

# OFFICE OF EQUAL OPPORTUNITY AND ACCESS

Annual Report 2023-24



Oregon State  
University





## Executive Summary: Access In Action

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

EOA safeguards a fair and respectful learning and working environment for students, employee, and individuals seeking to engage in OSU programs and activities — including coordinating the university's Title IX, Americans with Disabilities Act, and Section 504 activities. We not only respond to concerns and reports, we proactively work to create an equitable and inclusive experience for our university community.

### What We Do

1. Receive, respond to, and address reports of policy violations that fall under EOA's jurisdiction
2. Provide reasonable accommodations through an interactive process
3. Develop and implement OSU's Affirmative Action Plans
4. Review and approve waivers to competitive hiring processes
5. Promote the creation of a more accessible and inclusive university environment
6. Deliver prevention, awareness, and educational training programs
7. Serve on university, local, and national councils and committees

### **FY23-24 EOA Updates & Accomplishments**

It was another busy year for EOA! EOA responded to over 900 reports and requests from the university community, including requests for accommodations, consultations, informal resolutions, and investigations. Additionally, EOA provided a substantial amount of prevention, education, and awareness training to the campus community, with over 3500 individuals receiving live training (in-person or via Zoom) and over 6000 employees completing EOA's online Critical Training modules.

EOA filled several vacant positions through competitive national searches, including hiring a new Director of Investigations, an Affirmative Action Manager, and our first-ever Senior Equity Associate. These positions were all filled by highly qualified individuals bringing significant expertise to their roles. Additionally, the office continued to ensure that all personnel received external training related to their respective roles, in compliance with best practice and state and federal training requirements.

Several university-wide policies were reviewed and updated, including OSU's Service and Emotional Support Animal Policy. EOA is collaborating with campus partners to revise policies and processes to comply with changes in upcoming federal Title IX regulations.

EOA supported the formation of a Disability Action Steering Group in conjunction with university partners to guide holistic efforts toward improving disability access and compliance.

In collaboration with the Office of Institutional Diversity, Academic Affairs, and University Human Resources, a Workforce Diversity Committee was formed to leverage existing partnerships to support the recruitment and retention of a diverse OSU workforce.

EOA continued to provide leadership and support to the campus-wide Interpersonal Violence Stakeholder and Advisory Committees, which bring key stakeholders together to improve OSU's collaborative approach and response to sexual violence, stalking, and dating/domestic violence.

### **FY24-25 EOA Areas of Focus & Proposed Agenda**

We anticipate increasing demand for our services, particularly as we plan to expand our outreach and engagement efforts in FY 24-25. A new Training and Engagement Coordinator will further develop and increase EOA's outreach and engagement efforts throughout the university community. Additionally, EOA plans to have more in-person presence at OSU-Cascades and other OSU locations throughout the state.

EOA will continue to provide training to the campus community through revamped online Critical Training modules and in-person training to departments and units. We will also continue to provide consultation to individuals and units as requested.

We will finalize and implement several university policies, including an updated Digital Accessibility Policy, the Sexual Misconduct and Sex Discrimination Policy, and the Responsible Employee Policy. A new investigation and resolution process will also be implemented, creating consistent and clarified processes for individuals who engage with EOA for any type of investigation or resolution.

This next year, we will be working with campus stakeholders to implement a plan to meet new web and mobile accessibility obligations under the Americans with Disabilities Act. Additionally, we will continue to advocate for improvements to the overall physical and digital accessibility of all university spaces. Planned initiatives include creating an accessible campus map, revising the university's accessibility website, and improving OSU's accommodation websites.

We plan to work with University Human Resources to implement changes to waivers of competitive search practices and more clearly separate search exceptions from waiver procedures. We will also partner with Human Resources to improve the advertising mechanisms for recruiting more diverse applicants for open positions.

We are re-envisioning how we collect and analyze our affirmative action data to better align with current federal government recommendations. We anticipate changes to how we show our affirmative action data in future annual reports.

# I. Handling Reports Effectively

EOA uses multiple approaches to reach effective resolutions.

- 1. **Resources and Assistance** involve consultations and exploratory meetings with complainants to understand their concerns, to explain their rights, resources and responsibilities, provide appropriate referrals, and to identify solutions to resolve the issue.
- 2. **Informal Resolutions** involve EOA working with complainants and respondents to help facilitate a mutual resolution of the allegations. Either party may refuse to participate, or once begun, end the process at any time. Informal resolutions often include educational conversations with the respondent or training for a unit.
- 3. **Investigations** involve an in-depth formal review of the allegations. Investigations include conducting interviews with relevant parties and witnesses and collecting available evidence (such as text messages or emails). Investigations culminate with a written report and a determination as to whether a university policy was violated.

To access policies on sexual misconduct, discrimination, or retaliation visit [eo.oregonstate.edu](http://eo.oregonstate.edu). Starting in FY25 bullying cases will be handled by University Human Resources.

THREE-YEAR TOTAL REPORTS/REQUESTS **FIGURE 1**

	FY22	FY23	FY24	Total
Accommodations	547	203	156	906
Discrimination/Harassment	73	126	195	394
Sexual Misconduct	333	419	414	1166
Bullying	25	39	74	138
Retaliation	15	8	30	53
Mandatory Child Abuse Reports*	29	47	43	119
Totals	1022	842	912	2776

\*The vast majority of child abuse and neglect reports are not related to OSU programs or activities. Most incidents of child abuse are related to adult OSU students reporting abuse they experienced as a minor.

## SUMMARY

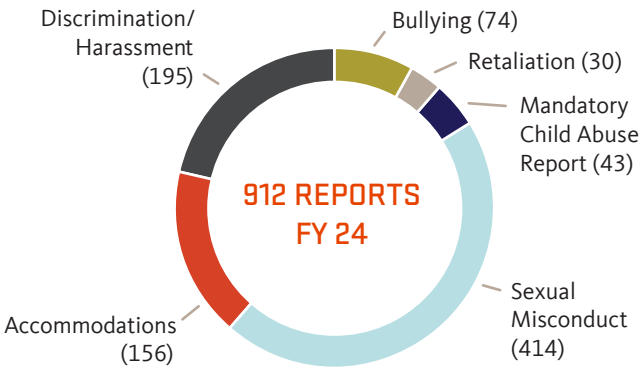
Figure 1 depicts reports and requests over the past three years.

A total of **912 reports and requests** were handled in FY24. As also reflected in Figure 2, EOA handled 414 reports of sexual misconduct, 195 reports of discrimination or harassment, 74 reports of bullying, 30 reports of retaliation, and 43 reports related to child abuse and neglect. The resolution approach to these specific types of reports are detailed in Figure 3.

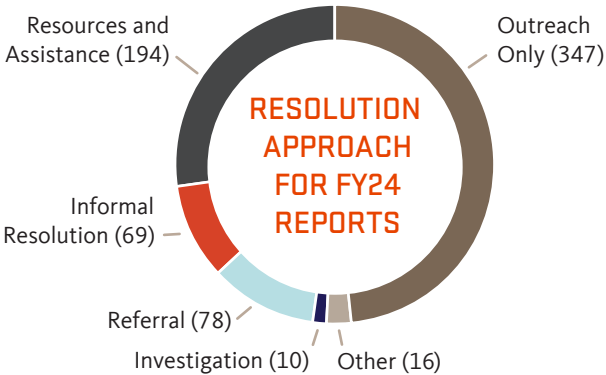
Additionally, there were 156 requests for accommodations, addressed in greater detail in Section II.

Details about sexual misconduct reports are on pages 6-7.

**FIGURE 2**



**FIGURE 3**

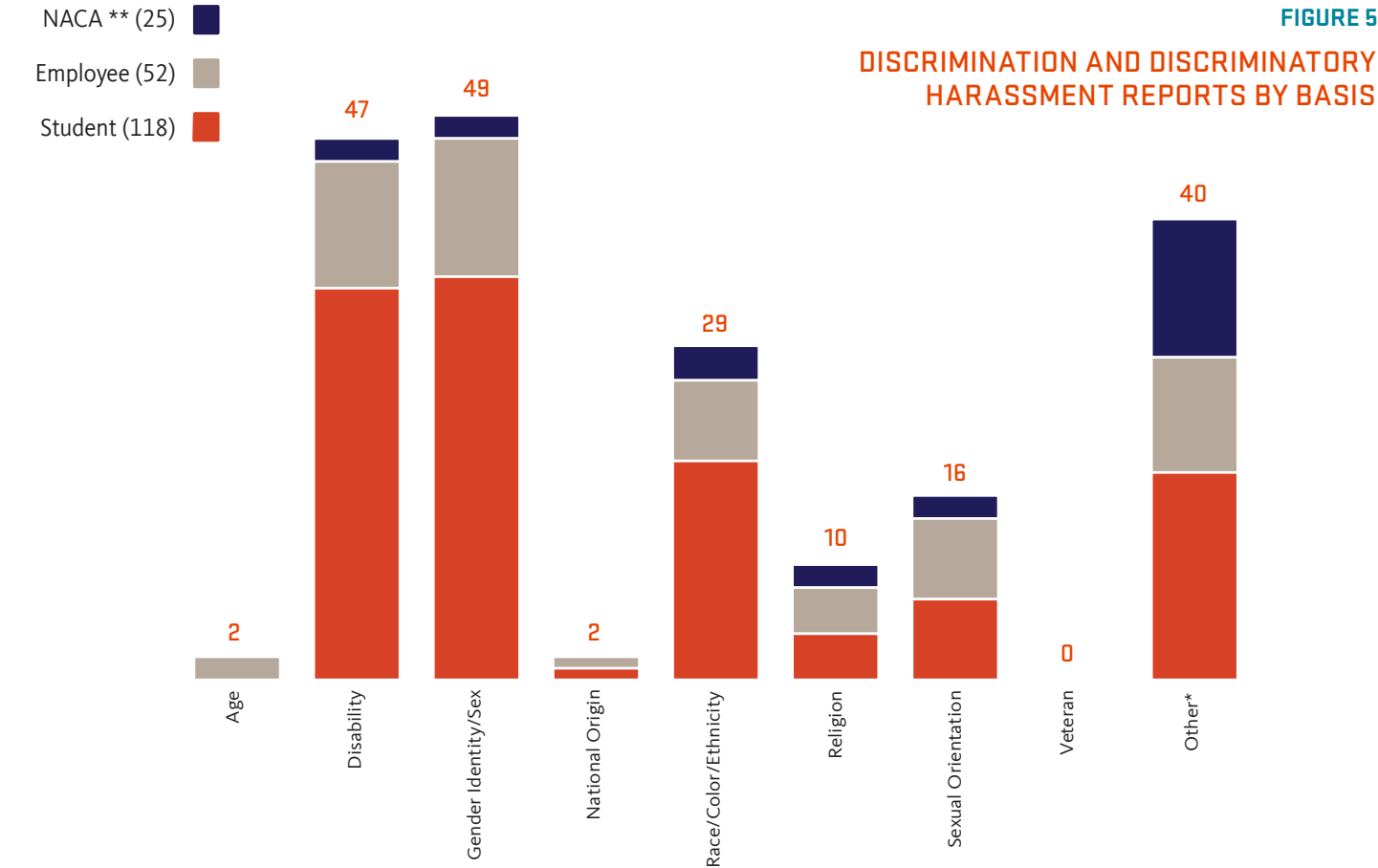


FY24 DISCRIMINATION AND DISCRIMINATORY HARASSMENT REPORTS

FIGURE 4

	Age	Disability	Gender Identity/ Sex	National Origin	Race/ Color/ Ethnicity	Religion	Sexual Orientation	Veteran	Other*	Total
Student	0	34	35	1	19	4	7	0	18	118
Employee	0	11	12	1	7	4	7	0	10	52
NACA**	2	2	2	0	3	2	2	0	12	25
Totals	2	47	49	2	29	10	16	0	40	195

FIGURE 5



\*Other includes reports related to pregnancy, protected leave, pay equity, or other unclassifiable categories.  
\*\*NACA includes any reports where the impacted party's information is unknown, Not specified, Anonymous, Community, or Applicant.

STUDENT SEXUAL MISCONDUCT  
CASE RESOLUTIONS

In FY24, EOA received **351 reports of students impacted by sexual misconduct**. Figure 6 depicts these numbers broken down by type of sexual misconduct, with a three year comparison.

Figure 7 identifies the gender of the complainants as 77% female, 17% male, 3% trans/nonbinary individuals, and 3% with unknown gender. The same figure also identifies the gender of the respondents as 75% male, 14% female, 11% unknown, and 0% trans/nonbinary individuals.

THREE-YEAR REPORT TRENDS BY STUDENT SEXUAL MISCONDUCT TYPE FIGURE 6

	FY22	FY23	FY24	Total
Sexual Harassment	106	66	99	271
Intimate Partner Violence	55	48	70	173
Stalking	40	38	43	121
Non-Consensual Sexual Activity	68	120	97	285
Exploitation	21	22	42	85
Totals	290	294	351	935

Figures 8-9 depict EOA’s approach to student reports of sexual misconduct. The vast majority of student reports were resolved by providing involved parties with outreach, resources, and referrals. Through education, enforcement, and accountability for these types of behaviors, we hope as an institution to reduce these incidents.

Discrepancies in the numbers between figures are due to reports having multiple complainants and/or respondents, which may allow for multiple outcomes on a case. EOA provides outreach and resource information to all complainants.

APPROACH TO STUDENT SEXUAL MISCONDUCT REPORTS FIGURE 8

Approach	FY22	FY23	FY24	Total
Outreach Only	188	232	221	641
Resources and Assistance	53	53	78	184
Informal Resolution	35	28	23	86
Investigation	5	11	8	24
Referral*	-	19	6	25
Other	9	9	2	20
Totals	290	352	338	980

\*Started tracking “Referral” as an additional approach in FY23.

STUDENT SEXUAL MISCONDUCT CASES BY GENDER FIGURE 7

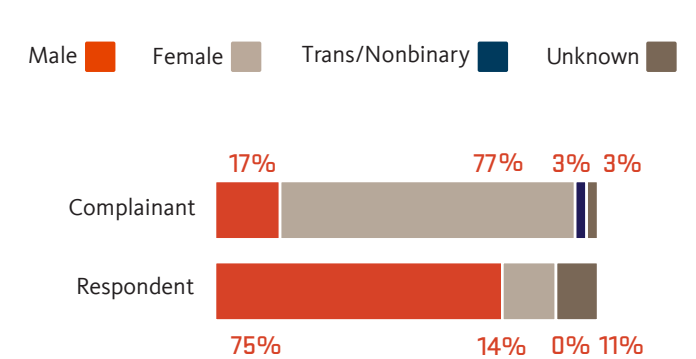
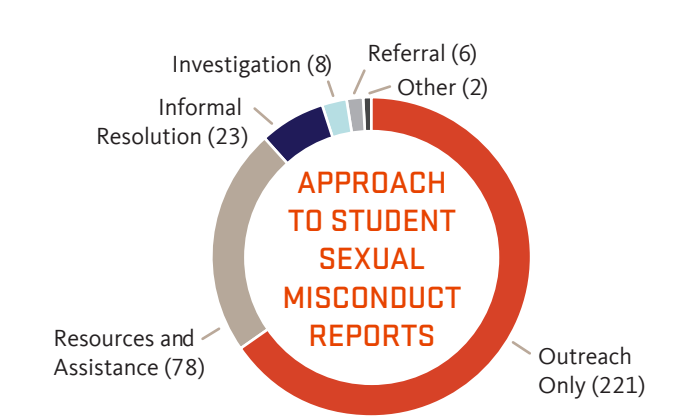


FIGURE 9



EMPLOYEE SEXUAL MISCONDUCT  
CASE RESOLUTIONS

In FY24, EOA received **63 reports of employees impacted by sexual misconduct**. Figure 10 depicts these numbers by type of sexual misconduct for FY23 and FY24.

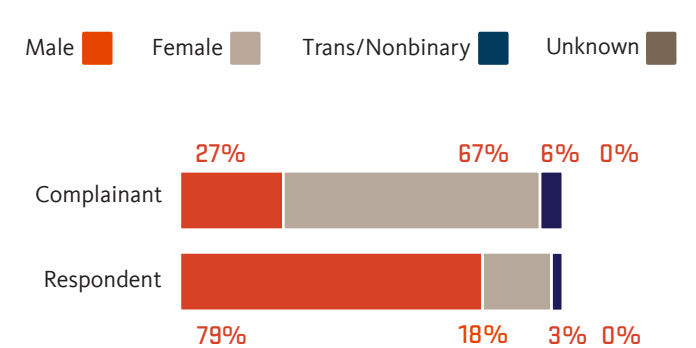
Figure 11 identifies the gender of the complainants as 67% female, 27% male, 6% trans/nonbinary individuals, and 0% with unknown gender. The same figure also identifies the gender of the respondents as 79% male, 18% female, 3% trans/nonbinary individuals, and 0% with unknown gender.

THREE-YEAR REPORT TRENDS BY  
EMPLOYEE SEXUAL MISCONDUCT TYPE FIGURE 10

	FY22	FY23	FY24	Total
Sexual Harassment	-	43	27	70
Intimate Partner Violence	-	3	0	3
Stalking	-	2	2	4
Non-Consensual Sexual Activity*	-	6	31	37
Exploitation	-	2	3	5
Totals	43	56	63	191

\*Prior to FY24, non-consensual sexual activity counts did not include non-consensual sexual contact or non-consensual sexual intercourse.

EMPLOYEE SEXUAL MISCONDUCT  
CASES BY GENDER FIGURE 11



Figures 12-13 depict EOA's approach to employee reports of sexual misconduct. The vast majority of employee reports were resolved by providing involved parties with outreach, resources, and referrals. Through education, enforcement and accountability for these types of behaviors, we hope as an institution to reduce these incidents.

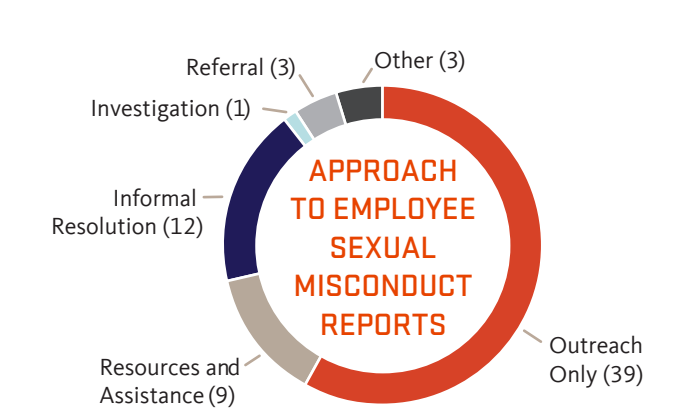
Discrepancies in the numbers between figures are due to reports having multiple complainants and/or respondents, which may allow for multiple outcomes on a case. EOA provides outreach and resource information to all complainants.

APPROACH TO EMPLOYEE SEXUAL  
MISCONDUCT REPORTS FIGURE 12

Approach	FY22*	FY23	FY24	Total
Outreach Only	-	31	39	70
Resources and Assistance	-	9	9	18
Informal Resolution	-	11	12	23
Investigation	-	5	1	6
Referral	-	10	3	13
Other	-	1	3	4
Totals	43	67	67	134

\*EOA started tracking specifics on employee sexual misconduct reports in FY23.

FIGURE 13





INVESTIGATIONS

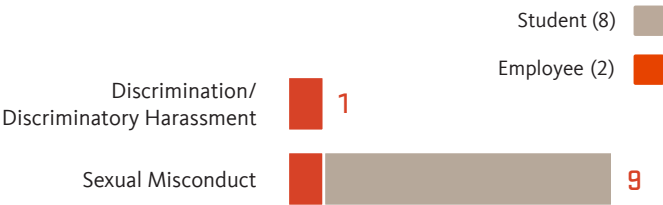
EOA is able to conduct an investigation when the reported concern suggests a potential violation of university policy. Many reports do not rise to the level of policy violation. However, even on reports that would qualify for investigation, many complainants choose resolution approaches other than the investigatory process.

EOA respects the expressed wishes of complainants to not proceed with an investigation except in rare cases when there is an ongoing concern to campus safety.

In FY24, EOA engaged in **20 active investigations**, comprised of 14 students investigated and 6 employees investigated. 10 of these investigations were newly initiated during FY24, with 8 students investigated and 2 employees investigated. Of these new investigations, sexual misconduct accounted for 9 of the investigations, with 1 investigation related to concerns of discrimination.

FY24 NEW INVESTIGATIONS

FIGURE 14



EOA also continued and/or completed 10 investigations that were initiated prior to FY24. As of June 30, 2024, EOA has 11 active investigations that will carry over into FY25, 10 of which are student sexual misconduct investigations and 1 related to concerns of discrimination.

To protect the confidentiality of all parties involved in investigations, EOA does not report on the outcomes of investigations nor on the sanctions of those found responsible.





## II. Ensuring Reasonable Accommodations and Accessibility

EOA provides accommodation processes for all employees and students by type listed in Figure 17, except disabled student academic and housing accommodations, which go through Disability Access Services. EOA works closely with supervisors, faculty, staff, and students to determine whether individuals qualify for a reasonable accommodation.

### SUMMARY

In FY24, EOA received **156 accommodation and accessibility requests**. Figure 17 provides a table with all data and a three year comparison. Figure 15 depicts FY24 data by type of request and Figure 16 shows accommodations by affiliation.

Crime victims are those who qualify for protected leave.

EOA has a budget to cover all employee accommodations. Expenses vary on a case-by-case basis, though the average cost is around \$500. Expenses usually include interpreting, technology, furniture, and construction.

FIGURE 17

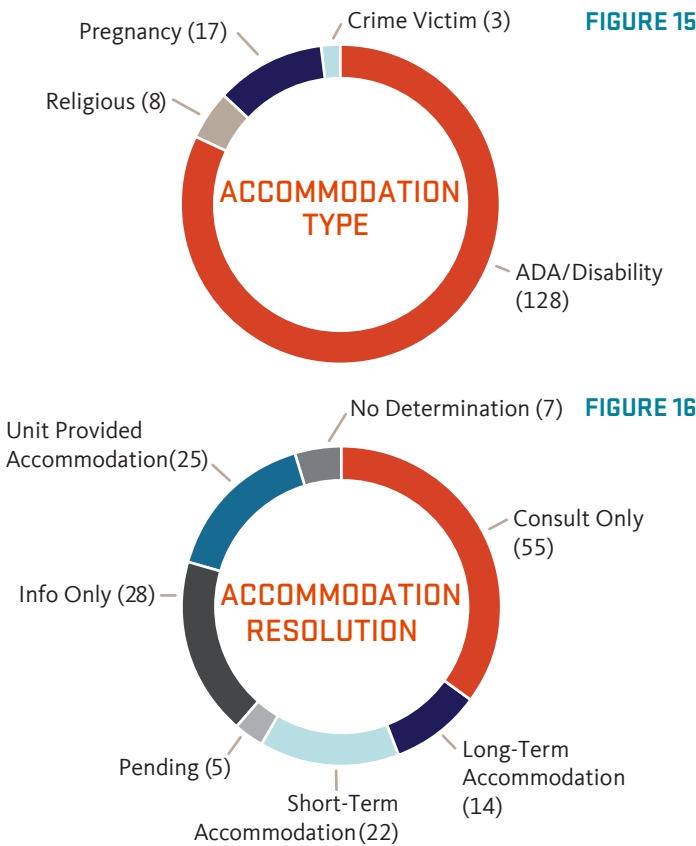
### THREE-YEAR ACCOMMODATION REQUESTS

	FY22	FY23	FY24	TOTAL
<b>Type</b>				
Disability/ADA	253	101	128	482
Religious	285	95	8	388
Crime Victim	0	0	3	3
Pregnancy	9	7	17	33
<b>Total</b>	<b>547</b>	<b>203</b>	<b>156</b>	<b>906</b>

<b>Affiliation</b>				
Students & Student Workers	108	81	38	227
Professional Faculty	137	37	25	199
Academic Faculty	79	13	40	132
Classified Staff	215	60	47	322
Other*	8	12	6	26
<b>Total</b>	<b>547</b>	<b>203</b>	<b>156</b>	<b>906</b>

<b>Resolution</b>				
Long-Term Accommodation	291	65	14	370
Not Reasonable	5	0	0	5
Short-Term Accommodation	73	26	22	121
Medical Separation	0	0	0	0
Pending	9	8	5	22
Consult Only	71	17	55	143
Information Only	47	51	28	126
Unit Provided Accommodation	42	32	25	99
No Determination	9	4	7	2
<b>Total</b>	<b>547</b>	<b>203</b>	<b>156</b>	<b>906</b>

\*Other includes program participants, academic wage appointments, job applicants, temporary support staff, and unaffiliated





PHYSICAL ENVIRONMENT  
ACCESSIBILITY PRIORITIES

- 1. Continued improvements towards an accessible travel grid, 83% complete as of Fall 2024.
- 2. Continued focus on the Community Hall Slope over the next 10+ years. The first phase around Furman Hall and the Pharmacy Building was completed in 2022.
- 3. Reconstruction of Washington Way, including remediation of more than 90 accessibility barriers within the corridor.
- 4. Renovation of older Corvallis campus facilities.
- 5. Expansion of OSU-Cascades, with a focus on accessibility.

ELEMENTS CONSTRUCTED  
TO IMPROVE ACCESSIBILITY

FIGURE 18

	2010-2021*	2022-2024*	TOTAL
Accessible Parking Spaces	244	59	303
Accessible Ramps	69	15	84
Accessible Restrooms	405	97	502
Elevators	43	11	54
Automatic Door Openers	392	86	478

\*Full calendar years

CORVALLIS CAMPUS BARRIER REMEDIATION

Beginning in 2012, OSU has prioritized completion of an Accessible Travel Grid (ATG) that ensures a continuous fully accessible path of travel throughout campus for our disabled community. We also continuously address barriers through construction projects and other opportunities.

The ATG intends to ensure all bus stops, all accessible parking spaces, and prioritized pathways and sidewalks connect to every accessible building entrance.

Figures 19-20 indicate the accessibility barriers identified in 2012 for all of campus (5063), and the subset of prioritized barriers on the ATG (1140). Barriers generally consist of slopes that are too steep on pathways, sidewalks, parking spaces, and ramps, and other barriers at curb ramps, building entrances, and other external elements.

ALL DOCUMENTED BARRIERS

FIGURE 19

	2012	2014	2016	2018	2020	2022	2024
Barriers Remaining	5063	4015	3697	3402	3204	3069	2469
Total % Fixed	0%	21%	27%	33%	37%	39%	51%

ATG PRIORITIZED BARRIERS - SUBSET OF ALL

FIGURE 20

	2012	2014	2016	2018	2020	2022	2024
Barriers Remaining	1140	710	624	523	393	327	195
Total % Fixed	0%	38%	45%	54%	66%	71%	83%

Remaining barriers do not account for upcoming projects until those projects have remedied the barriers. Many upcoming projects will continue to increase the percent of barriers addressed. As of publication, the ATG is 83% complete, and is on schedule to be 86% complete after current projects finish.



### III. Advancing Affirmative Action Goals

EOA develops the university's employment Affirmative Action Plan (AAP). The AAP is an annual snapshot that:

1. Displays the representation of women, minorities, veterans, and disabled individuals across the university's workforce.
2. Summarizes the workforce by federal equal opportunity categories and OSU job groups, including transactional data (new hires, promotions, transfers, and terminations).
3. Examines the incumbent workforce compared to demographic availability in similar job groups based on U.S. Census Bureau data, surveys of earned doctorates data, and internal workforce composition, to determine where affirmative action efforts are needed.
4. Identifies placement goals for OSU job groups where the existing workforce and availability statistics are statistically different.

### SUMMARY

The following two pages provide information on Oregon State University's workforce.

Figure 21 provides a snapshot of OSU's workforce in broad employee groups (academic faculty, professional faculty, and classified staff).

Figure 22 provides a three-year comparison of OSU's workforce, along with hires in the same broad employee groups.



# OSU WORKFORCE\* SNAPSHOT | DECEMBER 1, 2023

FIGURE 21

	Male	Female	Veteran	IWD	Hisp	Black AA	Asian	NHOPI	NA/AI	Two or More	White	Total
ACADEMIC FACULTY												
Tenure/Tenure-Track	501	326	8	23	38	15	148	2	4	19	601	827
Fixed-Term Professorial	116	133	0	8	8	8	16	0	1	2	214	249
Research Assistants/FRAAs	208	185	8	4	17	5	39	3	1	9	319	393
Instructors	396	435	23	32	45	11	54	1	4	33	670	830
<b>Total</b>	<b>1221</b>	<b>1079</b>	<b>39</b>	<b>67</b>	<b>108</b>	<b>39</b>	<b>257</b>	<b>6</b>	<b>10</b>	<b>63</b>	<b>1804</b>	<b>2299</b>
PROFESSIONAL FACULTY**												
Executives/Senior-Level Officials	17	17	2	6	0	1	2	0	0	2	29	34
Directors/Mid-Level Officials	236	257	11	16	26	11	26	1	0	17	411	493
Managers/First-Level Officials	153	203	22	17	14	5	15	1	3	7	310	356
Professionals (Ind. Contributors)	602	1057	62	74	116	42	64	5	13	66	1322	1661
<b>Total</b>	<b>1008</b>	<b>1534</b>	<b>97</b>	<b>113</b>	<b>156</b>	<b>59</b>	<b>107</b>	<b>7</b>	<b>16</b>	<b>92</b>	<b>2072</b>	<b>2544</b>
CLASSIFIED STAFF**												
Technicians	261	264	23	24	32	7	24	0	6	20	432	526
Admin Support	94	469	13	34	35	8	15	0	4	18	478	563
Craft Workers	89	1	11	1	9	0	1	2	1	0	77	90
Operatives	15	1	0	0	0	0	1	0	1	1	13	16
Laborers and Helpers	12	3	0	0	0	0	0	0	0	0	15	15
Service Workers	144	121	3	17	34	8	8	3	3	14	195	266
Academic Wage	148	105	10	7	16	3	23	0	0	4	203	253
<b>Total</b>	<b>763</b>	<b>964</b>	<b>60</b>	<b>83</b>	<b>126</b>	<b>26</b>	<b>72</b>	<b>5</b>	<b>15</b>	<b>57</b>	<b>1413</b>	<b>1729</b>
<b>GRAND TOTAL</b>	<b>2992</b>	<b>3577</b>	<b>196</b>	<b>263</b>	<b>390</b>	<b>124</b>	<b>436</b>	<b>18</b>	<b>41</b>	<b>212</b>	<b>5289</b>	<b>6572</b>

Note: IWD = Individual with a Disability, AA = African American, NHOPI = Native Hawaiian Other Pacific Islander, NA = Native Alaskan, AI = American Indian  
 Veteran counts include all veterans regardless of federal protected status.

Note: a small percentage of individuals who have not self-identified are not included in the 2023 totals.

\*This table displays all regular classified and unclassified staff at all OSU locations (not including student employees).

\*\*These OSU job categories have been realigned to match current federal Equal Employment Opportunity (EEO) categories.

## OSU WORKFORCE\* SNAPSHOT AND HIRES | 2021-2023 COMPARISON

FIGURE 22

		Male	Female	Veteran	IWDs	Hisp	Black AA	Asian	NHOPI	NA/AI	Two or More	White	Total
ACADEMIC FACULTY													
2021	Workforce	1215	1074	27	56	135	26	249	7	10	45	1817	2289
2022	Workforce	1204	1088	23	61	124	30	197	8	10	46	1786	2292
2023	Workforce	1221	1079	39	67	108	39	257	6	10	63	1804	2299
2021	Hires	136	192	6	29	35	6	37	3	1	12	234	328
2022	Hires	186	260	5	46	43	10	48	1	3	13	328	446
2023	Hires	214	241	7	42	39	13	52	3	3	13	327	468
PROFESSIONAL FACULTY													
2021	Workforce	1024	1406	65	108	166	51	102	10	14	64	2023	2430
2022	Workforce	1063	1460	86	120	179	56	94	10	39	78	2067	2523
2023	Workforce	1008	1534	97	113	156	59	107	7	16	92	2072	2544
2021	Hires	169	283	16	69	49	14	25	4	1	24	335	452
2022	Hires	327	512	22	88	93	24	31	3	3	41	644	839
2023	Hires	259	411	23	98	72	22	34	3	2	21	530	691
CLASSIFIED STAFF													
2021	Workforce	626	899	57	68	132	9	57	5	20	36	1266	1525
2022	Workforce	617	883	55	66	139	12	52	5	37	39	1216	1500
2023	Workforce	763	964	60	83	126	26	72	5	15	57	1413	1729
2021	Hires	152	214	10	45	31	6	17	1	0	13	298	366
2022	Hires	258	414	13	91	62	5	35	1	1	43	525	672
2023	Hires	187	291	15	74	63	11	19	1	8	23	351	491

Note: IWD = Individual with a Disability, AA = African American, NHOPI = Native Hawaiian Other Pacific Islander, NA = Native Alaskan, AI = American Indian  
 Veteran counts for 2023 include all veterans regardless of federal protected status.

Note: a small percentage of individuals who have not self-identified are not included in the 2023 totals.

Hires includes New Hires and Internal Promotions.

\*This table displays all regular classified and unclassified staff at all OSU locations (not including student employees).

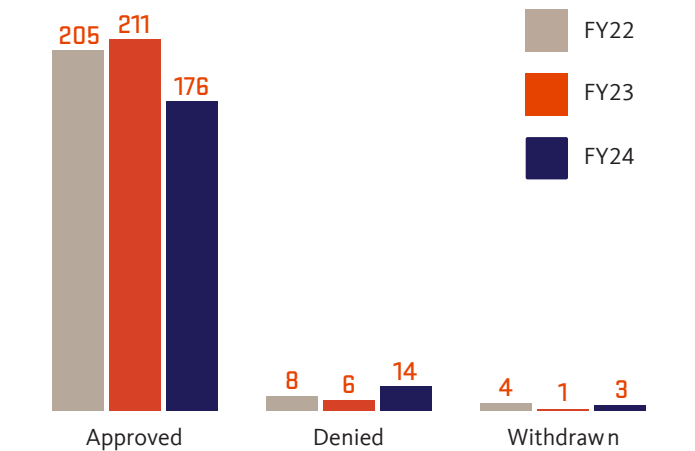
## IV. Limiting Exceptions to Competitive Hiring Practices

Oregon State University has a long-established practice of filling the majority of employment openings by conducting open, fair and competitive searches. While open recruitment allows us to benefit from the vast experiences and diversity of our communities, there are times when noncompetitive searches are appropriate. Figure 23 provides a summary and Figure 24 a detailed breakdown of search waiver approvals and denials.

### SUMMARY

Of the **193 requests** made during FY24, “position nonexistent without appointee” was the majority of approvals for search waivers; and “promotion of a current employee” was the majority of approvals for search exceptions. In FY25 University Human Resources will take over review of “other search exceptions.”

### SEARCH PROCESS WAIVERS AND EXCEPTIONS



**FIGURE 24**

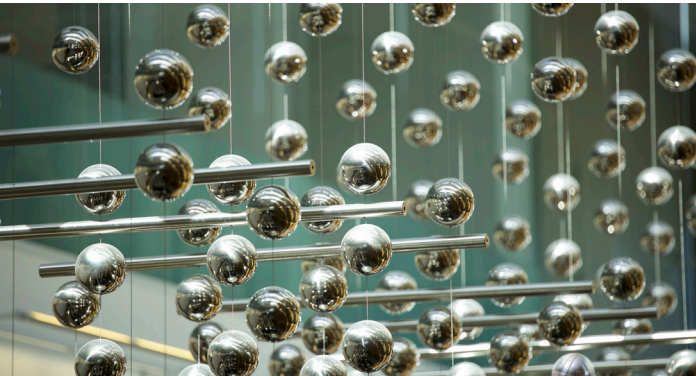
### DETAILS OF WAIVERS AND EXCEPTIONS

WAIVERS	FY22	FY23	FY24
Dual-career hire	11	13	7
Position nonexistent without appointee	31	29	28
Emergency circumstance	8	11	15
Appointee is PI on a grant	5	4	17
Non-regular employee doing OSU work	1	0	4
<b>Total</b>	<b>56</b>	<b>57</b>	<b>71</b>

OTHER SEARCH EXCEPTIONS			
Promotion of current employee	109	110	42
Reorganization of a unit or department	11	14	23
Lateral movement of a current employee	5	7	6
Transfer of employee to workgroup	8	10	9
New position better describes work	7	5	6
Administrative title change	2	4	9
Other	7	4	10
<b>Total</b>	<b>149</b>	<b>154</b>	<b>105</b>

DECLINED			
Withdrawn after initial consult	4	1	3
Denied through system review	8	6	14
<b>Total</b>	<b>12</b>	<b>7</b>	<b>17</b>

<b>GRAND TOTALS</b>	<b>217</b>	<b>218</b>	<b>193</b>
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V. Building Awareness  
and Educational Training

EOA staff dedicated a significant amount of time to developing and delivering prevention, education, and awareness training for the campus community in the areas of sexual violence prevention and response, equal opportunity, universal access, and civil rights awareness.

SUMMARY

During FY24, EOA offered diverse training programs and presentations that **included 3520 individual participants**. The three-year snapshot in Figure 25 reflects trends in training efforts.

The required online critical training modules for employees are not included in Figure 25. As of May 31, 2024, 6061 employees had completed the EOA specific critical training modules, 86% of the workforce.

FIGURE 25

PRESENTATIONS/TRAINING BY SUBJECT MATTER

SUBJECT MATTER	FY22	FY23	FY24
Sexual Harassment/Title IX	891	900	588
Responsible Employee	716	519	588
Discrimination	754	934	481
Disability Inclusion/ADA	959	954	738
Bullying	513	408	159
Mandatory Reporter	775	463	588
Affirmative Action	107	144	378
Total	4715	4322	3520







**Office of Equal Opportunity and Access (EOA) | 330 Snell Hall, Corvallis, OR 97331 | 541-737-3556**  
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The notice of nondiscrimination is located at [eoa.oregonstate.edu/nondiscrimination-statement](http://eoa.oregonstate.edu/nondiscrimination-statement)

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