



# OFFICE OF EQUAL OPPORTUNITY AND ACCESS

Annual Report 2017-18



**Oregon State**  
University



# Executive Summary: Access In Action

The Office of Equal Opportunity and Access (EOA) is responsible for overseeing compliance for equal opportunity, civil rights, Title IX and affirmative action laws, regulations and policies.

We safeguard a just and productive learning and working environment for students, faculty and staff — including coordinating the university's Title IX, Americans with Disabilities Act and Section 504 activities. We not only respond to reports of harassment and discrimination, but proactively create an equitable experience for our university community.

Partnerships remain a highly important element in effectively responding to all the access and equity requirements of the university. We are deeply appreciative of our partners and plan to continue to build relationships that span the university to facilitate just practices.

This Annual Report showcases EOA's body of work and transparency of outcomes, and informs campus constituents of the depth and breadth of EOA's roles and responsibilities.

## **FY17-18 Accomplishments and Initiatives**

EOA staff handled a significant volume of cases on behalf of the university community. We believe that due to our continual training and awareness regarding Responsible Employees, along with the #MeToo Movement, EOA experienced a 26% increase in reporting. Altogether, we engaged in 559 new cases which included consultations, 409 matters involved Title IX, Title VII, bullying, retaliation and/or consensual relationships policy complaints, and 150 were requests for reasonable accommodations.

A series of mandatory online training modules for faculty and staff were launched effective April 30, 2018 that included Mandatory Reporting of Child Abuse in accordance with Oregon Revised Statute 419B.005. Another series of modules that include Sexual Harassment, Title IX, Discrimination and ADA is scheduled to launch in 2019.



Title IX and Responsible Employee training was delivered to the entire Athletics Department, College of Engineering, College of Science, College of Earth, Ocean, and Atmospheric Sciences, Ship Operations, Department of Public Safety, ROTC, Dixon Recreation Center, the Valley Library and the OSU-Cascades campus in Bend, Oregon.

The Responsible Employee Policy was codified September 18, 2018 which describes the duties and the actions required of “responsible employees” in reporting such incidents, as well as the confidentiality the university will provide to those reporting such incidents.

EOA hosted and co-sponsored the OSU/University of Oregon 2nd Annual Title IX Workshop, July 11-13, 2018.

EOA outsourced high-profile investigations (athletics, Greek Life, senior leaders and campus partners) in order to respond to issues of timeliness. Since January 1, 2018, 17 formal investigations have been conducted by external investigators.

### **FY18-19 EOA Proposed Agenda**

Operating Guidelines for Sexual Misconduct and Discrimination Investigation and Resolution Process (for Employees). This will standardize the complaint process for employees, create transparency and consistency of inquiry, and address expectations as to what will happen when an employee raises concerns to EOA.

EOA/Student Conduct and Community Standards will perform its first update to the Operating Guidelines for the Sexual Misconduct and Discrimination Investigation and Resolution Process (for Students) in order to address challenges that have surfaced since its implementation.

EOA will also continue to outsource high-profile investigations (athletics, Greek Life, senior leaders and campus partners) in order to respond to issues of timeliness, perceptions of bias, and neutrality over the review of certain campus constituents.

Additionally, EOA will restructure resources to align with national best practices for implementing effective Title IX programs and create a project management framework for tracking investigations.

### **WHAT WE DO:**

- I. Develop and implement Affirmative Action plans for women, minorities, veterans and people with a disability.
- II. Review and/or approve waivers and exceptions to the search and screen process.
- III. Investigate and resolve complaints and reports of sexual misconduct and harassment, discrimination, bullying, retaliation and violations of the consensual relationships policy.
- IV. Provide reasonable accommodations (disability, religion and language) through an interactive process, ensuring institutional accessibility for employees and student workers.
- V. Provide awareness and educational training programs aimed at prevention and response efforts related to Equal Employment Opportunity (EEO) compliance and safeguarding inclusive environments for all Oregon State University members.
- VI. Serve on university, local and national councils and committees, such as the Accessible University Advisory Committee, Bias Response Team, Oregon State University Children, Youth and Family Committee, Consortium of Title IX & Equity Coordinators, Athletics Advisory Committee and Student Care Team.



## I. Advancing Our Affirmative Action Goals

Developing the university's Affirmative Action Plan (AAP) is one of EOA's primary responsibilities. The AAP is a snapshot of the university's workforce that:

1. Shows the representation of women, minorities, veterans and people with disabilities across organizational units.
2. Summarizes the workforce by job title, pay and promotional and/or developmental opportunities.
3. Examines the current workforce compared to people in similar job groups based on United States Census Bureau data, survey of earned doctorates, graduation statistics, the internal labor pool and other sources to determine needed efforts to reach parity and diversify the workforce.
4. Identifies goals for job groups where the existing workforce and availability statistics are significantly different.

### SUMMARY:

Figure 1 provides a snapshot of Oregon State University's workforce in broad job groups. It shows areas where we as a campus have work to do (i.e. sub-minority groups in most academic, unclassified and classified job groups; women in coaching and skilled craft positions; and veterans and people with disabilities in all job groups).



# OSU WORKFORCE SNAPSHOT | DECEMBER 1, 2017

FIGURE 1

	MALE	FEMALE	VET	IWDs	HISP	BLACK AA	ASIAN	NHOPI	NA/AI	TWO OR MORE	WHITE	TOTAL
ACADEMIC												
Tenure/Tenure Track	606	325	5	13	43	14	141	2	4	11	716	931
Fixed-Term Professorial	113	122	3	1	9	3	25	0	0	4	194	235
Research Assistants/FRAs	280	249	8	1	11	3	54	3	3	13	442	529
Instructors	292	373	8	9	17	9	37	0	4	16	581	664
<b>Total</b>	<b>1291</b>	<b>1069</b>	<b>24</b>	<b>24</b>	<b>80</b>	<b>29</b>	<b>257</b>	<b>5</b>	<b>11</b>	<b>44</b>	<b>1933</b>	<b>2359</b>
UNCLASSIFIED												
Executives	15	16	0	1	2	3	0	0	0	0	26	31
Second-Tier Executives	27	21	2	3	0	1	1	0	0	3	43	48
Faculty Leaders	60	43	0	1	5	3	6	0	0	0	89	103
Executive-Level Coaches	5	0	0	0	0	1	0	0	0	0	4	5
Managers	261	294	18	10	18	11	13	1	4	13	495	555
Individual Contributors	610	887	43	22	61	25	63	7	15	38	1288	1497
<b>Total</b>	<b>978</b>	<b>1261</b>	<b>63</b>	<b>37</b>	<b>86</b>	<b>44</b>	<b>83</b>	<b>8</b>	<b>19</b>	<b>54</b>	<b>1945</b>	<b>2239</b>
CLASSIFIED												
Professional	84	233	4	4	12	2	17	1	2	8	275	317
Clerical and Secretarial	29	352	10	10	13	2	7	0	1	9	349	381
Technical and Paraprofessional	262	355	22	11	37	7	23	0	7	16	527	617
Skilled Crafts	162	33	14	0	9	2	2	1	0	3	178	195
Service and Maintenance	133	104	7	6	26	3	8	2	5	9	184	237
<b>Total</b>	<b>670</b>	<b>1077</b>	<b>57</b>	<b>31</b>	<b>97</b>	<b>16</b>	<b>57</b>	<b>4</b>	<b>15</b>	<b>45</b>	<b>1513</b>	<b>1747</b>
<b>GRAND TOTAL</b>	<b>2939</b>	<b>3407</b>	<b>144</b>	<b>92</b>	<b>263</b>	<b>89</b>	<b>397</b>	<b>17</b>	<b>45</b>	<b>143</b>	<b>5391</b>	<b>6345</b>

Note: AA = African American, NHOPI = Native Hawaiian Other Pacific Islander, NA = Native Alaskan, AI = American Indian, IWD = Individuals with a Disability

Second Tier Executives include executive directors, directors, associate vice provosts, etc.

Faculty Leaders include deans, chairs, regional administrative and department heads, etc.

Paraprofessional include higher level classified employees such as registered nurses, accountants, project managers, etc.

## II. Handling Complaints Effectively

EOA uses multiple approaches to fairly resolve the variety of complaints reported.

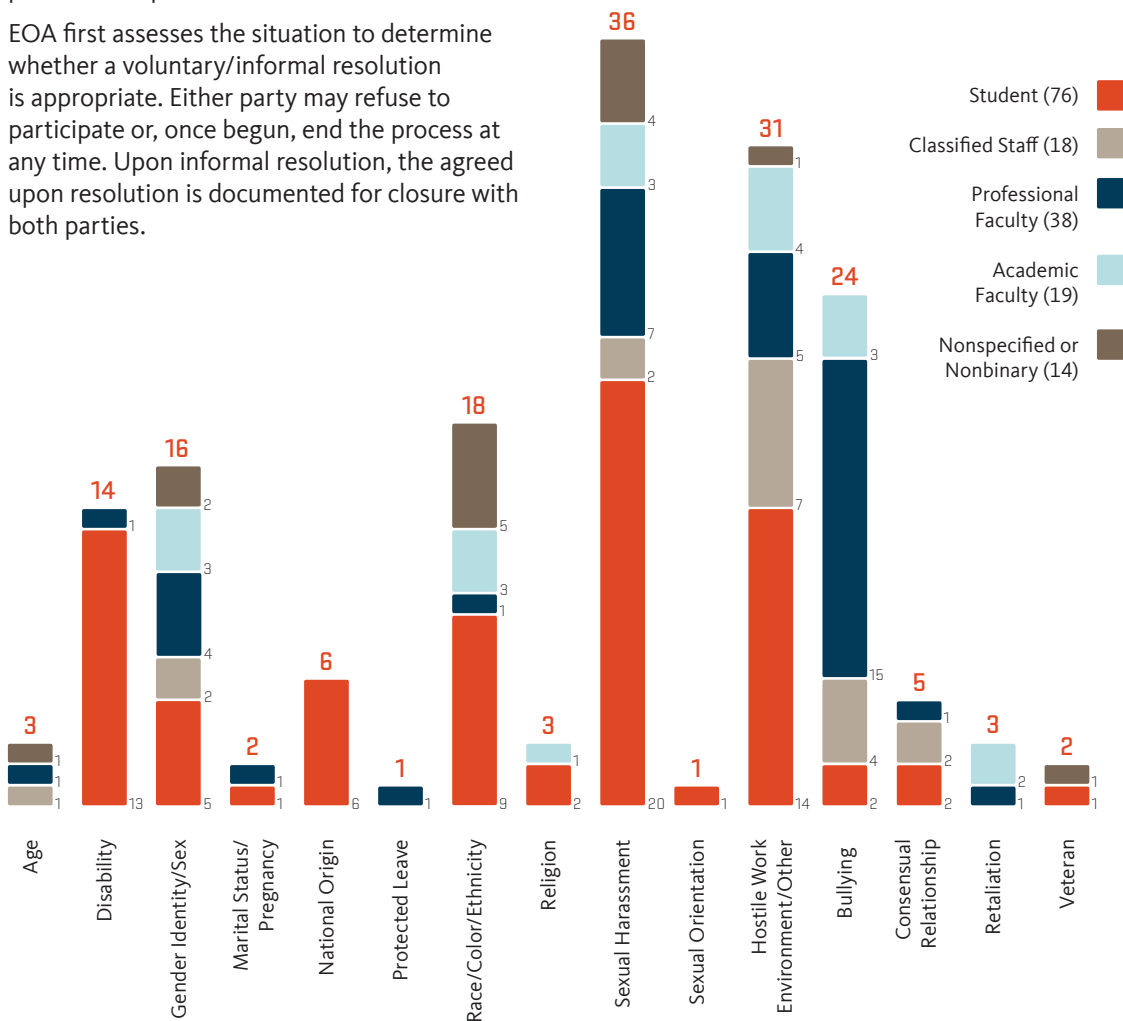
- 1. **Investigations** are a comprehensive approach. EOA does a preliminary assessment to confirm that the issue(s) fall under EOA’s jurisdiction; conducts an initial intake to determine if the report warrants an investigation; and then provides notification to the relevant parties and decisional authority as appropriate.
- 2. **Voluntary/Informal Resolution** is when EOA works with both the reporting and responding parties to help them reach a mutual resolution.

EOA first assesses the situation to determine whether a voluntary/informal resolution is appropriate. Either party may refuse to participate or, once begun, end the process at any time. Upon informal resolution, the agreed upon resolution is documented for closure with both parties.

- 3. **Consultation** involves individual discussions with reporting and responding parties as appropriate. These generally involve exploratory meetings with people to understand their concerns, rights and responsibilities within the university environment, to offer advice on alternative solutions and to identify resources to resolve the issue.

To access the university’s policies on sexual misconduct and discrimination, bullying, consensual relationships and/or retaliation, visit [eoa.oregonstate.edu/policy-index](http://eoa.oregonstate.edu/policy-index).

TOTAL EMPLOYEE COMPLAINTS BY BASIS  
FIGURE 2





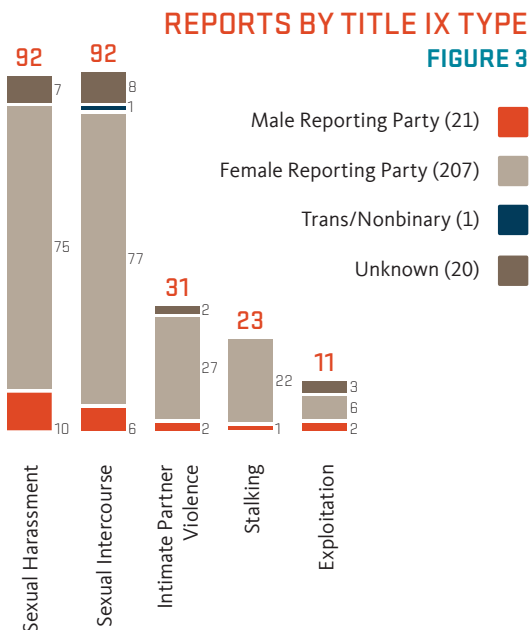
## SUMMARY:

A total of **559 concerns and requests** were handled in the 2017-18 academic year. 165 complaints included Title VII, bullying, retaliation, mandatory child abuse reporting and consensual relationships policy violations; 243 were Title IX reports (Figure 4); and 150 were accommodation requests (addressed in detail in section V).

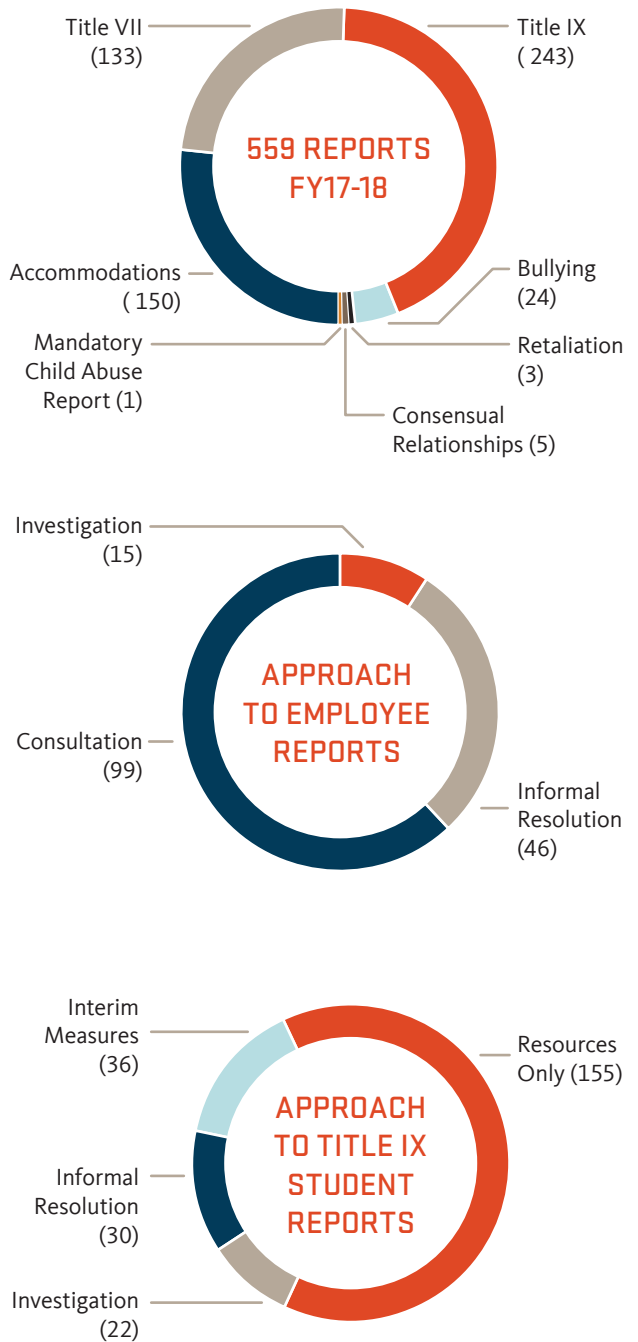
Figure 2 reflects 160 individual campus constituents that reported 165 potential policy violations. The top areas of concern included sexual harassment, hostile work environment and bullying.

## SEXUAL MISCONDUCT: TITLE IX CASE RESOLUTIONS

Figure 3 reflects **249 reports** by multiple parties that also include multiple areas of concern. Of the **243 unique reports** we received related to Title IX, 91% were resolved by providing involved parties with resources, interim measures or informal resolution (Figure 4). Through education and enforcing consequences for these types of behaviors, we hope as an institution to be ever vigilant in reducing these incidents. In total, 207 females, 21 males, one Trans/nonbinary, and 20 persons unknown filed complaints.



**FIGURE 4**



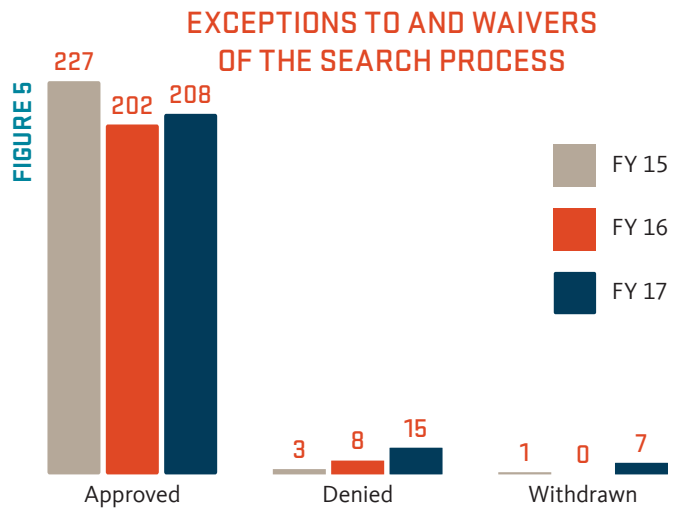
### III. Limiting Exceptions to Competitive Hiring Practices

Oregon State has a long-established practice of filling the majority of employment openings by conducting open, fair and competitive searches. Opening recruitment opportunities to the broadest audience possible allows us to benefit from the vast experiences and diversity in our communities. At times, circumstances arise when non-competitive searches are appropriate.

Figure 5 provides an overview of approvals and denials during FY15, FY16 and FY17. Figure 6 provides a detailed breakdown of those requests during the increased tracking period from December 2016 through June 2017 and FY17.

#### SUMMARY:

Of the 230 requests, emergency circumstances, position nonexistent without appointee and promotion of a current employee made up the majority of approvals for search waivers and exceptions.



#### DETAILS OF WAIVERS AND EXCEPTIONS

**FIGURE 6**

WAIVERS	†FY 16	*FY 17
Dual-career hire	3	15
Position nonexistent without appointee	7	35
Emergency circumstance	30	53
Appointee is PI on a grant	1	7
Non-regular employee doing OSU work	1	2
<b>Total</b>	<b>42</b>	<b>112</b>

OTHER SEARCH EXCEPTIONS	†FY 16	*FY 17
Promotion of current employee	28	34
Reorganization of a unit or department	6	22
Lateral movement of a current employee	4	2
Transfer of employee to workgroup	4	5
New position better describes work	12	26
Other	7	7
<b>Total</b>	<b>61</b>	<b>96</b>

DECLINED	†FY 16	*FY 17
Declined through initial consult	1	7
Declined through system review	4	15
<b>Total</b>	<b>5</b>	<b>22</b>

\*July 2017 through June 2018 | †December 2016 through June 2017



# IV. Building Awareness and Educational Training

EOA staff dedicates a significant amount of time to developing and implementing educational and awareness trainings and presentations for the campus community in the areas of sexual violence prevention and response, equal opportunity, universal access and design, diversity, equity and inclusion.

## SUMMARY:

We offered diverse training programs across our university community that include **4,189** individual participants (Figure 7).

2017-18 PRESENTATIONS/TRAININGS BY SUBJECT MATTER

FIGURE 7

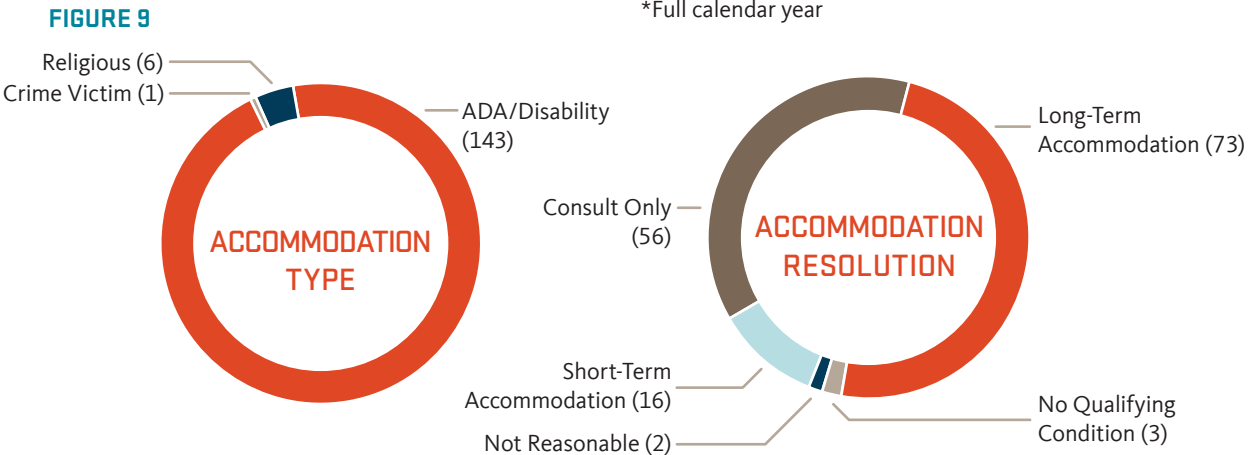
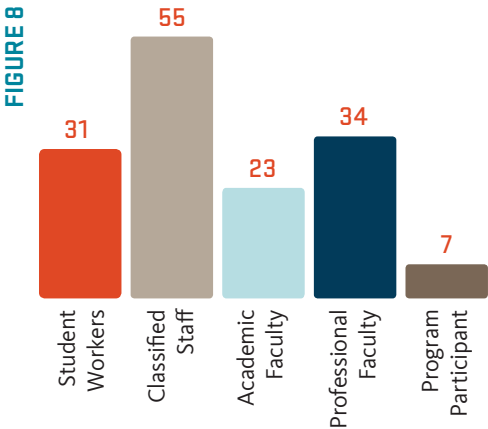
TYPE	PARTICIPANTS
Sexual Harassment/Title IX	1,973
Responsible Employee	867
Discrimination	499
ADA	756
Bullying	75
Mandatory Reporter	19
Total	4,189



# V. Ensuring Reasonable Accommodations and Accessibility

In alignment with the Americans with Disabilities Act, EOA works closely with supervisors, faculty, staff, student workers and Disability Access Services to determine whether individuals with a disability are qualified under the law and to protect their right to request a reasonable accommodation. The EOA also investigates discrimination allegations under the ADA and works with academic units and departments to remedy any findings.

ACCOMMODATIONS BY OREGON STATE AFFILIATION



**SUMMARY:**  
During FY17-18, in collaboration with campus partners, EOA processed reasonable accommodation or accessibility requests for **150 campus constituents** (Figure 8). Of these, 143 were ADA or disability-related, one was for a crime victim and six were religious accommodations (Figure 9). Crime victims are those who qualify for protected domestic violence leave.

EOA’s accommodation expenses have grown substantially during the past academic years from \$39,000 in 2016 and \$72,000 in 2017 to **\$119,000 in 2018**, which included interpreting/sign language, technology, furniture and construction expenses. However, the current expenditure rate will likely decrease after a few long-term accommodations requiring interpreting services for Graduate Teaching Assistants (GTAs) end upon graduation.

ELEMENTS CONSTRUCTED TO IMPROVE ACCESSIBILITY ON CAMPUS

	2010 2016	2017- 2018*	TOTAL
Accessible Parking Spaces	191	16	207
Accessible Ramps	55	6	62
Accessible Restrooms	256	43	299
Elevators	29	6	35
Automatic Door Openers	294	7	301

\*Full calendar year



## ACCESSIBILITY ASSESSMENTS: CORVALLIS BUILDINGS

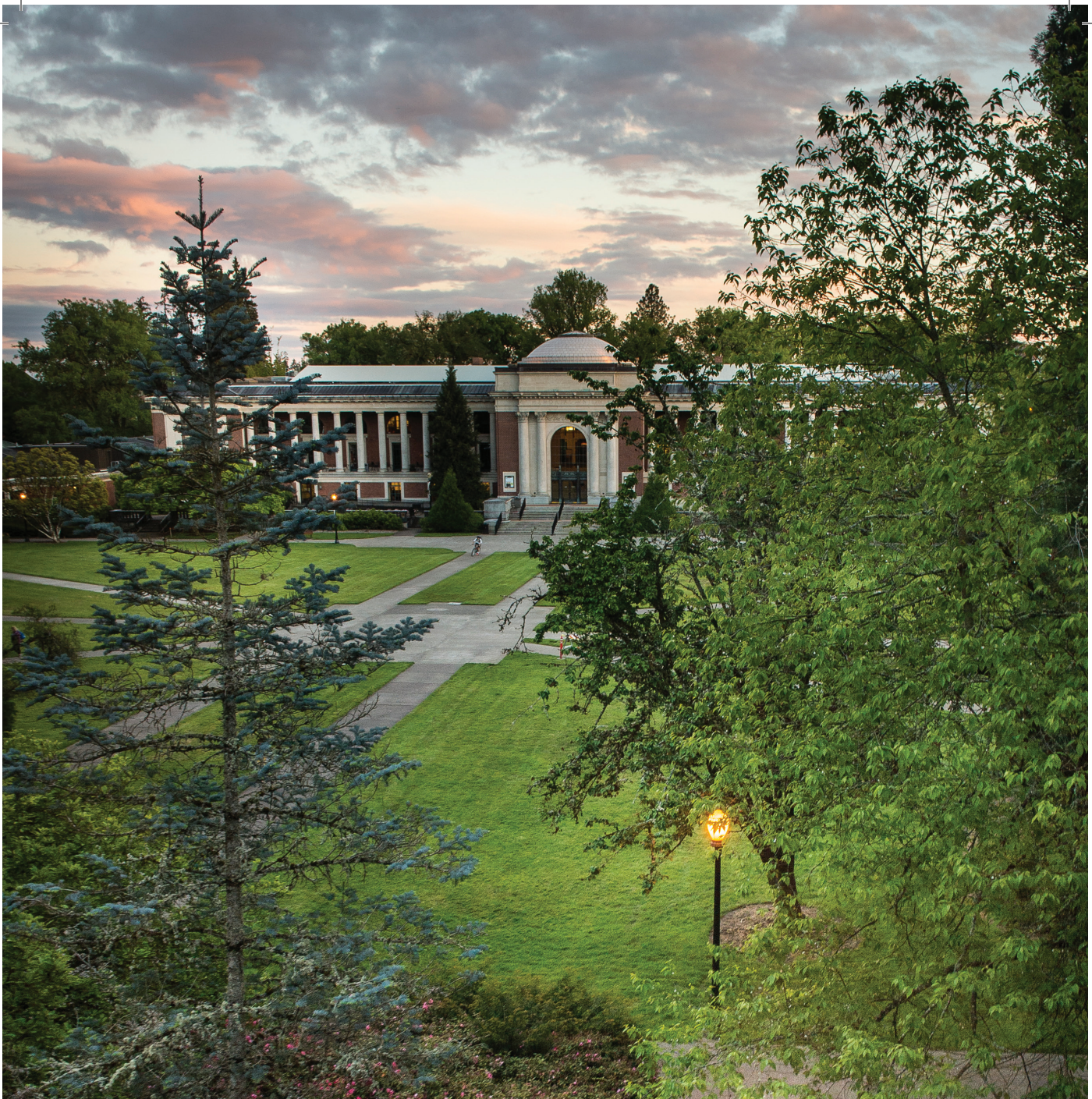
In FY17-18, EOA received an accessibility assessment for Magruder Hall. At the conclusion of the 2018 academic year, accessibility assessments have been finalized for 47 major buildings.

## PHYSICAL ENVIRONMENT ACCESSIBILITY PRIORITIES

1. Summer 2019: \$750,000 in accessibility projects, using EOA and capital renewal funds
2. Architectural study of the Benton Slope for accessibility, inclusive of pathways, parking and other elements within Campus Way, Jefferson Way, 14th Street and the Library Quad
3. Renovations of Cordley, Gilkey and Fairbanks halls for greatly increased access
4. Construction of the new Marine Studies Building in Newport, Oregon, which will be the first in the U.S. to include vertical tsunami evacuation and will increase access for people with disabilities
5. Expansion of the OSU-Cascades campus, focused on accessibility
6. Continued improvement of pedestrian facilities through barrier removal outside the buildings and grounds of the university community







EOA strives to ensure the most wholesome and productive learning and working environment for students, faculty and staff. Individuals who believe they have been unlawfully harassed or discriminated against are encouraged to contact us.

This publication will be made available in an accessible alternative format upon request.