The following is the University of Puget Sound discriminatory harassment report from August, 2014 through December, 2014.

This report is compiled by the Harassment Reporting Officers (listed below). 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.

There is also another campus report that details campus crime activity (http://www.pugetsound.edu/about/offices--services/security-services/annual-security-report/). There is overlap in information in this report and the one below. 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.

1) HR received an anonymous complaint about a staff member’s differential treatment of students potentially based on gender. Human Resources conducted an investigation. There was no finding of differential treatment. The department head reiterated expectations with the staff member and the staff member’s supervisor regarding services provided by the work unit.

2) A staff member’s next-level supervisor received a complaint about the staff member’s supervisor engaging in differential treatment potentially based on gender. Human Resources conducted an investigative interview with the complainant, who requested informal resolution by the next-level supervisor. Human Resources approved the resolution actions conducted by the next-level supervisor, including supervisor education and adjustments to development and other work unit practices.

3) Two staff members and a student staff member brought concerns about a supervisor potentially treating staff members differently based on gender and making racially charged insensitive comments. Under the guidance of Human Resources, department leadership investigated and addressed the concerns. The complaint was resolved to the complainants’ satisfaction. The supervisor is no longer employed at the college.

4) A student staff member brought a concern about sexual harassment by a supervisor. Under the guidance of Human Resources, the complaint was investigated and addressed by department leadership. The supervisor is no longer employed at the college.

5) A report was made by a Peer Allies member about a student staff member who alleged being sexually assaulted by a temporary staff member. A formal investigation was
carried out by Human Resources. The complaint was resolved to the student’s satisfaction. The outcome included the staff member’s resignation at the end of the temporary employment period.

6) A professional staff member (third party) reported an incident of sexual harassment experienced by a student studying abroad by a non-student. The complainant chose not to pursue further investigation. The student was provided with feedback and options for resources and support.

7) A Faculty member reported a student approaching her about another professor using ableist language in class. The respondent was addressed by an Associate Dean.

8) A report of exclusion by a campus volunteer was made by a community member as a result of race. The respondent was addressed by the Assistant Director of Athletics.

9) A staff member found a picture of a non-Native student engaging in cultural appropriation during orientation. The respondent was addressed by a Student Affairs staff member.

10) A student reported that a staff member confused her for another African American woman and later made a comment indicating she cannot distinguish black women from black women and that all black women look the same. The complainant chose not to pursue further investigation and expressed preferring to address the situation personally.

11) A student staff member reported her monthly bulletin board around awareness of gender neutral bathrooms was vandalized in one of the residence halls. The offender’s identify is unknown.

12) A student staff member reported feeling increasingly uncomfortable following a direct supervisor’s gendered and sexualized comments. The complaint was resolved informally to the student’s satisfaction.

13) A faculty member reported that an invited outside speaker made racially charged insensitive and inappropriate comments during a classroom visit. The faculty member addressed the matter with the visiting lecturer.

14) A staff member reported that an all gender sign was forcibly chiseled/removed off the wall at one of the residence halls. The offender’s identify is unknown.
15) A student reported multiple incidents of stalking and harassment by another student that occurred both on and off campus. The complaint was resolved through a Student Conduct process. Sanctions included suspension, educational tasks, and encouragement to maintain professional mental health support. Respondent appealed and suspension was lifted, but the student had already spent an entire semester separated from the university.

16) A student reported multiple incidents of harassment by another student via phone, text message, and in person, all while students were on campus. The complaint was resolved informally through mediation by staff.

17) A student reported multiple incidents of harassment and sexual misconduct, which occurred on campus. The complaint was resolved through a Student Conduct process, and the respondent was expelled.

18) A student reported one incident of sexual harassment by another student, which occurred off campus. The complainant met with an HRO to share information, but chose not to pursue a process with Student Conduct.

19) A student reported an incident of sexual assault by another student, which occurred off campus. The student's needs were addressed to their satisfaction and the student did not want to pursue any further conduct process.

20) A student reported an incident of sexual assault by another student, which occurred on campus. The complaint was resolved through a Student Conduct process, and the respondent was expelled.

21) A student reported an incident of sexual assault by another student, which occurred on campus. A No Contact Order was issued and the complainant was satisfied with this level of resolution.

22) A student reported an incident of sexual assault by another student, which occurred on campus. The complaint was resolved through a Student Conduct process, and following appeals by both parties the respondent was placed on Conduct Probation II and given several educational sanctions.
In an effort to obtain more information about the prevalence of sexual misconduct on campus, Student Conduct decided to elicit incomplete reports from campus partners (faculty, staff, and student leaders). In Fall, 2013, Student Conduct began documenting incomplete reports, incidents which have been reported but lack major details (names, dates, etc.).

**Incomplete Reports**

1) A third party student reported an incident of sexual assault between two students. The alleged victim was not named. The alleged perpetrator was named. Staff offered reporting options and resources through the third party student. No further action was taken.

2) A third party student reported an incident of sexual assault between two students. Neither student was named and location of the incident is unknown.

3) A student reported an incident of sexual misconduct that occurred in fall of 2012 on campus with another student. The student did not wish to pursue a conduct process.*

4) A student reported an incident of sexual misconduct that occurred in fall of 2012 on campus with another student. The student did not wish to pursue a conduct process.*

*This is not a duplicate. Two separate but similar reports were given for different complainants in the same time period.

Harassment Reporting Officers: Kris Bartanen (Academic Vice President), Michael Benitez (Dean of Diversity and Inclusion, Chief Diversity/Title IX Officer), Debbie Chee (Director of Residence Life), Sunil Kukreja (Associate Dean), Cindy Matern (Associate Vice President for Human Resources), Grace Kirchner (Faculty Ombudsperson), Nancy Nieraeth (Director of Employment and People Development), Czarina Ramsay (Director of Intercultural Engagement), Mike Segawa (Vice President for Student Affairs/Dean of Students)

Distribution: The Trail, Open Line, web posting, Diversity Committee, Student Life Committee, Bias Hate Education Response Team, Diversity Advisory Council