This report provides information related to the University of Dayton’s Equity Compliance Office, the Nondiscrimination and Anti-Harassment Policy, statistics and outcomes of reported matters for the Academic Year 2020-21, and information regarding the University’s campus-wide training efforts to prevent bias, harassment, and discrimination. The purpose of reporting this information is both to increase awareness and promote transparency.
OVERVIEW OF THE EQUITY COMPLIANCE OFFICE

The University of Dayton is committed to providing a working and learning environment that is safe and inclusive, and free of bias, harassment, and discrimination. The University’s Notice of Nondiscrimination reads:

The University adheres to all federal and state civil rights laws prohibiting discrimination in private institutions of higher education. The University of Dayton does not discriminate on the basis of age, race, color, creed, religion, ancestry, national or ethnic origin, sex/gender, sexual orientation, gender identity, gender expression, disability, genetic information, military status, veteran status, familial status or any other protected category under applicable local, state or federal law, ordinance or regulation. This includes protections for those opposing discrimination or participating in any complaint process on campus or within the Equal Employment Opportunity Commission, Ohio Civil Rights Commission or other human rights agencies, in the planning and administration of its admissions policies, educational programs, scholarships, loans, and other financial aid, athletic and other school-administered programs, services, and activities, or in employment. Sexual harassment, which includes acts of sexual violence, is a type of sex discrimination.

PROTECTED CLASSES

<table>
<thead>
<tr>
<th>Age</th>
<th>Sexual Orientation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>Gender Identity</td>
</tr>
<tr>
<td>Color</td>
<td>Gender Expression</td>
</tr>
<tr>
<td>Creed</td>
<td>Disability</td>
</tr>
<tr>
<td>Religion</td>
<td>Genetic Information</td>
</tr>
<tr>
<td>Ancestry</td>
<td>Military Status</td>
</tr>
<tr>
<td>National Or Ethnic Origin</td>
<td>Veteran Status</td>
</tr>
<tr>
<td>Sex/Gender</td>
<td>Familial Status</td>
</tr>
</tbody>
</table>

This statement is a commitment by the University to each of our community members. The University also expects all University community members to join with and uphold this commitment.

The Equity Compliance Office (or the “ECO”) supports the University’s mission by overseeing the Nondiscrimination and Anti-Harassment Policy, the Mandatory Reporting Policy, and the related grievance procedures. The ECO receives all reports relating to protected-class bias, harassment, and discrimination. The work of the Equity Compliance Office falls generally into these areas:

- Receiving and responding to reports and complaints of discrimination, harassment, and sexual violence.
- Educating and training with regard to Title IX, the Nondiscrimination and Anti-Harassment Policy, and the Mandatory Reporting Policy.
- Assessing the campus climate and identifying patterns or systemic concerns.
- Maintaining centralized records regarding reported experiences of harassment and discrimination.

Q: Aren’t you the Title IX Office?

A: We’re called the Equity Compliance Office because we respond to reports of all protected-class bias, harassment, and discrimination. Title IX is a federal civil rights law that prohibits sex- and gender-based discrimination in higher education. Some of our work involves Title IX, but not all of it. Because of this, the University gave our office a name that would encompass all of the work we do.
In May of 2020, the U.S. Department of Education issued new regulations mandating how higher education institutions are required to investigate and adjudicate reports of sexual harassment under Title IX (including reports of sexual assault, dating violence, domestic violence, and stalking). The regulations required significant changes to the University’s policy and process, including changes to the definitions of prohibited conduct, the investigation procedures, and the resolution/hearing procedures. Those changes went into effect in August 2020 and therefore impacted reports received during the AY 2020-21.

To comply with the 2020 regulations, the Equity Compliance Office in August 2020 revised the Nondiscrimination and Anti-Harassment Policy and created a new grievance process for investigating and resolving reports of sexual harassment that fall under the Title IX regulations.
The Department of Education recently announced that it is planning to amend the Title IX regulations and intends to release its proposed rule in May 2022. The Equity Compliance Office will continue to monitor the situation and will update the community as appropriate.

To view the current policy and procedures, follow the links below:

Nondiscrimination Policy
Sexual Harassment Resolution Process
Equity Compliance Resolution Process

The most significant aspects of the new Sexual Harassment Resolution Process include:

- Live hearings with the option to participate from different locations via remote technology.
- Cross examination conducted by the parties’ advisors.
- Students, faculty, and staff members who are parties in a Sexual Harassment Resolution Process will have access to trained university employees, who can serve as their advisor during the process.
- Parties who do not wish to participate in the formal resolution process may request to participate in a voluntary informal resolution.

While the new regulations required many changes, we want to assure the campus community that the University remains committed to a process for investigating and resolving reports of sexual harassment that respects the dignity of all community members. Many features of the University’s previous policy and process remained the same, including:

- Our resolution processes continue to use the preponderance of the evidence standard.
- Individuals may still obtain supportive measures (such as No Contact Orders, academic support, or housing changes) with or without participating in a formal investigation.
- All University employees continue to be Mandatory Reporters except doctors, licensed mental health professionals, and ordained clergy acting in that capacity.
TRAINING
A key component to preventing experiences of bias, harassment, and discrimination is education and outreach. The University provides comprehensive, intentional and integrated programming to students, staff, and faculty, with our campus partners in the Brook Center for Wellness, the Office of Human Resources, the Office of Diversity and Inclusion, and the Multi-Ethnic Education and Engagement Center leading the way.

During AY 2020-21, ECO staff members conducted over 50 trainings to students, staff, and faculty members. Our trainings typically focus on the following:

• Sharing information about the Equity Compliance Office, the Nondiscrimination and Anti-Harassment Policy, and the Mandatory Reporting Policy.
• Helping participants develop skills to address and prevent bias, harassment, and discrimination.
• Informing community members of their rights and resources, and how to report adverse experiences.

We pay special attention to new community members, as we want to assist these individuals in acclimating to our campus. We primarily connect with these individuals through beginning of the year trainings, new employee onboarding, and annual training for both student employees and students at New Student Orientation. New in AY 2020-21, the ECO and the Brook Center provided all graduate and law students with sexual violence prevention education using EverFi’s online training module.

SUMMARY OF REPORTS
The Equity Compliance Office received 306 reports between July 1, 2020 and June 30, 2021 (AY 2020-21). The 306 reports involved 239 new incidents. Please keep this in mind regarding the numbers that follow:

• There are more reports than incidents because we often receive duplicate reports (reports about the same incident from multiple sources such as impacted parties, witnesses, faculty and staff mandatory reporters, Public Safety, etc). Also, reports are often received from previous academic years because resolution and/or support measures need to be revisited or new issues arise.

• There is overlap between the categories/types of reports. For example, one report may allege multiple forms of harassment or discrimination (sex and race, age and disability, religion and national origin, etc.).

• The numbers we reference do not necessarily align with those found in the University’s Annual Security Report issued by the Department of Public Safety to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“the Clery Act”). The Clery Act requires reporting of certain crimes within a specific location relative to campus, whereas the numbers used in this report include off-campus incidents and incidents that occurred in undisclosed locations.
Below is a more detailed breakdown of the incidents reported in AY 2020-21:

**TABLE 1**

**INCIDENTS REPORTED TO THE EQUITY COMPLIANCE OFFICE IN AY 2020-21**

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>SEX/GENDER</td>
<td>128</td>
</tr>
<tr>
<td>RACE</td>
<td>63</td>
</tr>
<tr>
<td>NOT PROTECTED STATUS</td>
<td>25</td>
</tr>
<tr>
<td>DISABILITY</td>
<td>8</td>
</tr>
<tr>
<td>SEXUAL ORIENTATION</td>
<td>12</td>
</tr>
<tr>
<td>RELIGION</td>
<td>9</td>
</tr>
<tr>
<td>NATIONAL ORIGIN/ETHNICITY</td>
<td>7</td>
</tr>
<tr>
<td>AGE</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>239</td>
</tr>
</tbody>
</table>

**FALL 2020**

- Total Reports: 143
- Total Matters: 114

**SPRING 2021**

- Total Reports: 163
- Total Matters: 125

**TABLE 2**

**INCIDENTS REPORTED TO THE EQUITY COMPLIANCE OFFICE BY SEMESTER**

- FALL 2020:
  - Total Reports: 143
  - Total Matters: 114

- SPRING 2021:
  - Total Reports: 163
  - Total Matters: 125
For purposes of the Equity Compliance Office, the complainant is the individual who is alleged to be the victim of conduct that could constitute protected-class harassment or discrimination or retaliation for engaging in a protected activity. A respondent is an individual or group who has been reported to be the perpetrator of conduct that could constitute protected-class harassment or discrimination or retaliation for engaging in a protected activity.

The term “non-affiliates” includes individuals who are not current members of the UD community (students from other colleges or universities, alumni, local residents, etc.). The term “unknown” means that the report does not disclose the identity of the complainant and/or the respondent. Also, sometimes we receive reports requesting accommodations or challenging a particular UD policy; we have designated the respondent in those reports “Institutional or Structural.”
**Overall Trends**

In terms of trends, overall reporting was down during the 2020-21 academic year (306 in AY 2020-21 as compared to 329 in AY 2019-20). This slight decrease in reporting may be attributed to the move to remote learning in March 2020 and the restrictions on in-person campus interactions required by the COVID-19 pandemic. Even so, the Equity Compliance Office remained open during this timeframe and both supportive measures and the grievance procedures remained available to the community.

As in years past, the most commonly reported concern alleged sex- or gender-based harassment or discrimination. Overall, 128 matters (or 54%) involved allegations of sex- or gender-based harassment or discrimination. And 65 of those reports alleged sexual violence (sexual assault, dating violence, domestic violence, or stalking). Consistent throughout this year and years prior, the next most commonly reported concern alleged race-based harassment or discrimination.

The Equity Compliance Office has noticed an uptick in the reporting of race-based incidents over the past two years. For example, in AY 2018-19, the ECO received 42 reports as compared to 63 reports in AY 2020-21. This change may also be attributed to the Equity Compliance Office’s continued efforts to strengthen its collaborative cross-departmental partnerships while building increased awareness, engagement, and trust within the campus community.

The Equity Compliance Office will continue to work with campus partners to raise awareness to this increase in reported incidents. The ECO also received 37 reports for all other protected categories, which includes religion, disability, age, sexual orientation and national origin/ethnicity. The percentage of reports received under these categories remained consistent with previous academic years.
We have shown you the number and type of reports that we receive. Now we will discuss how we respond to these reports.

RESPONSE PHILOSOPHY AND OPTIONS

When the Equity Compliance Office responds to reports of bias, harassment, or discrimination, we try to do so in a way that aligns with the University’s Catholic and Marianist mission. Nearly everyone that reports to our office is sharing an experience of harm. Our goal is to support those impacted individuals and to provide them with information regarding their rights and resources. And, when addressing those who may have harmed others, if possible, we will use an educational approach to address reported concerns, particularly where there are opportunities for learning and growth.

When working with impacted parties (complainants), we aim to empower them to make decisions that best fit their individual circumstances and allow them to continue accessing their learning, living, and working environments. After we receive a report, an ECO staff member typically reaches out to the impacted individual (if we know their identity) to offer resources and support. These resources or “supportive measures” can include medical services, employee assistance programs, academic notifications, housing or employment modifications, and access to confidential services, such as the Counseling Center or the Artemis Center Advocate.

We also share information with impacted individuals about formal options (formal investigations) and informal options (facilitated conversations, shuttle diplomacy, restorative justice, letter writing, etc.). ECO often provides individuals with No Contact Orders, which are administrative orders that prohibit communication between community members, i.e., between the impacted party and the respondent. Most individuals working with the Equity Compliance Office choose a combination of the options available to them, and their choices may change over time as their needs change.
DISCIPLINARY INVESTIGATIONS

As previously indicated, the Equity Compliance Office manages two formal resolution processes, the Sexual Harassment Resolution Process (“SHRP”) and the Equity Compliance Resolution Process (“ECRP”). During the 2020-2021 academic year, the Equity Compliance Office received 4 formal complaints. The complainants in these matters elected to have their complaints addressed through the University’s formal resolution process. Of the 4 formal complaints that were filed, 3 matters were addressed using the SHRP and the other was addressed using the ECRP. The status of these matters is detailed below.

<table>
<thead>
<tr>
<th>Formal Complaint</th>
<th>Classification of Parties (Complainant/Respondent)</th>
<th>Resolution Process</th>
<th>Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Student/Student</td>
<td>ECRP</td>
<td>Resolved: Finding of Responsible</td>
</tr>
<tr>
<td>2</td>
<td>Student/Student</td>
<td>SHRP</td>
<td>Pending Final Determination</td>
</tr>
<tr>
<td>3</td>
<td>Student/Student</td>
<td>SHRP</td>
<td>Pending Final Determination</td>
</tr>
<tr>
<td>4</td>
<td>Student/Student</td>
<td>SHRP</td>
<td>Dismissed</td>
</tr>
</tbody>
</table>
In addition to resolving matters using the formal resolution process, the Equity Compliance Office also conducted extensive inquiry into several reported matters. For purposes of this report, extensive inquiry is defined as three or more meetings that require action by multiple staff members from the Equity Compliance Office. During the 2020-2021 academic year, the Equity Compliance Office conducted extensive inquiry in response to 24 reported matters. Information about the party classifications and protected categories in the matters that required extensive inquiry is detailed below.
<table>
<thead>
<tr>
<th>Report</th>
<th>Classification of Parties (Complainant/Respondent)</th>
<th>Protected Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Non-Affiliate/Student</td>
<td>Race, Religion/Creed</td>
</tr>
<tr>
<td>2</td>
<td>Student/Unknown</td>
<td>Race</td>
</tr>
<tr>
<td>3</td>
<td>Student/Unknown</td>
<td>Race</td>
</tr>
<tr>
<td>4</td>
<td>Student/Student</td>
<td>Race</td>
</tr>
<tr>
<td>5</td>
<td>Student/Student</td>
<td>Race</td>
</tr>
<tr>
<td>6</td>
<td>Student/Student</td>
<td>Race</td>
</tr>
<tr>
<td>7</td>
<td>Student/Faculty</td>
<td>Race</td>
</tr>
<tr>
<td>8</td>
<td>Student/Student</td>
<td>Sex/Gender</td>
</tr>
<tr>
<td>9</td>
<td>Student/Student</td>
<td>Sex/Gender</td>
</tr>
<tr>
<td>10</td>
<td>Student/Student</td>
<td>Sex/Gender</td>
</tr>
<tr>
<td>11</td>
<td>Student/Non-Affiliate</td>
<td>Sex/Gender</td>
</tr>
<tr>
<td>12</td>
<td>Student/Unknown</td>
<td>Sex/Gender, Sexual Orientation</td>
</tr>
<tr>
<td>13</td>
<td>Student/Faculty</td>
<td>Not Protected Status Related</td>
</tr>
<tr>
<td>14</td>
<td>Student/Student</td>
<td>Race</td>
</tr>
<tr>
<td>15</td>
<td>Faculty/Faculty</td>
<td>Disability</td>
</tr>
<tr>
<td>16</td>
<td>Student/Student</td>
<td>Race</td>
</tr>
<tr>
<td>17</td>
<td>Student/Student</td>
<td>Religion / Creed, National / Ethnic Origin, Ancestry</td>
</tr>
<tr>
<td>18</td>
<td>Institution/Structural</td>
<td>Race, Color, Other Inclusion Matter</td>
</tr>
<tr>
<td>19</td>
<td>Faculty/Faculty</td>
<td>National/Ethnic Origin, Ancestry, Sex/Gender</td>
</tr>
<tr>
<td>20</td>
<td>Student/Student</td>
<td>Sex/Gender</td>
</tr>
<tr>
<td>21</td>
<td>Student/Student</td>
<td>Sex/Gender</td>
</tr>
<tr>
<td>22</td>
<td>Faculty/Structural</td>
<td>Race</td>
</tr>
<tr>
<td>23</td>
<td>Student/Student</td>
<td>Sex/Gender</td>
</tr>
<tr>
<td>24</td>
<td>Student/Student</td>
<td>Sex/Gender</td>
</tr>
</tbody>
</table>
BIAS INCIDENTS/IBRAC

Many of the incidents reported to the Equity Compliance Office fall into a category known as “Bias Incidents.” At the University of Dayton, we define a bias incident as an act of conduct, speech, or expression that targets individuals or groups based on their actual or perceived membership in a protected class and that causes the individual or group to feel targeted or unwelcome. As stated earlier in this report, “protected classes” include age, race, color, creed, religion, ancestry, national or ethnic origin, sex/gender, sexual orientation, gender identity, gender expression, disability, genetic information, military status, veteran status, and familial status. Bias incidents are contrary to the University’s mission and identity as well as the principles in the University’s Commitment to Community (“C2C”), and they cause serious harm to members of our community.

These are examples of bias incidents:

• Writing a racial slur on a student’s whiteboard in the residence halls.
• Making derogatory comments on social media about someone’s disability, ethnicity, race, national origin, gender, gender identity or expression, sexual orientation, or religion.
• Stealing or defaming an identity-based flag or yard sign from a house in the student neighborhood.
• Using a slur in person, in writing, or on social media.

Although bias incidents sometimes constitute harassment or discrimination as defined by the Nondiscrimination and Anti-Harassment Policy, many bias incidents do not meet the policy definition of discrimination or harassment. However, this does not mean that the University ignores the incident. Below is a description of how the University addresses bias incidents.
HOW DOES THE UNIVERSITY LEARN OF BIAS INCIDENTS?

The University can only address a bias incident if we know about it, so reporting the incident is key. The University encourages students, staff, and faculty members to report their own experiences of bias to the Equity Compliance Office. Occasionally, community members first report their own experiences to other offices, such as Public Safety, Housing and Residence Life, Human Resources, or the Dean of Students Office. When that happens, those offices then notify the Equity Compliance Office.

Under the University’s Mandatory Reporting Policy, the University requires that all staff and faculty report bias incidents to the Equity Compliance Office within one business day. The only exception to this policy is that employees who are doctors, licensed mental health professionals, or ordained members of the clergy do not have to report disclosures made to them while they are acting in their licensed/ordained capacity.

HOW DOES THE UNIVERSITY RESPOND WHEN A BIAS INCIDENT IS REPORTED?

Once a bias incident has been reported, the responding office (typically the Equity Compliance, the Dean of Students Office, or Public Safety) reviews the report. If the report indicates that a crime has been committed or that there are safety concerns, Public Safety will be notified of the report if it has not already been informed. The Equity Compliance Office will then reach out to the impacted individual(s) to gather additional information regarding the incident and to offer support to the impacted individual(s). Depending on the circumstances and the timing of the report, another office (Public Safety, the Dean of Students Office, or Housing and Residence Life) may be the first to reach out to individuals to offer support and assistance. Based upon the information gathered, the following are typical next steps with regard to addressing the bias incident.
IF WE KNOW THE IDENTITY OF THE RESPONDING PARTY, THE FOLLOWING ARE THE POTENTIAL STEPS THAT MIGHT BE TAKEN TO ADDRESS THE BIAS INCIDENT:

**EQUITY COMPLIANCE INVESTIGATION**
When the responding party has been identified as a member of the University community and the incident, as alleged, meets the policy definition of harassment or discrimination, the impacted individual may request a formal investigation into the matter. If found responsible, the responding party could face consequences ranging from a reprimand up to and including suspension or expulsion. Upon completion of an investigation, the impacted party will be informed of the outcome and may be notified of disciplinary action and related actions to the extent permitted by law.

**REFERRAL TO THE STUDENT CONDUCT SYSTEM**
If the incident does not meet the definition of discrimination or harassment as defined by the Nondiscrimination and Anti-Harassment Policy, the matter may be referred to the Office of Community Standards and Civility for review of possible student Code of Conduct violations. If found responsible for a code violation, the individual(s) responsible could face consequences ranging from a written warning up to and including suspension or expulsion. Impacted parties are typically told that the matter has been referred for conduct, but they are not given specifics regarding disciplinary action.

**INFORMAL RESOLUTION**
If the impacted party requests informal resolution of the report or is amenable to informal resolution (where appropriate), the incident may be addressed through direct or facilitated dialogue, remedial action(s), restorative justice, and/or other conflict resolution mechanisms. Informal resolution can be facilitated by the Equity Compliance Office, the Dean of Students Office, the Office of Community Standards and Civility, and/or multiple other University offices and partners. Informal resolutions do not result in disciplinary action, though some forms of informal resolution (restorative justice) can result in agreed upon consequences.

**EDUCATIONAL INTERVENTIONS**
At this meeting with the responding party, staff members share details regarding the reported incident; allow the individual to respond and share their perspective; engage in a conversation about the impact of their behavior on individual(s), specific groups or communities; review policies and expectations on campus; and review available resources. Educational interventions do not result in disciplinary action or a disciplinary record, though the meeting is documented by the responding office(s). In some scenarios, either in addition to or in lieu of the responses listed here, the University will engage in an educational intervention with a group of individuals, whether it be a floor of residents, a team, or a social organization. The education can be general or targeted, depending on the circumstances. The education can be facilitated by staff members (Equity Compliance, Dean of Students Office, Housing and Residence Life, Multi-Ethnic Education and Engagement Center) or student leaders (PAVEs and/or Diversity Peer Educators). Standing alone, educational interventions do not result in disciplinary action.

**DOCUMENTED WITH NO FURTHER ACTION**
For a variety of reasons, sometimes impacted individuals request that the University take no action on the reported incident. These individuals simply ask that the University document the incident as a way to assess the climate at the University.
If we do not know the identity of the responding party, discipline (whether through the Equity Compliance Office or any other office on campus) will not result. Rather, the University may take any or all of the following measures to repair harm and prevent recurrence:

- **Resources and Support.** If we cannot identify the individual(s) responsible for the behavior, the impacted individual(s) will be offered support and resources. These resources can include counseling, medical services, employee assistance programs, academic support, housing or employment modifications. The responding office(s) may also work to identify campus partners that may identify with or ally to the identities targeted.

- **University Property Repair.** If University property was defaced or damaged during or as a part of the bias incident, the University will remove the problematic language (i.e., graffiti or other written slurs, comments, or images) or remove the problematic signage (handouts or signs placed on light poles or community bulletin boards).

- **Educational Intervention.** The University may engage in an educational intervention with a group of individuals, as described above.

- **Community Repair.** The University may offer opportunities for impacted individuals and/or community members to come together for a story circle or a prayer event in an attempt to repair the harm that was created by the bias incident.
What is IBRAC?

In 2020, the University created the Institutional Bias Response Advisory Committee or “IBRAC” to guide its institutional response to bias-related incidents in a meaningful and consistent way that aligns with and supports the University’s ongoing work on diversity, equity and inclusion. IBRAC is co-chaired by Lawrence Burnley, Vice President for Diversity and Inclusion, and Mérida Allen, Associate Dean of Students and Executive Director of the Multi-Ethnic Education and Engagement Center (MEC). The Executive Director for Equity Compliance is an IBRAC committee member.

The Executive Director for Equity Compliance shares with IBRAC information regarding reported bias incidents that may have a significant community impact and information regarding patterns of behavior that have emerged based on Equity Compliance reports. In the 2020-2021 academic year, the group met monthly and also came together multiple times to discuss incidents that had a significant community impact. In addition to the response measures detailed in the prior section, IBRAC can help facilitate campus communications, planned educational components, campus support efforts for those who identify as or ally to identities targeted, prayer experiences, and story circles. IBRAC is also positioned to offer institutional support with applicable local leaders or influencing organizations. IBRAC members work together to advise the President on potential institutional responses when a reported bias incident may impact the University of Dayton community.
PLANS FOR THE 2021-22 ACADEMIC YEAR
As the Equity Compliance Office looks ahead to the 2021-22 academic year, key changes include:

- **Changes to the Nondiscrimination and Anti-Harassment Policy and Procedures**
  The U.S. Department of Education’s Office for Civil Rights (“OCR”) is currently conducting a comprehensive review of existing Title IX Regulations in follow up to the changes that were implemented in May 2020. Accordingly, in June 2021, the OCR held a public hearing in order to hear directly from members of the public about their concerns, perspectives, and experiences navigating Title IX matters. The OCR subsequently released new guidance on July 20, 2021. While we anticipate that there will be additional changes to the Title IX Regulations at the conclusion of the OCR’s review period, the Equity Compliance Office is currently reviewing the recently issued guidance (Questions and Answers on the Title IX Regulations on Sexual Harassment) for any impact to our existing policy and procedures. Other changes to the policy and processes, resulting from the Equity Compliance Office’s annual review, are expected to be implemented in August 2021.
• **Enhanced Learning and Training Opportunities for the Campus Community**
  During the 2021-22 academic year, the Equity Compliance Office will continue to meet its training obligations by continuing to offer online and in-person training options. The Equity Compliance Office will now offer enhanced learning and training opportunities that will incorporate scenario-based exercises and reflection questions designed to increase awareness of the Nondiscrimination and Anti-Harassment Policy and accompanying procedures, reporting obligations, and available resources. All training materials will be reviewed and updated regularly to ensure that the educational content addresses behavioral expectations, trends and climate concerns, and additionally, provides examples of how to prevent, respond to, and report such matters. Additionally, the Equity Compliance Office will offer the option for individual offices and departments to request specific training on the Nondiscrimination and Anti-Harassment Policy, Mandatory Reporting Policy, and prevention and education related to Title IX and equity-based concerns.

• **Climate Survey**
  The Equity Compliance Office is in the preliminary stages of developing a climate survey to help us better assess the following: overall understanding of the Nondiscrimination and Anti-Harassment Policy and behavioral expectations for the campus community; campus awareness of rights and resources available through the Equity Compliance Office; and the experiences of members of the University community who have directly worked with our office in follow up to reported matters of bias, harassment, or discrimination and/or have utilized our formal or informal resolution options. The Equity Compliance Office plans to use the results of the survey to inform its ongoing prevention, education, and response efforts.

• **Staffing Changes**
  In response to the increasing complexities associated with the office’s efforts to ensure compliance with rapidly changing Title IX regulations and other equity matters, the Equity Compliance Office plans to return to its pre-Pandemic staffing structure and size. Specific changes to the Equity Compliance Office staffing structure include plans to hire a Case Manager, a Support Specialist, and two Civil Rights/Title IX Investigators to join the existing team in serving the needs of the campus community and assisting with the office’s formal and informal responses to reported matters.
As described in this report, there are many stakeholders involved in preventing and responding to experiences of bias, harassment, and discrimination on the University of Dayton’s campus. The Equity Compliance Office will continue to partner with these stakeholders to increase awareness and reporting, to monitor the campus climate, and to respond to incidents in a timely and equitable manner.

Contact Us
The Equity Compliance Office is located at:
Equity Compliance Office
St. Mary’s Hall Room 300
Dayton, Ohio 45459
(937) 229-3622
equitycompliance@.udayton.edu

Office Structure

**Kim Bakota**
Executive Director for Equity Compliance
Title IX/Section 504 Coordinator

**Tanya Pinkleton**
Assistant Director of Investigations
Deputy Title IX Coordinator

**Tracy Ross**
Support Specialist

**Jordyn Baker**
Assistant Director of Training & Support Resources Coordinator

To report an experience of bias, harassment, or discrimination (including sexual assault), click here. You can also click on the word “Nondiscrimination” at the footer of any UD website, and you will be directed to the reporting form.