appeal, while 2 hearings were pending optional appeal or an appeal decision. Below is a breakdown of the types of alleged prohibited conduct addressed at hearings held in FY 2021-22, and the outcomes of the hearings with final determinations and no pending appeal.

Hearings Held: Alleged Prohibited Conduct

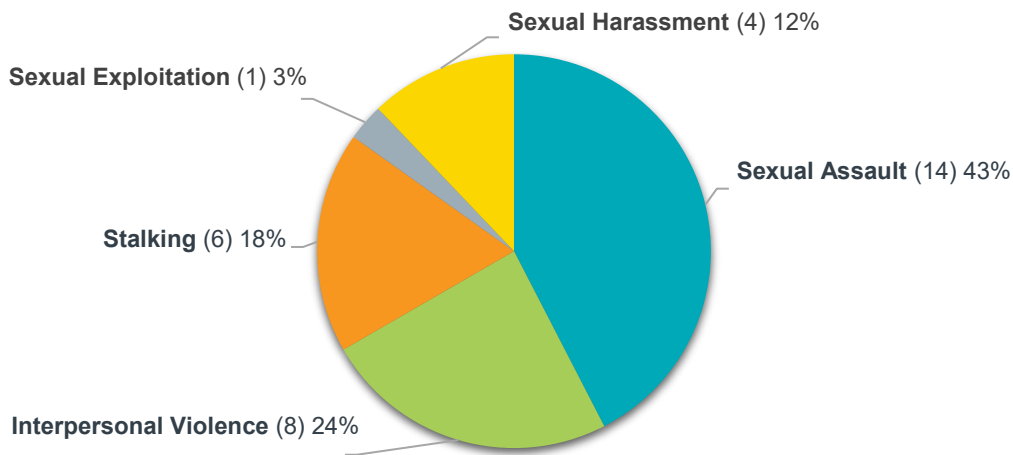


Figure 29. Breakdown of Title IX hearings held by DIA in FY 2021-22, by type of alleged prohibited conduct. Some hearings involved multiple allegations/categories of conduct. Some cases involving a primary allegation of sexual assault included a secondary allegation of sexual harassment (hostile environment) not reflected in the chart above.

Outcomes of Completed Hearings

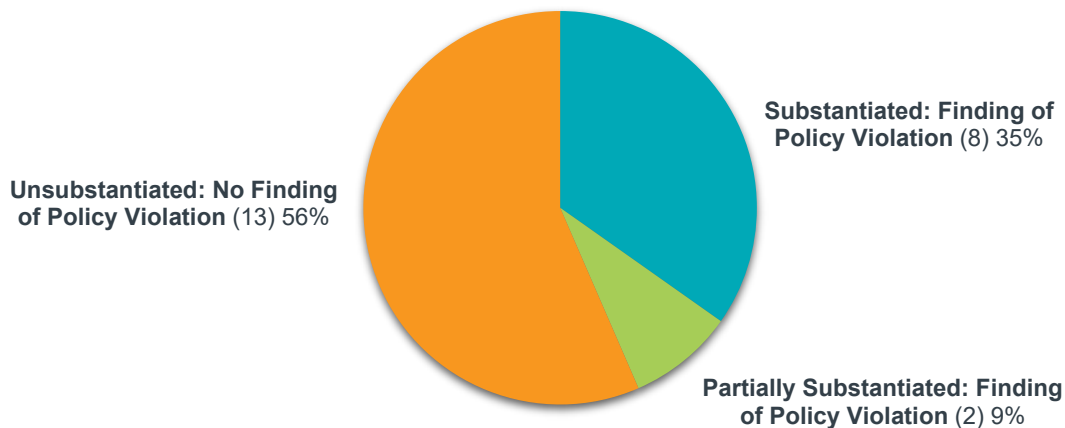


Figure 30. Outcomes for Title IX hearings held in FY 2021-22 that are completed and not pending optional appeal.

External Complaints Received in FY 2021-22

In FY 2021-22, DIA opened formal investigations for 6 external complaints, all of which resulted in position statements being issued.⁶

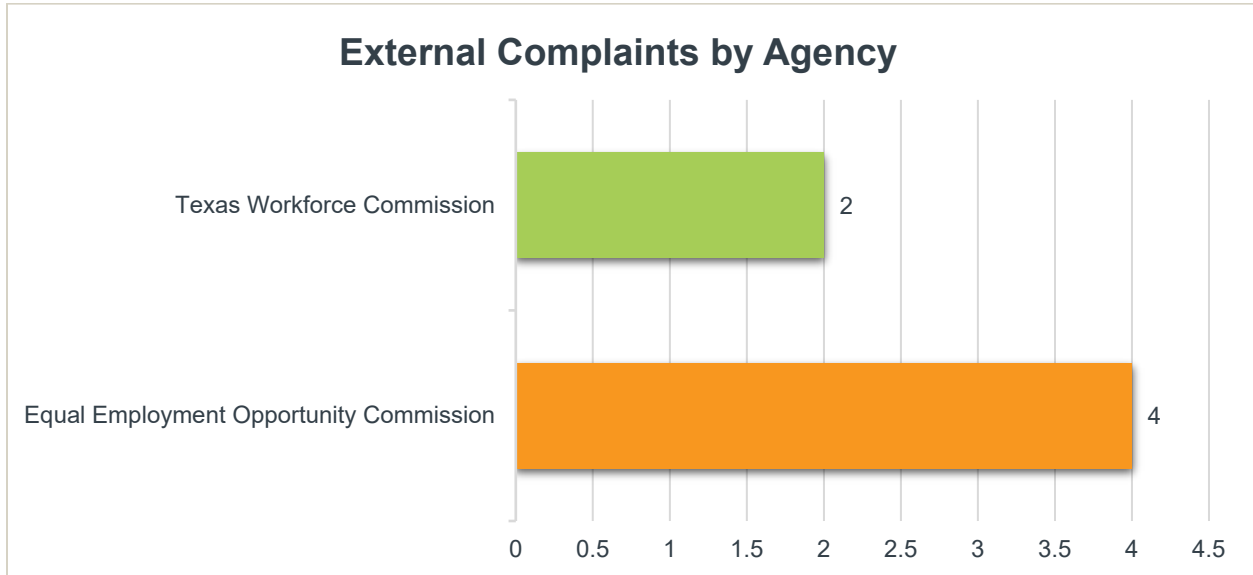


Figure 31. Breakdown of external complaints referred to DIA, by agency with which the complaint was filed.

⁶ 5 by DIA, 1 by Legal Affairs