The University of Puget Sound discriminatory harassment report from July, 2015 through June, 2016 is now available on-line at [http://www.pugetsound.edu/hroreports](http://www.pugetsound.edu/hroreports) and is compiled by the Harassment Reporting Officers (HROs). As part of an effort to cultivate a campus environment in which concerns, questions, and complaints are forwarded for resolution, the officers broadened the campus reporting practice in 2011 to include all inquiries or concerns raised in areas related to discriminatory harassment, not just those which resulted in official actions. As a result, there is a significant increase in the number of reported incidents starting in 2011-2012 report versus those of previous years. This year we have again broadened the reporting practice by now sharing all incidents reported to HROs, the Chief Diversity/Title IX Officer, and the Bias Hate Educational Response Team (BHERT). This new methodology increases the documented incidents for this report and provides the community with a more comprehensive picture of the discriminatory incidents submitted to the University.

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Any of these HRos can help you in understanding, initiating, and navigating the discriminatory harassment response process. Complaints also may be brought to the head of the complainant’s academic or administrative department, or to the department head of the person behaving objectionably.

There is another campus report, the Annual Security Report that details campus crime activity. There is overlap in information in this report and the one attached. All, however, account for incidents in slightly different ways and, thus, the numbers reported in each document will be different and should not be seen as cumulative in nature.

**Harassment Reporting Officer Annual Report, 2015-2016**

1. A staff member reported feeling degraded after campus visitors made some disparaging remarks targeting the staff member’s gender. The department hosting the campus visitors was addressed by the Chief Diversity Officer and Security Services.

2. A student reported that two women in a vehicle close to campus shouted some hateful remarks about the student’s sexual identity. The offenders’ identities are unknown. The student was offered support and resources.
3. Two students wrote on Puget Sound’s social media Twitter account explaining they found some remarks posted to be racist. The person who posted comment erased the comment and apologized to students.

4. A student reported that a staff member engaged in biased and unprofessional behaviors including using sexist language. The student chose not to pursue further investigation and was provided with resources and support.

5. A student staff member reported that someone had written discriminatory/biased remarks targeting the resident’s sexual identity on a residence hall white board. The offender’s identity is unknown. Residence Life addressed the matter and provided the targeted students with resources and support.

6. A student reported hearing another student use disparaging and stereotypical remarks to describe people from a certain racial/ethnic background. Residence Life addressed the matter and the students were provided with resources and support.

7. A graduate student expressed feeling marginalized as a result of biased comments and directives made by a faculty member towards the student’s gender identity. The faculty member was addressed by the Chief Diversity Officer and the student was provided with resources and support.

8. A student staff member reported that someone had written disparaging comments on post-its targeting gender on a student resident’s door. Security responded, looked for further activity and possible perpetrators. The offender’s identity is unknown. The students of the floor were provided with resources and support.

9. A student reported receiving a thread of texts from an unknown number calling her a variety of derogatory names as well as sexist and homophobic slandering. The matter was addressed by Security Services. The student was provided support and resources.

10. A student staff member reported that someone had written disparaging comments targeting sexual identity on a resident student’s door. The offender’s identity is unknown. Residence Life and Security Services addressed the matter and provided the targeted students with resources and support.

11. A student staff member reported that a co-worker shared being stalked and followed to her car by another co-worker. The leadership in this area immediately addressed the matter to the staff member’s satisfaction.

12. A student reported that inappropriate photos of her were being posted on social media sites by a person from her hometown. The matter was addressed by Security Services in collaboration with the local police department and the police department from her hometown to the student’s satisfaction.

13. A student staff member reported an incident shared with her about a mutual friend, a student, who experienced sexual misconduct. Student Conduct reached out to the targeted student. The complainant chose not to pursue further investigation.

14. A student staff member reported finding offensive sexist remarks on several students’ residence hall doors. The student who wrote the remarks was identified and addressed by Residence Life.
15. A student leader reported feeling pressured to work on a religious holiday by a student staff member. The matter was addressed by Residence Life and the University Chaplain and the student was provided resources and support.

16. A student reported being sexually assaulted by a peer. The student was provided support and resources and student’s class schedule was adjusted at student’s request. The student chose not to pursue further investigation.

17. A student reported to Security Services experiencing bias/hate based due to the student’s sexual identity. The offender’s identity is unknown. The student was offered support and resources.

18. A student submitted a complaint about a comedian invited to campus who engaged in biased and derogatory messaging through his jokes and routines that targeted race, ethnicity, gender identity, and sex. The matter was addressed by the Chief Diversity Officer and the student was provided resources and support.

19. A student reported an incident of bias/hate targeting the student’s sexual identity during a class field trip. The student did not share the name of the other student and chose not to pursue further investigation. The student was offered support and resources.

20. A staff member reported experiencing sexual harassment by a campus visitor who made inappropriate comments directed at her gender identity. The matter was addressed by Security Services.

21. A staff member reported experiencing gender bias in the workplace. The matter was addressed by the Chief Diversity Officer.

22. A student reported feeling excluded and marginalized as a result of her race/ethnicity. The matter was addressed by Student Affairs and the student was offered resources and support.

23. A student reported concerns over a proposed campus event that promoted racial/ethnic bias. The matter was addressed by the Chief Diversity Officer and Residence Life.

24. A staff member reported finding sexist carvings on library wooden desks. The carvings were removed and the matter was addressed by the Chief Diversity Officer.

25. A student staff member reported experiencing gender bias by way of hurtful and sexist messages written on his bulletin board. The matter was addressed by Residence Life and the student was offered resources and support.

26. A student reported finding anti-Semitic graffiti in the men’s bathroom in the basement of the library. The graffiti was removed and the student was offered resources and support.

27. A staff member reported observing a male driving through campus yelling sexist remarks aimed at a female student. The offender’s identity is unknown.

28. A staff member reported finding sexist and derogatory messaging on wooden desk aimed at female students. The messaging was removed. The offender’s identity is unknown.

29. A staff member reported feeling uncomfortable as a result of a professional staff member’s inappropriate sexist and derogatory comments. The matter was addressed by the Chief Diversity Officer and Human Resources.

30. A staff member reported overhearing a group of students using homophobic slurs during a conversation taking place near her. The offenders’ identities are unknown. The student was offered resources and support.
31. A staff member reported that a male student staff member made comments of a sexual nature aimed at female student staff members via social media. He messaged them late at night asking them out continuously and flirting. The matter was addressed by the Chief Diversity Officer and Human Resources.

32. A student reported to Security being sexually assaulted by an ex-boyfriend who continues to stalk her (i.e. calling her, visiting campus, etc.). The student was offered support, services, and options for steps she could pursue. The student chose not to pursue further investigation.

33. A student reported that members of a fraternity engaged in anti-Semitic actions directed at a Jewish member of their house. The matter was addressed by the Chief Diversity Officer and the student was offered resources and support.

34. Guests on campus reported feeling unwelcomed and discriminated against as a result of their race/ethnicity. The matter was addressed to the campus guests’ satisfaction as recommended by the Chief Diversity Officer.

35. A staff member reported that a student staff member was overheard by two of her colleagues (professional staff) using biased language targeting students’ race/ethnicity. The leadership in this area immediately addressed the matter as recommended by the Chief Diversity Officer.

36. A student reported that a staff member made biased comments targeting her national origin and citizenship status. The student chose not to pursue further action and was offered resources and support.

37. A student reported feeling excluded as a result of her racial/ethnic background by a faculty member’s actions and preferential treatment for white students seeking assistance in her course. The student chose not to pursue further action and was offered resources and support.

38. A student reported overhearing a staff member engaging in biased conversation targeting the student’s racial/ethnic background. The matter was addressed by the Chief Diversity Officer and Human Resources and the student was offered resources and support.

39. A student reported an incident involving non-campus affiliates who yelled homophobic slurs out of their car vehicle directed at Puget Sound students. The offenders’ identities are unknown.

40. A staff member reported hearing campus visitors making suggestive remarks of a sexual nature towards female students walking by during a campus tour. The leadership in this area immediately addressed the matter as recommended by the Chief Diversity/Title IX Officer.

41. A student reported to Security Services that he and his friends were targeted by two nonaffiliated males yelling homophobic slurs out of their vehicle window off campus. The incident was reported to the Tacoma Police Department and the students were provided resources and support. The offenders’ identities are unknown.

42. A student reported that she has been experiencing ongoing sexual harassment from another student who serves as a staff member at her on-campus workplace. The leadership in this area immediately addressed the matter as recommended by the Chief Diversity/Title IX Officer.
43. A staff member reported the experience of discriminatory harassment based on an established physical disability. The leadership team in this area immediately addressed the accommodation requests as recommended by the Director of Human Resources.

44. A student reported seeing a lurid picture of a sexual type hung up in the common area of a residence hall consisting of a hydrogen atom having intercourse with the two oxygen atoms. The picture was removed and the student was offered resources and support. The offender’s identity is unknown.

45. A student reported that a student leader was approached by students who threatened to vandalize another student’s car and remove the student from a club on campus as a result of racist comments they made. The matter was addressed by Residence Life.

46. A student reported that his professor used a book focused on sexual identity and allowed other students in the class to use derogatory terms targeting sexual and gender identities that created a hostile environment for Trans* students. The matter was addressed by the Chief Diversity Officer and the student was offered resources and support.

47. A student reported feeling alienated by members in her organization who engaged in acts of racial bias and discrimination. The leadership in this area immediately addressed the matter and the student was provided resources and support.

48. An administrator forwarded a complaint regarding an employee for multiple concerns regarding violation of professional boundaries. The matter was investigated and resolved formally in accord with policy.

49. Several faculty and staff members submitted a complaint expressing their displeasure that the institution would hold a major event/celebration immediately before or during a major Jewish holiday. The matter was addressed by the Office of the President.

50. Student reported what they viewed as transphobic content and conversation in a course the student was taking. The matter was addressed by the Chief Diversity Officer.

51. A student reported that a group of 3 to 4 males made jokes amongst themselves about sexual violence upon her return to her residence hall. According to the student, one of the male students said “You are the king of sexual assault”, which made her very uncomfortable. The student was provided resources and support. The offenders’ identities are unknown.

52. A student reported feeling unwanted and uncomfortable by homophobic remarks, and racial slurs and stereotypes made by another student in her residence hall. The matter was addressed by Residence Life.

53. A student employee reported that a staff member in her workplace engaged in inappropriate behaviors of a flirting nature that caused her to feel uncomfortable. The leadership team in this area immediately addressed the matter as recommended by the Director of Human Resources and Chief Diversity Officer. The student was provided resources and support.

54. A faculty member reported he found large brown stickers on bathroom doors in an academic building that created a sense of non-belonging and exclusion for gender non-binary members on campus. The matter was addressed by the Chief Diversity Officer.

55. A student reported they were sexually harassed by another student. During a subsequent semester they were sexually assaulted by the same student. Student Conduct investigated
and adjudicated both incidents. The accused student was found responsible for policy violations, suspended, and issued educational sanctions.

56. A student reported that they were receiving harassing messages and phone calls from a fellow student whom they had dated previously. A No Contact Order was placed and the accused student violated this order. Student Conduct investigated and adjudicated the incidents. The accused student was found responsible for policy violations, suspended, and issued educational sanctions.

57. A student reported two instances of unwanted touching/groping by another student. A No Contact Order was placed. Student Conduct investigated and adjudicated the incidents. The accused student was found not responsible for a policy violation.

58. A student reported that while under the influence of marijuana, they were coerced to have oral sex with another student. Student Conduct investigated and adjudicated the incidents. The accused student was found responsible for policy violations, placed on Conduct Probation II, and issued educational sanctions.

59. A student reported being harassed, primarily via phone and text, by a fellow student who was their ex-partner. The student wished to only report the information and access support services, and did not want to participate in a Student Conduct investigation.

60. A student reported that another student had sex with them when they were too intoxicated by alcohol to consent. This occurred during a camping trip off campus. The student wished to report only.

61. A student reported that she received unwanted physical contact from another university's faculty member while attending a professional conference. The CDO shared the complaint with the accused's workplace Title IX Office at the student’s request but the student wished to go no further than reporting. The student was made aware of follow-up options and provided support services.

62. A student reported that they were sexually assaulted and physically abused by another student on campus. A No Contact Order was established. Student Conduct investigated and adjudicated the incident. The accused student was found responsible for policy violations and suspended.

63. A student reported that another student coerced them into touching and oral sex to which they did not consent. Student Conduct investigated and both parties wished to pursue resolution via a Restorative Justice process. The accused student agreed to take responsibility and participate in follow-up steps to address the harm caused by their behavior.

64. A student reported they were sexually assaulted while intoxicated at an off campus party. The student believes they may have been drugged and could not recall identifying information about the accused. Student was offered supportive resources.

65. A student gave a third party report, sharing that they heard a fellow student in their workplace sexually assaulted another student who was the reporting student’s acquaintance. Reporting student was given options for connecting affected student with resources.

66. A faculty member reported that a student wrote about the sexual assault of their roommate in a class assignment. No names were used. Staff assisted the faculty member in giving the writer supportive resources.

67. A student reported that they were sexually assaulted in high school. The student met with staff for support.
68. A student reported that outside an off campus party, they were grabbed by another student, then touched and kissed without their consent. Staff explained options and supportive resources to the student who wished to go no further than reporting the incident.

69. A student reported that they experienced some type of sexual encounter with another student to which they did not consent. Student wished to only report the incident, and was given supportive resources.

70. A staff person reported being sexually assaulted off campus by someone not affiliated with the university. Supportive options were provided by staff including information about therapy services via Rebuilding Hope.

71. A student reported that while off campus, two unknown individuals took them to an apartment and sexually assaulted them. The student was given staff support which included help with reporting to Tacoma Police Department.

72. A student reported that another student harassed and subjected them to unwanted touching. Student Conduct investigated and the students cooperated with an informal resolution process. The accused student took responsibility for policy violations and was placed on Conduct Probation, residentially relocated, and was assigned educational sanctions.

73. Two students gave a third party report that a friend of theirs was sexually assaulted at a party by another student. Staff worked with the faculty member who worked with these students in order to offer support.

74. A student reported they experienced frequent street harassment by strangers while studying abroad. Staff followed up to offer support.

75. An alumni reported that during their time at UPS, they were sexually assaulted in a residence hall. They believed the assault was directed at them due to their gender and sexuality identities. They confirmed that they are utilizing resources in their city of residence.

76. A student reported being emotionally abused and sexually assaulted by another student who was a former partner. The person who received the report provided the student with options for support and further reporting.

77. A student reported being sexually assaulted by someone not affiliated with the university. Staff offered supportive options.

78. A student reported they were followed by two individuals while off campus, and their behaviors made the student feel unsafe. Staff supported the student and made them aware of their resources.

79. A student reported unwanted touching and kissing at an off campus house party by another student. Staff established ongoing support for the student who wished to go no further than reporting.

80. A student reported being sexually assaulted on campus by a stranger they met online. The student was supported in accessing medical resources and in talking to police. The student was offered on campus supportive resources.

81. A student reported that they were sexually assaulted by another student. The student wished to go no further than reporting but was made aware of supportive resources.

82. Two students gave a third party report that another student was being stalked by a fellow student. Staff reached out to the affected student who did not reply.

83. A student reported that they were sexually assaulted over summer break by someone not affiliated with the university. The student was offered supportive resources.

84. A student and other student witnesses reported that they were subjected to unwanted touching by two other students at an off campus party. The two accused students also
prohibited the affected student from leaving. Staff offered the affected student options for further reporting as well as supportive resources.

85. A student reported sexual abuse by a fellow student who they had been dating, and also reported an instance of sexual assault while intoxicated by alcohol. Staff responded with supportive resources, and student confirmed that they wished to go no further than reporting.

86. A student reported they received an unwanted visit by an ex-partner who attempted to coerce the affected student into sex. Staff provided support and resources, and affected student chose to go no further than making a report.

87. A student gave a third party report about intimate partner violence between two other students. Staff worked to support the reporting party and encouraged them to connect the affected student with resources and options.

88. A student reported that another student gave them unwanted attention, touched them without consent, blocked their exit from a room, and made intimidating comments. The accused student’s access to that residence hall was revoked. The affected student wanted to go no further than reporting, and was made aware of supportive resources.

89. A student reported that they were sexually assaulted by another student while intoxicated by alcohol. Student Conduct investigated and adjudicated the incident. The accused student was found responsible for policy violations, suspended, and issued educational sanctions.

90. A student reported that they were sexually assaulted by another student while intoxicated by alcohol. Student conduct investigated the incident. At the time of this report, adjudication was in progress.

91. A student reported that another student bothered them at their workplace and made unwanted sexual comments. The student only wanted to report the incident and was given supportive resources.

92. Multiple students reported that they witnessed a fellow student subjecting a person not affiliated with the university to intimate partner violence. Student Conduct investigated and adjudicated the incident. The accused student was found responsible for policy violations and was expelled.

93. Two students reported that another student subjected them to unwanted attention, made sexual comments, and intimidated them. They wished to go no further than reporting and staff offered them supportive resources.

94. A student reported that a fellow student had engaged in harassing behaviors and intimate partner violence when they were in a relationship. Staff supported the student and made them aware of their reporting options.

95. A student reported finding a poster with offensive sexual and violent content hung in a residence hall common area. Staff met with the students in that area for an educational conversation.

96. A student reported being physically assaulted by another student. The affected student did not want to take action beyond reporting and staff offered them supportive resources.

97. A student reported being drugged at an off campus party by an unknown individual. They believed no assault had occurred during that time. Staff offered supportive resources to the affected student.

98. A student reported being sexually assaulted while they were sleeping by a former partner who was a fellow student. The affected student wished to go no further than reporting the incident and was provided with supportive options.

99. A student reported being coerced to have sex by a fellow student. They also reported that the same accused student attempted to coerce and restrain them in a separate incident.
Student Conduct investigated. Both students cooperated with an informal resolution and the accused student took responsibility for a policy violation. There were multiple sanctions including an alcohol assessment and educational assignments.

100. A student gave a third party report that another student received unwanted attention from a fellow student. Staff offered support to the reporting party and explained the options for the affected student.

101. A student reported that they were sexually assaulted by a staff member. The student was invited to make a more detailed report so that an investigation could begin and was repeatedly offered supportive resources. The student chose not to respond or engage further.

102. A student reported they were sexually assaulted by someone they met online. The student was offered supportive resources and assistance with further reporting.

103. A student reported that another student was giving them excessive unwanted contact via text and voicemail. Staff made the affected student aware of their options and they chose to participate in a staff facilitated conversation so that boundaries could be placed.

104. A student reported being subjected to unwanted kissing and touching by a fellow student who was at the time their partner. Staff offered supportive resources and the student chose to proceed no further than making a report.

105. A former student reported that they were sexually assaulted while enrolled at the university. The reporting party wished to give no further information. Staff offered to connect them with local supportive resources.