The following is the University of Puget Sound discriminatory harassment report from January, 2014 through June, 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 are also other campus reports that detail campus crime activity (http://www.pugetsound.edu/about/offices--services/security-services/annual-security-report/) and incidents of bias and hate (http://www.pugetsound.edu/files/resources/5847_DiversityReport2012_.pdf). There is overlap in information between these reports 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. A staff member reported a concern about possible differential treatment based on gender in the staff member’s department. Action was taken by Human Resources with the assistance of an external consultant.

2. A staff member undergoing performance counseling issued a counter-complaint regarding discriminatory harassment by the supervisor, protected basis not specified. The complaint was investigated by the Chief Diversity Officer and Human Resources. No discriminatory harassment was found. Educational feedback was provided to departmental leadership.

3. A student expressed concern in Fall 2013 about discrimination based on disability by an adjunct faculty member who was employed at Puget Sound in Spring 2013, which led the student to drop the course. The department chair of the student’s major department assisted in outlining an academic plan to allow the student an opportunity to complete required coursework without extended time-to-degree. In the Spring of 2014 the student chose not to pursue the matter further.

4. A faculty member sought advice about how to deal with a male departmental colleague who had been verbally aggressive towards her and who had been the object of concern from at least one student regarding differential treatment of female and male students. Suggestions and follow-up were provided by multiple resource persons to address the concern.
5. A report was made by a staff member of a laminated card containing offensive racial remarks found in a campus building. The offender’s identity is unknown.

6. A student alleged a staff member made offensive racial remarks in a meeting between the student and the staff member. The complaint was addressed by the Chief Diversity Officer and resolved to the student’s satisfaction.

7. A student alleged uncomfortable and unwelcoming non-physical and non-verbal behavior by a faculty member due to student’s gender. The student was provided with feedback and options for resources and support. The student requested no investigation or further action be taken.

8. A report was made of vandalism to posters advertising a lecture on religion. The offender’s identity is unknown.

9. A student alleged a faculty member made racially and ethnically biased comments in the classroom. The complaint was addressed by the Chief Diversity Officer.

10. A report was made of vandalism containing offensive sexual references written on a bathroom stall in an academic building. The offender’s identity is unknown.

11. A faculty member alleged a student made biased comments in the classroom towards sexual orientation. The complaint was addressed by the Chief Diversity Officer and resolved to the faculty member’s satisfaction.

12. A faculty member alleged a student made racially and ethnically biased comments in the classroom. The complaint was addressed by the Chief Diversity Officer and resolved to the faculty member’s satisfaction.

13. A report was made of vandalism containing offensive references towards sexual orientation carved on desk in an academic building. The offender’s identity is unknown.

14. Staff members expressed feeling discriminated against and excluded as result of their race and or ethnicity. The complaint was addressed by the Chief Diversity Officer and resolved to the staff members’ satisfaction.

15. A student reported multiple incidents of sexual misconduct by another student on campus during the 2010-2011 academic year. The report became a formal complaint at the request of the student, and the complaint was resolved by a Sexual Misconduct Board. The outcome included a No Contact order, Conduct Probation Level I, educational components, and limitations on the complainant for contact with the respondent.
16. A student reported an incident of sexual misconduct in 2012 by another student off campus. The complainant chose not to pursue an informal or formal conduct process.

17. A student reported an incident of sexual misconduct by another student on campus. The report became a formal complaint at the request of the student, and the complaint was resolved by a Sexual Misconduct Board. The outcome included a No Contact order, Conduct Probation Level I, educational components, and limitations on the complainant for contact with the respondent.

18. A student reported incidents of harassment from three students on campus. The report became a formal complaint at the request of the student, and the complaint was resolved via a major violation conduct process. Sanctions ranged from Conduct Reprimand to Conduct Probation Level 2, No Contact Orders, letters of apology, and educational components.

19. A student reported harassment by another student on campus. The incident was resolved informally to the complainant’s satisfaction through a conversation with the Assistant Dean of Students.

Incomplete Reports

In an effort to obtain more information about the prevalence of sexual misconduct on campus, staff in the office of Student Conduct decided to elicit (encouraged the submission of) incomplete reports from campus partners (faculty, staff, and student leaders). In the Fall of 2013, Student Conduct began documenting incomplete reports, incidents which have been reported by third parties where Student Conduct attempted but was unable to obtain further details and/or cooperation from the third party reporter.

1. A student reported an incident of sexual misconduct by a non-student at an off-campus location. Since the assailant was not a student, no campus conduct process was initiated.

2. A third party reported an incident of on campus sexual misconduct between two students in April 2012. The third party reporter informed us that the student did not wish to be contacted at this time therefore no campus conduct process was initiated.

3. A third party reported an incident of on campus sexual misconduct between two students in Fall 2013. It is unclear whether the incident occurred on or off campus. The third party reporter informed us that the student did not wish to be contacted at this time therefore no campus conduct process was initiated.

4. A third party reported an incident of sexual misconduct between a student and a non-student assailant while on campus. Since the assailant was not a student, no campus conduct process was initiated.

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 (Dean of Students)

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