Equal Opportunity & Title IX addresses reports of discrimination, sexual misconduct (including sexual harassment, sexual assault, stalking, and relationship violence), nepotism, and related retaliation through investigation and informal problem-solving on all five of the University of Minnesota’s campuses.

During Fiscal Year 2023 (July 1, 2022-June 30, 2023), Equal Opportunity & Title IX opened a total of 735 cases systemwide, compared to 653 cases during FY 2022. A case consists of a complainant’s report that a respondent engaged in misconduct. One case can include a complainant’s report of more than one type of misconduct; for example, one case might include a report of sexual harassment and race discrimination. Equal Opportunity & Title IX’s 735 cases in FY 2023 included more than 950 reports of misconduct.

<table>
<thead>
<tr>
<th></th>
<th>Total Cases</th>
<th>Reports of Misconduct by Employees or Third Parties*</th>
<th>Reports of Sexual Misconduct by Employees or Third Parties*</th>
<th>Reports of Sexual Misconduct by Students**</th>
</tr>
</thead>
<tbody>
<tr>
<td>Crookston</td>
<td>10</td>
<td>5</td>
<td>2</td>
<td>5</td>
</tr>
<tr>
<td>Duluth</td>
<td>83</td>
<td>32</td>
<td>10</td>
<td>51</td>
</tr>
<tr>
<td>Morris</td>
<td>22</td>
<td>9</td>
<td>6</td>
<td>13</td>
</tr>
<tr>
<td>Rochester</td>
<td>13</td>
<td>4</td>
<td>2</td>
<td>9</td>
</tr>
<tr>
<td>Twin Cities</td>
<td>607</td>
<td>367</td>
<td>92</td>
<td>240</td>
</tr>
<tr>
<td>Total</td>
<td>735</td>
<td>417</td>
<td>112</td>
<td>318</td>
</tr>
</tbody>
</table>

* These cases involve the conduct of employees or third parties in the employment context.

** These cases include reports that students engaged in sexual misconduct, as well as reports involving student complainants where the respondent was not affiliated with the University or was unknown to Equal Opportunity & Title IX.

Equal Opportunity & Title IX initiated formal investigations or grievance processes in 43 cases reported in FY 2023. Policy violations were found to have occurred in 14 cases. One case is ongoing at the time of this report.
TWIN CITIES CAMPUS

During Fiscal Year 2023 (July 1, 2022-June 30, 2023), Equal Opportunity & Title IX opened 607 cases relating to the Twin Cities campus, compared to 558 cases during FY 2022. Equal Opportunity & Title IX’s 607 cases in FY 2023 included about 800 reports of misconduct. Figure 1 describes the types of misconduct reports received by Equal Opportunity & Title IX.

Complainants alleged misconduct based on nepotism in less than 1% of cases. We received no complaints of alleged misconduct based on marital status, public assistance status, or veteran status.

EMLOYEE OR THIRD PARTY CONDUCT

Reports of Discrimination, Sexual Misconduct, Nepotism, or Retaliation by Employees or Third Parties

Equal Opportunity & Title IX opened 367 cases related to allegations that employees or third parties engaged in discrimination, sexual misconduct, nepotism, and/or retaliation in the employment context on the Twin Cities campus in FY 2023 (compared to 333 in FY 2022). Figure 2 describes the types of these reports received by Equal Opportunity & Title IX.

---

**FIGURE 1**

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>3.5%</td>
</tr>
<tr>
<td>Disability</td>
<td>8.6%</td>
</tr>
<tr>
<td>Gender</td>
<td>6.8%</td>
</tr>
<tr>
<td>Gender Identity/Expression</td>
<td>3.5%</td>
</tr>
<tr>
<td>National Origin</td>
<td>5.6%</td>
</tr>
<tr>
<td>Other</td>
<td>2.4%</td>
</tr>
<tr>
<td>Race/Color</td>
<td>15.1%</td>
</tr>
<tr>
<td>Religion/Creed</td>
<td>2.5%</td>
</tr>
<tr>
<td>Retaliation</td>
<td>4.1%</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>1.5%</td>
</tr>
<tr>
<td>Unknown</td>
<td>1.8%</td>
</tr>
<tr>
<td>Total Sexual Misconduct</td>
<td>44.6%</td>
</tr>
</tbody>
</table>

Complainants alleged misconduct based on nepotism in less than 1% of cases. We received no complaints of alleged misconduct based on marital status, public assistance status, or veteran status.

**FIGURE 2**

- Total Sexual Misconduct: 19.5%
- Race/Color: 22.5%
- Unknown: 2.2%
- Sexual Orientation: 1.6%
- Religion/Creed: 3.8%
- Retaliation: 6.2%
- Gender: 9.4%
- Gender Identity/Expression: 4.6%
- National Origin: 8.6%
- Nepotism: 0.4%
- Other: 2.4%
- Age: 5.6%
- Disability: 13.3%
Equal Opportunity & Title IX initiated formal investigation or grievance processes in 19 of these cases. Policy violations were found in 6 cases. Two cases are ongoing as of the date of this report.

In 220 of these cases, Equal Opportunity & Title IX engaged in informal problem solving to address the concerns that were raised. In an informal problem solving process, Equal Opportunity & Title IX gathers information and may provide coaching, resources, and/or recommendations to appropriate individuals to help resolve the concern and prevent future concerns of discriminatory misconduct from arising. This process may result in the setting of expectations for appropriate conduct, changes to an employee’s workflow or work location, and/or a plan for monitoring for potential future misconduct.

Equal Opportunity & Title IX also consulted on matters that did not result in either a formal investigation or an informal problem solving process. For example, in 107 cases, a complainant expressed concerns without sharing sufficient details about the allegations or the identity of the respondent for Equal Opportunity & Title IX to take any action beyond providing information and resources to the complainant. In 21 cases, Equal Opportunity & Title IX did not have jurisdiction to address the alleged misconduct.

**Reports of Sexual Misconduct by Employees or Third Parties**

Equal Opportunity & Title IX opened 92 cases that included reports of sexual misconduct by employees or third parties in the employment context on the Twin Cities campus in FY 2023, compared to 110 in FY 2022. Most of these cases included an allegation of sexual harassment. See Figure 3. In 20 cases, the respondent held a faculty or instructional role. In 9 of these 20 cases, the complainants included students.

Equal Opportunity & Title IX engaged in informal problem solving processes to respond to the majority of sexual misconduct cases related to employment.

A formal grievance process was initiated in 4 cases. Violations of policy were found in 2 cases. In one case, the respondent is no longer employed by the University. The other matter involved the conduct of a student-employee who was suspended from employment and was placed on probation under the Student Conduct Code. One of the 4 cases is ongoing at the time of this report.

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**FIGURE 3**

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Assault</td>
<td>5.1%</td>
</tr>
<tr>
<td>Unspecified Sexual Misconduct</td>
<td>5.1%</td>
</tr>
<tr>
<td>Relationship Violence</td>
<td>3.1%</td>
</tr>
<tr>
<td>Stalking</td>
<td>4.1%</td>
</tr>
<tr>
<td>Sexual Harassment</td>
<td>82.7%</td>
</tr>
</tbody>
</table>

**FIGURE 4**

- Complainant chose not to proceed (27)
- No Jurisdiction (2)
- Informal Problem Solving (59)
- Formal Investigations (4)
- Policy Violations (2)
- Respondent no longer affiliated with the University (1)
STUDENT CONDUCT

Reports of Sexual Misconduct Related to Students
Equal Opportunity & Title IX opened 240 cases that included allegations of sexual misconduct involving students on the Twin Cities campus in FY 2023, compared to 225 in FY 2022. These cases included reports that students engaged in sexual misconduct, as well as reports involving student complainants where the respondent was not affiliated with the University or was unknown to Equal Opportunity & Title IX. Forty percent of these cases included a report of sexual assault. See Figure 5.

A formal grievance process was initiated in 21 cases. Violations of policy were found in 8 cases. Resulting sanctions included expulsion in 5 cases, suspension in 2 cases, and probation in 1 case. See Figure 6. One case is ongoing at the time of this report.

DULUTH CAMPUS

Reports to Equal Opportunity & Title IX-Duluth
During Fiscal Year 2023 (July 1, 2022–June 30, 2023), Equal Opportunity & Title IX-Duluth opened 84 cases relating to the Duluth campus, compared to 66 in FY 2022. Equal Opportunity & Title IX-Duluth’s 84 cases in FY 2023 included 97 reports of misconduct. Figure 7 shows the types of reports of misconduct that were reported to Equal Opportunity & Title IX-Duluth.
REPORTS OF EMPLOYEE AND THIRD PARTY CONDUCT

Equal Opportunity & Title IX-Duluth opened 32 cases related to allegations that employees or third parties (e.g., volunteers, contractors) engaged in discrimination, sexual misconduct, nepotism, and/or related retaliation on the Duluth campus in FY 2023, compared to 27 cases in FY 2022.

Equal Opportunity & Title IX-Duluth conducted informal problem-solving in 11 of these cases and a formal investigation in 1 case. This report does not include information about policy violation findings or any resulting discipline because providing that information could lead to the involved individuals being identified given the small number of investigations conducted on the Duluth campus in FY 2023.

Equal Opportunity & Title IX-Duluth also consulted on matters that did not result in either a formal investigation or an informal problem solving process. In some of these cases, a complainant expressed concerns without sharing sufficient details about the allegations or the identity of the respondent for Equal Opportunity & Title IX-Duluth to take any action beyond providing information and resources to the complainant.

Reports of Sexual Misconduct by Employees or Third Parties

Equal Opportunity & Title IX-Duluth opened 10 cases that included reports of sexual misconduct by employees or third parties in FY 2023 (compared to 5 in FY 2022). In 2 of the 10 cases, the respondent held a faculty or instructional role. Equal Opportunity & Title IX-Duluth engaged in informal problem solving processes in 4 of these cases. In the other 6 cases, the complainants chose not to move forward and Equal Opportunity & Title IX did not have sufficient information to take additional responsive action.

STUDENT CASES

Reports of Sexual Misconduct Related to Students

Equal Opportunity & Title IX opened 51 cases that included reports of sexual misconduct involving students in FY 2023, compared to 39 cases in FY 2022. These cases included reports that students engaged in sexual misconduct, as well as reports involving student complainants where the respondent was not affiliated with the University or was unknown to Equal Opportunity & Title IX. Twelve of these cases included a report of sexual assault. Five cases included a report of harassment based on gender, gender identity, or sexual orientation.

In 43 of these cases, the complainant chose not to proceed with an Equal Opportunity & Title IX process; in 3 cases, Equal Opportunity & Title IX did not have jurisdiction; and in 5 cases, Equal Opportunity & Title IX responded using an informal problem solving process.
CROOKSTON CAMPUS

During Fiscal Year 2023 (July 1, 2022–June 30, 2023), Equal Opportunity & Title IX opened 10 cases related to the Crookston campus.

Five cases included reports that an employee engaged in misconduct. These cases included reports of discrimination based on race, national origin, disability, familial status, as well as sexual harassment. In 1 case, the complainant chose not to move forward with an Equal Opportunity & Title IX process and Equal Opportunity & Title IX had insufficient information to take responsive action. Equal Opportunity & Title IX addressed the other 4 cases through informal problem solving processes.

Five cases included sexual misconduct reports involving student respondents or student complainants where the respondent was unknown to Equal Opportunity & Title IX. One of these cases was addressed informally. In the other cases, the complainant chose not to proceed with an Equal Opportunity & Title IX process.

MORRIS CAMPUS

During Fiscal Year 2023 (July 1, 2022–June 30, 2023), Equal Opportunity & Title IX opened 23 cases related to the Morris campus.

Nine of the 22 Morris cases involved reports that an employee or student-employee engaged in misconduct. Two of the 9 employee cases included reports of discrimination based on race, age, disability, gender, and national origin; 6 cases included a sexual harassment allegation; and in 1 case, the specific basis of the concerns was not shared with Equal Opportunity & Title IX. In 2 cases, the complainant chose not to move forward and Equal Opportunity & Title IX did not have sufficient information to take additional responsive action. In the other 7 cases, Equal Opportunity & Title IX addressed the concerns through informal problem-solving processes.

Thirteen cases included sexual misconduct reports involving student respondents or student complainants where the respondent was not affiliated with the University or was unknown to Equal Opportunity & Title IX. These cases included 3 allegations of sexual assault, 6 allegations of sexual harassment, 3 allegations of stalking, 1 allegation of relationship violence, and 2 allegations of unspecified sexual misconduct. In 10 of these cases, the complainants chose not to move forward with an Equal Opportunity & Title IX process. In 1 case, the matter was addressed informally. The other 2 cases were addressed through a formal grievance process.

ROCHESTER CAMPUS

During Fiscal Year 2023 (July 1, 2022–June 30, 2023), Equal Opportunity & Title IX opened 13 cases related to the Rochester campus.

Four of the 13 Rochester cases included reports that an employee engaged in misconduct. These 4 cases included reports of discrimination based on race and gender, as well as sexual harassment. In all 4 cases, EOT addressed the concerns through informal problem solving processes.

Nine cases included sexual misconduct reports involving student respondents or student complainants where the respondent was not affiliated with the University or was unknown to EOT. In 6 of these cases, the complainant chose not to move forward with an Equal Opportunity & Title IX process. In 1 case, EOT addressed student concerns through informal problem solving processes, and in 2 cases, EOT did not have jurisdiction to address the report.