2015 ANNUAL REPORT OF INCIDENTS OF ALLEGED SEX DISCRIMINATION, SEXUAL HARASSMENT, SEXUAL MISCONDUCT, AND INTERPERSONAL VIOLENCE
2015 Annual Report of Incidents of Alleged Sex Discrimination, Sexual Harassment, Sexual Misconduct, and Interpersonal Violence

East Carolina University is committed to the safety and well-being of the entire campus community, including students, faculty, staff and visitors. Violence, including sexual assault, sexual battery, domestic and dating violence, and harassment, including sexual harassment and stalking are not tolerated or accepted. In an effort to continue to build trust and improve the dialogue around these issues, the following report contains information regarding how reports of this kind are handled by the University, the intersection and differences of Title IX and the Violence Against Women Act Amendments to the Clery Act, and University reporting options and resources.

Also contained in this report is specific information regarding reports of these incidents the University has received and how the University responds to these reports. Please be mindful that the information shared in this report contains sensitive material and the University must balance the benefit of sharing this information against the privacy individuals request when reporting these matters and seeking assistance. For that reason, the University will not disclose the facts of specific cases on an individual basis but, rather, presents the data available in the aggregate.

The University always encourages individuals with knowledge of these incidents to report to the University. Individuals can report incidents of sex discrimination or interpersonal violence to either of the resources listed below. The University, including the ECU Police Department, can also assist with contacting the law enforcement agency with appropriate jurisdiction. The resources listed below indicate two mechanisms for reporting incidents of sex discrimination to the University.

1. LaKesha Alston Forbes, Title IX Coordinator

   http://www.ecu.edu/cs-acad/titleix/

   (252) 328-6804

2. ECU Cares

   http://www.ecu.edu/cs-studentaffairs/ECU_CARES.cfm

   (252) 737-5555

Sincerely,

LaKesha Alston Forbes
Associate Provost for Equity and Diversity
Title IX Coordinator and ADA Compliance Officer
East Carolina University
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TITLE IX

Title IX of the Education Amendments of 1972 ("Title IX") prohibits sex discrimination in education and related programs in the United States. Specifically, Title IX states, "no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance" (20 U.S.C. Sect. 1681). Educational institutions receiving federal funds, both higher education and K-12, cannot discriminate on the basis of sex, including gender, gender identity, and sexual orientation, in their education programs or activities.

Historically, Title IX was perceived to be aimed at the inclusion of women in higher education athletic opportunities. Over the years, the United States Department of Education’s Office for Civil Rights ("OCR") has issued guidance regarding the application of Title IX in other areas, including addressing incidents of sexual harassment. Sexual harassment, including sexual violence, can impact someone’s access to education in a number of ways and, as such, the institution receiving federal funds must address the harassment and remedy the effects. Institutions have a responsibility to address sex discrimination, including sexual harassment and violence, in order to restore the academic environment for the recipient of the harm.

OCR released guidance to institutions regarding addressing incidents of sexual harassment in 1997, 2001, 2011, 2014, and 2015. Institutions must have: policies that prohibit sex discrimination, including sexual harassment and sexual violence; procedures for responding to incidents that are reported; and an appointed Title IX Coordinator to address concerns and ensure institutional compliance.

Title IX applies regardless of a specific geographic location and whether the respondent is affiliated with the University. Institutions must respond to reported incidents that can have an impact on the individual’s access to education or related programs regardless of where the incident took place.

Additionally, the status of the respondent, whether or not they are affiliated with the University, does not affect an institution’s Title IX responsibilities. While the University may not be able to utilize an established grievance procedure with those who are not affiliated, the University can make a number of accommodations for the individual harmed and the campus community as a whole.

The aim of Title IX is to ensure equal access to education regardless of sex, including gender, gender identity, or sexual orientation. Each individual is protected by Title IX from discrimination on the basis of sex.

East Carolina University’s "Interim Regulation on Responding to Complaints of Sexual Harassment, Sexual Misconduct, and/or Discrimination on the Basis of Sex"¹ can be found here: http://www.ecu.edu/prr/06/40/01

¹ This Regulation along with the "Regulation Addressing Sexual Assault, Domestic and Dating Violence and Stalking as Required by the Violence Against Women Act Amendments to the Clery Act – Interim", has been replaced with the new "Regulation on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence" as of January 1, 2016.
CLERY ACT

In 1990, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act") was signed into federal law. The Clery Act requires all higher education institutions that receive federal funding to release an Annual Security Report that includes crime statistics for certain offenses that occur within the geographical bounds described in the Clery Act. Specifically, there are three areas of geography that are to be reported in the Annual Security Report: on campus, to include an on campus subset – residence hall; non-campus building or property; and public property. These geographic areas are defined within the Clery Act, and crimes that occur in those locations must be reported by the institution each year by October 1st. Previous to 2015, the crimes that had to be reported were: murder/non-negligent manslaughter, negligent manslaughter, forcible sex offenses, non-forcible sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, weapon law violations, drug abuse violations, liquor law violations, and hate crimes in categories previously listed, in addition to larceny, vandalism, intimidation, and simple assault.

In 2014, the Violence Against Women Reauthorization Act ("VAWA") required institutions to include dating and domestic violence as well as, stalking in their 2015 Annual Security and Fire Safety Report ("Annual Security Report"). In addition, sexual assaults now include categories of rape, fondling, incest, and statutory rape. The inclusion of these crimes in the Annual Security Report pertains exclusively to those that occur in the three aforementioned geographic areas, and are not the complete record of all the reports of these incidents that the University receives. Included in this 2015 Annual Report are both those incidents that fall within the Clery Act geographic boundaries and those that were reported to have occurred outside of the boundaries. Therefore, the data in this report may not be consistent with the information provided in the Annual Security Report published annually in compliance with the Clery Act by the East Carolina University Police Department ("ECU PD").

Crime statistics are collected through a number of channels, including Campus Security Authorities completing an “Anonymous Crime Reporting Form”. Campus Security Authorities are ECU officials who have a significant responsibility for student and campus activities. A complete list of individuals deemed Campus Security Authorities can be found in the Annual Security Report. The Anonymous Crime Reporting Form is to be completed by the Campus Security Authority whenever that individual becomes aware of a crime.

Additionally, institutions must provide recipients of these crimes of their rights and options, including the option to be assisted in notifying the law enforcement agency of the appropriate jurisdiction. Individuals are also provided with a list of University and community resources. The ECU PD collects and compiles information on crime statistics for the Annual Security Report. A copy of the 2015 Annual Security Report is located on the ECU PD’s website at http://www.ecu.edu/cs-admin/police/upload/2015-Annual-Security-and-Fire-Safety-Report.pdf. ECU PD also maintains the “Daily Crime Log” which can be found at http://www.ecu.edu/cs-admin/police/Police-Department-CrimeLogs.cfm

ECU’s “Regulation Addressing Sexual Assault, Domestic and Dating Violence and Stalking as Required by the Violence Against Women Act Amendments to the Clery Act – Interim” is located at http://www.ecu.edu/prr/06/40/02.
REPORTING

University Reporting

East Carolina University strongly encourages individuals to report incidents of sex discrimination, sexual harassment, sexual violence (including sexual assault and sexual battery), dating and domestic violence, and stalking. Reports to the University can be made in several ways:

1. Title IX Coordinator – LaKesha Alston Forbes

   http://www.ecu.edu/cs-acad/titleIX/complaint.cfm

   (252) 328-6804

   The Title IX Coordinator responsibilities include overseeing ECU’s response to Title IX reports and complaints and identifying and addressing any patterns or systemic problems revealed by such reports and complaints.

2. ECU Cares

   http://www.ecu.edu/cs-studentaffairs/ECU_CARES.cfm

   (252) 737-5555

   ECU Cares is a mechanism whereby members of the campus community can make reports of concerning behavior on campus, including acts of sexual misconduct or violence.

3. Office for Student Rights and Responsibilities (“OSRR”)


   (252) 328-6824

   OSRR administers the East Carolina University Student Code of Conduct, which governs students' on- and off-campus conduct. OSRR staff is also engaged in campus education on various issues, such as academic integrity, citizenship development, and conflict resolution.

4. A Responsible Employee

   The University has designated certain employees as Responsible Employees who must report information regarding incidents of sex discrimination, including sexual harassment and sexual violence, to the Title IX Coordinator. Responsible Employees are (1) any person designated as a supervisor of any University employee; (2) any person who is designated a Clery Security Authority; and (3) any employee who is responsible for coordinating or supervising clinical education experiences, practicums and/or internships.
Law Enforcement Reporting

Individuals can choose to report these incidents to: (1) both the University and ECU PD, (2) either the University or ECU PD, or (3) neither. Law enforcement, including ECU PD, have unique legal authority, including the power to seek and execute search warrants, collect forensic evidence, make arrests, and assist in seeking emergency protective orders. Below are the relevant law enforcement agencies in the Greenville area.

If it is an emergency situation, please dial 911.

1. ECU Police Department
   
   http://www.ecu.edu/cs-admin/police/
   
   (252) 328-6787
   
   The East Carolina University Police Department, located in the Blount House, is a professional police department providing the same level of service offered by a municipal police department, as well as other services unique to an academic institution. The department is responsible for the well-being of everyone at the University 24 hours a day, 365 days per year.

2. Greenville Police Department
   
   http://www.greenvillenc.gov/government/police
   
   (252) 329-4315
   
   The Greenville Police Department is a nationally accredited law enforcement agency that provides a full range of high quality law enforcement services through a departmental philosophy of community-oriented policing.

3. Pitt County Sheriff’s Office
   
   http://www.pittcountync.gov/depts/sheriff/
   
   (252) 902-2800
   
   The Pitt County Sheriff’s Office is responsible for enforcing criminal and civil law county-wide, maintaining order in the courts, and operation of the county jail. The Sheriff is a constitutional officer who is elected every four years. The Sheriff’s Office maintains 24-hour per day patrol of the county.

RESOURCES

Private

Private resources will keep the complainant’s information as private as possible, meaning that information will only be shared with those who have a need to know it. For example, they may need to disclose what is told to them to the appropriate individual or office that is responsible for
addressing the conduct within the ECU community. The ECU PD, Greenville Police Department, and Pitt County Sheriff’s Office are private resources.

Other University private resources include but are not limited to: Campus Living, Dean of Students Office, and the Office for Equity and Diversity.

Confidential

ECU has certain resources that are confidential for both students and employees. Confidential resources adhere to strict standards of confidentiality, and do not share what an individual has told them other than in limited circumstances. These resources can provide information and other wellness services as well. A confidential employee is (1) any employee who is a licensed medical, clinical or mental-health professional when acting in that professional role in the provision of services to a patient (“health care provider”); and (2) any employee providing administrative, operational and/or related support for such health care providers in their performance of such services. The below resources are confidential.

Students

Victim Advocate

http://www.ecu.edu/cs-studentaffairs/victimservices/

(252) 737-1466 (M-F 8:00 a.m. – 5:00 p.m.)

(252) 328-6787 (after hours)

Victim advocacy at ECU was established to provide counseling and advocacy services to individuals whose lives have been affected by crime. The primary mission of the advocacy program is to safeguard the rights of victims and provide for their emotional needs during a very difficult time. The Victim Advocate provides assistance to any member of the ECU community who has been the victim of a crime or other traumatic event. All victim advocacy services are free and confidential. The Victim Advocate is available to provide nonjudgmental support and will never force a survivor to move forward with reporting unless s/he wishes to do so.

Center for Counseling and Student Development

http://www.ecu.edu/cs-studentaffairs/counselingcenter/

(252) 328-6661

The Center for Counseling and Student Development is accredited by the International Association of Counseling Services (IACS). The Center’s programs and services are designed to contribute to the personal and academic development of all ECU students.
Student Health Services

http://www.ecu.edu/cs-studentaffairs/studenthealth/

(252) 328-6841

East Carolina University Student Health Services is a primary health care facility located conveniently on central campus and is comprised of dedicated professionals providing easily accessible and affordable health care to enrolled students. ECU’s facility specializes in the overall health and well-being of each patient in our campus community by offering a comprehensive list of services.

Employee

The Carolina Centre – Employee Assistance Program

http://carolinacentre.com/

(252) 757-0123

The Carolina Centre is staffed by a very experienced group of licensed and certified professionals, representing a variety of disciplines, with a broad range of expertise and training. Carolina Centre emphasizes privacy, confidentiality, professionalism and the delivery of outstanding services.

Their services are varied based on the individual's needs, although they do offer a large variety of specialties including individual, family, and group therapy; employee assistance programs; workers compensation evaluations; forensic evaluations; psychological testing; and substance abuse evaluations and treatments.

ECU Family Therapy Clinic – Employee Assistance Program

http://www.ecu.edu/cs-hhp/hdfs/ftc.cfm

(252) 737-5418

The Family Therapy Clinic is administered through the Department of Child Development and Family Relations and serves as a training site for graduate students in the Master of Science degree program on marriage and family therapy and the doctoral program in medical family therapy.

The goal of the East Carolina University Family Therapy Clinic is to provide an opportunity for teaching and learning among professionals and students, and to provide high-quality services to families, couples, and individuals. By offering direct services to the public, the Clinic helps to bridge the gap between theory and practice and provides a unique service to the Greenville community and surrounding area.
Community

REAL Crisis Intervention Inc.

http://realcrisis.org/
(252) 758-4357

REAL Crisis Intervention Inc. has been providing rape crisis services since 1975. There are various programs offered to help all victims of crime as well as rape and sexual assault victims.

Center for Family Violence Prevention

http://www.c4fvp.org/
(252) 752-3811

The Center for Family Violence Prevention is a private, non-profit agency primarily funded by state and, federal government grants, United Way, churches, civic and community groups, individuals and other private donors. Through this funding, the Center for Family Violence Prevention provides a variety of services and resources to victims of domestic violence. The Center for Family Violence Prevention is committed to breaking the cycle of domestic violence and promoting healthy family relationships in our community.

Vidant Medical Center

https://www.vidanthealth.com/medicalcenter/
(252) 847-4100

Vidant Medical Center is the primary teaching hospital for ECU's Brody School of Medicine and is the flagship medical center for Vidant Health.

DEFINITIONS

For the purpose of this Report, violations of University policy are separated into different categories based on the conduct that occurred. Below are the definitions utilized for the purpose of this Report.

Complainant - is an individual alleging conduct outlined in these definitions.

Dating Violence –is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the
threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

**Domestic Violence** – is a felony or misdemeanor crime of violence committed: (1) by a current or former spouse or intimate partner of the victim; (2) by a person with whom the victim shares a child in common; (3) by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (4) by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; and/or (5) by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

**Other** – is categorized as incidents that were initially reported to have sexual misconduct implications, however were later determined to be not related to sexual misconduct.

**Respondent** – is an individual accused of conduct outlined in these definitions.

**Sex Discrimination** – actions that subject individuals to unfavorable or unequal treatment based on sex.

**Sexual Assault** – the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without their consent. The sexual assault definition for this Report also includes reports in which the conduct was reported as “sexual assault”; however, information necessary for the University to move forward with an investigation was not provided.

**Sexual Battery** – is the intentional or attempted sexual touching of another person’s clothed or unclothed body, including but not limited to the mouth, neck, buttocks, anus, genitalia, or breast, by another with any part of the body or any object in a sexual manner without their consent. Sexual battery is non-consensual sexual contact that does not include the penetration described in the definition of sexual assault.

**Sexual Harassment** – is any unwelcome sexual conduct, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise, when the conditions outlined in (1) and/or (2), below, are present.

(1) submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of a person’s employment, academic standing, or participation in any University programs and/or activities or is used as the basis for University decisions affecting the individual (often referred to as “quid pro quo” harassment); or

(2) such conduct creates a hostile environment; a “hostile environment” exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from the University’s education or employment programs and/or activities (Conduct must be deemed severe, persistent, or pervasive from both a subjective and an objective perspective).
**Stalking** - occurs when a person engages in a course of conduct directed at a specific person under circumstances that would cause a reasonable person to fear bodily injury or to experience substantial emotional distress.

### 2014 DATA

#### Total Number of Incidents Reported

- **Student Respondent (65)**: 70%
- **Employee Respondent (28)**: 30%

Between January 1, 2014 and December 31, 2014, ECU received 93 reports of incidents involving alleged conduct that violated either the University’s Interim Regulation on Responding to Complaints of Sexual Harassment, Sexual Misconduct and/or Discrimination on the Basis of Sex or the Regulation Addressing Sexual Assault, Domestic and Dating Violence and Stalking as required by the VAWA Amendments to the Clery Act. The graph above displays the difference of the status of the respondent in those 93 reports.

Those 93 reports include reports of conduct that occurred off-campus, which are not included in the Clery Annual Security Report.

In 2014, in cases where the alleged respondent is either a student or student-aged and not affiliated with ECU, the Dean of Students Office (“DOS”) was responsible for the investigation. In 2015, OSRR assumed those responsibilities. The Office for Equity and Diversity (“OED”) investigates incidents in which the alleged respondent is an employee or visitor.
60 Day Timeframe

Guidance from OCR states that institutions should strive to complete investigations into alleged sex discrimination within 60 days. Additionally, ECU’s “Interim Regulation Responding to Complaints of Sexual Harassment, Sexual Misconduct, and/or Discrimination on the Basis of Sex” states that the University will make every effort to complete investigations within 60 calendar days. The above graph displays how many of the total investigations conducted by the University (including both those conducted by the Dean of Students Office and OED) were completed within that 60 day timeframe. In total, 26 of the total 47 investigations were completed within the 60 day timeframe. The other 46 reports were reviewed informally. The graph below contains further data regarding the completion timeframes for the 21 investigations that were completed beyond the 60 day period.
STUDENT RESPONDENT DATA
The data contained in the section below pertains to respondents who were deemed to be either ECU students or non-ECU affiliated respondents who were student-aged.

Reports Filed Against Students

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Assaults</td>
<td>29.41%</td>
<td>20</td>
</tr>
<tr>
<td>Dating Violence</td>
<td>14.71%</td>
<td>10</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>2.94%</td>
<td>2</td>
</tr>
<tr>
<td>Sexual Battery</td>
<td>11.76%</td>
<td>8</td>
</tr>
<tr>
<td>Sexual Harassment</td>
<td>19.12%</td>
<td>13</td>
</tr>
<tr>
<td>Stalking</td>
<td>8.82%</td>
<td>6</td>
</tr>
<tr>
<td>Other</td>
<td>13.24%</td>
<td>9</td>
</tr>
</tbody>
</table>

Reports Filed Against Students
Reports Filed Against Students
The previous chart shows the different categories of the 65 reports that involved an alleged student respondent. There are 68 total incidents as three reports involved multiple allegations. Of the 68 total incidents, 20 were allegations of sexual assault as defined in the definition section of this report. Ten were allegations of dating violence, 2 were allegations of domestic violence, and 6 were allegations of stalking. Additionally, there were 8 allegations of sexual battery and 13 allegations of sexual harassment (either quid pro quo or hostile environment harassment). The 9 other allegations were initially reviewed under Title IX as an incident of sex discrimination, however after further review, it was determined that the facts alleged were not a form of sex discrimination.

Location of Student Incident Reports

The graph above shows the reported locations of the 65 incidents reported involving either a student respondent or a student-aged respondent. The “on campus” designation includes any location in which ECU owns or leases property including both east and west campuses. “Off campus” refers to any location in which ECU does not own or lease property, and can include locations outside of Greenville, NC. “Unknown” locations are those where either the complainant does not know/recall the location or the location was not provided to the University. “Cyber” refers to incidents that occurred mainly through cyberspace, including but not limited to the internet and online applications.
Procedures for Handling Student Respondent Reports

Office for Student Rights and Responsibilities (“OSRR”)
OSRR staff fosters student growth by promoting students’ awareness and understanding of their rights and responsibilities as community members, addressing student conduct and creating developmental learning opportunities, and engaging students in ethical decision-making.

OSRR administers the East Carolina University Student Code of Conduct (“Code of Conduct”), which governs students' on- and off-campus conduct. Office staff is also engaged in campus education on various issues, such as academic integrity, citizenship development, and conflict resolution.

OSRR staff is available to advise all campus community members on their rights under the Student Code of Conduct and the ECU conduct process as well as to clarify University policies pertaining to student conduct.

Student Investigation Procedures
OSRR investigates reports that involve an alleged student respondent or alleged respondents who are student-aged and do not attend ECU.

When the University receives a report of an alleged form of sex discrimination, the Sexual Misconduct Response Team (“SMRT”) evaluates the report and makes recommendations of necessary resources and accommodations to OSRR. The SMRT is made up of individuals from various campus offices including OSRR, ECU PD, DOS, OED, Office of University Counsel, the Victim Advocate, and Student Health Services. The SMRT meets weekly to evaluate new reports and review the status of previous reports.

Reports Filed Against Students

![Pie Chart]

- Informal Review (34) 52%
- Investigations (31) 48%
**Informal Review**

After the report is reviewed by SMRT, OSRR then initiates an investigation or informal review into the incident. An informal review process may be followed when OSRR receives a report and may be unable to proceed with a full investigation. Examples of these situations include but are not limited to: (1) when the complainant is unidentified, (2) when the respondent is unidentified, and (3) when the respondent is not a member of the University community. OSRR will offer the complainant (if known) resources and accommodations during both an informal review and an investigation. When a report is informally reviewed, OSRR and SMRT look to determine if the report is part of a larger pattern of behavior or if there is a continuing threat to the campus community. In these situations, the University may choose to proceed with an investigation.

During an informal review, the investigator will gather information from the reporting source, the complainant (if cooperative), and the respondent. The investigator will determine if enough evidence exists to move forward to a full investigation. Possible reasons for not having enough information include those situations listed above. If the investigator determines there is not enough information and/or the complainant requests a full investigation not be conducted (and the University determines it can honor this request), the investigator will inform the complainant of the right to an investigation at a later date if they choose. OSRR will continue to offer resources and accommodations, and document the report to assist in monitoring for patterns throughout the investigation.

**Factors Contributing to Informal Reviews of Reports Filed Against Students**

The above graph details the factors contributing to the 34 informal reviews conducted in the student respondent related reports. In 6 of the cases, the respondent (denoted above as “R”) was not
affiliated with ECU; and in 10 of the cases, the respondent was not known to the University; (either the complainant did not reveal the identity to the University or the complainant was unable to identify the respondent). In 10 of the cases, the complainant (denoted above as “C”) did not wish to participate in a University investigation; and in 1 of the cases, the respondent withdrew prior to an investigation being initiated; and, therefore OSRR placed a hold on the student’s record to alert the University should the respondent attempt to re-enroll. The 7 cases noted as “Other” in the graph above were cases that were initially reported as pertaining to a violation of the “Interim Regulation Responding to Complaints of Sexual Harassment, Sexual Misconduct, and/or Discrimination on the Basis of Sex”, however, after an initial review, it was determined that the facts alleged did not consist of violation of that regulation.

Investigation
If the investigator determines there is enough information to move forward with a full investigation and/or the complainant chooses to pursue a full investigation, the investigator will collect all available evidence by meeting with parties, collecting information, and reviewing other materials provided to determine the allegation and whether or not the conduct occurred by utilizing the preponderance of the evidence standard. The preponderance of the evidence standard is whether it is more likely than not that the alleged conduct occurred. The preponderance of the evidence standard is the evidentiary standard recommended by OCR.

The investigator will conduct a neutral review of all the evidence gathered and to determine whether the allegations can be substantiated or not. The investigator will utilize all the evidence available to make that determination. Once the investigation is completed, the parties are notified and are able to review the written report. If they oppose the finding or if new information has become available after the finding is made, an individual is allowed to appeal the decision.
The finding of “allegations substantiated” means the investigator was able to confirm, by the preponderance of the evidence, that the allegations were true and found a policy violation. When the investigator writes their report that finds the allegations were substantiated, the investigator does not include with that finding any recommendations as to the appropriate sanctioning. The matter is then sent to either an administrator or hearing panel in accordance with UNC Policy Manual 700.4.1. The administrator or panel will hear the case, including receiving a copy of the report and finding recommendation, and if the administrator or panel determine the respondent is responsible for the conduct, the University offers sanctioning recommendations. The complainant and respondent may also recommend sanctions at that time as well.

The finding of “allegations not substantiated” means where the investigator was unable to confirm, by a preponderance of the evidence that the alleged conduct occurred. This finding as well as the “allegations substantiated” finding, may be appealed by either party who are notified of such rights at the conclusion of the investigation.

The “other” outcome noted in the above graph occurred when an investigation was conducted, however, the respondent self-withdrew from the University prior to the resolution of the case. OSRR placed a hold on the student's record, should the respondent attempt to re-enroll.

The finding of “no formal charges pursued” occurs if the OSRR administrator believes that there is insufficient information to make a determination and/or the behavior is not governed through the Code of Conduct.

OSRR does not respond to external complaints.
OSRR Conduct Process

Initial Intake

The determination to investigate a conduct case will be made within a reasonable period of time after receipt of a complaint. A findings report will be submitted by a Title IX investigator to OSRR and is reviewed by the Director of OSRR or designee to determine whether or not the reported behavior is governed by the Code of Conduct. If it is believed that the behavior is governed by the Code of Conduct, the respondent will be invited to a “gathering of information” meeting with a conduct administrator.

The respondent may request a reasonable postponement of the meeting by contacting the conduct administrator in writing no less than two calendar days before the scheduled meeting. The respondent will need to explain why s/he is requesting a different meeting date or time and will need to provide an alternate meeting date and time. The conduct administrator will make the final determination of the meeting date and time. If the respondent does not appear for a scheduled meeting, the University reserves the right to make a determination in the student's absence.

After a “gathering of information” meeting (or without the meeting if the respondent does not attend the scheduled meeting), a determination will be made as to whether formal charges will be pursued. If a student is to be formally charged with a potential violation of the Code of Conduct, the student will receive written notification via letter or e-mail regarding a follow up meeting, which will include written notice of the allegation, a brief summary of the facts, and the follow-up meeting date and time, as well as possible sanctions. If the alleged violation might result in a sanction other than suspension or expulsion, a hearing with the conduct administrator will take place no earlier than 5 calendar days after the meeting notice is sent to the student, unless the student requests an earlier date. If the alleged violation might result in suspension or expulsion the matter will be referred to the conduct board, described below, and will take place no earlier than 10 calendar days after the follow-up meeting notice is sent to the student, unless the student requests an earlier date. In charges that might result in expulsion, the student will be informed that expulsion precludes matriculation at any University of North Carolina constituent institution. If the respondent fails to meet with the conduct administrator or conduct board after being properly notified, the case will be decided on the basis of information gathered by the conduct administrator or board.

Hearing with a Conduct Administrator

The respondent will meet with a conduct administrator to discuss the reported behavior. In cases of sexual misconduct and/or violence, a complainant is afforded the same rights as the respondent and will have an opportunity to meet with the conduct administrator to inform them of their perspective and make sanction recommendations. In this hearing, the administrator will review all available, relevant information and will determine by a preponderance of the evidence whether or not a violation of the Code of Conduct occurred.

Prior to a either a hearing with a conduct administrator or conduct board hearing, the respondent and complainant may make an appointment in OSRR to review the information and witness lists to be presented at the hearing.
The respondent or complainant may request a reasonable postponement of the hearing by contacting the conduct administrator in writing no less than two calendar days before the scheduled meeting. The respondent will need to explain why s/he is requesting a different meeting date or time and will need to provide an alternate meeting date and time. The conduct administrator will make the final determination of the meeting date and time. If the respondent does not appear for a scheduled meeting, the University reserves the right to make a determination in the student’s absence.

If the conduct administrator determines that a violation did occur, s/he will assign appropriate sanctions and will notify the respondent and complainant in writing within 10 calendar days of the date of the decision was made. The letter will include a brief summary of the information upon which the decision was based and will outline respondent's and complainant's right to appeal the decision to the Director of OSRR or designee.

**Student Conduct Board Hearing**

As indicated above, Student Conduct Board Hearings will be convened when the respondent’s case involves possible sanctions of suspension or expulsion. The respondent and complainant will be notified by OSRR in writing of the charge, a brief summary of the allegation, possible sanctions, and the hearing date and time. The hearing will take place at least 10 calendar days after the student is notified via letter or e-mail, unless the student agrees to an earlier hearing date.

The respondent or the complainant may request a reasonable postponement of the hearing by delivering a request to OSRR in writing no less than 2 calendar days before the hearing. The person requesting the postponement will need to explain why s/he is requesting a different hearing date or time and will need to provide an alternate hearing date and time. OSRR will make the final determination of the hearing date and time. If the respondent or complainant does not appear for a scheduled hearing after being properly notified, the University reserves the right to make a determination in the individual's absence.

**Hearing Panel Composition**

The hearing panel is composed of 2 faculty members and 3 staff members of the Student Conduct Board. A chair will be identified and will direct the hearing process and make determinations about what information is relevant to the proceedings. The chair is responsible for ensuring an orderly hearing and, therefore, may remove any person who, in her/his discretion, interferes with the work of the panel. The chair will facilitate the panel's discussion regarding the case and will vote only in the event of a tie. It is the chair's responsibility to write a rationale for the panel's decision.

The respondent or the complainant may challenge the participation of any panel member due to her/his previous knowledge, experience, belief, or emotion that would unduly influence decision-making either positively or negatively. The challenging party will be asked to provide specific reasons for the challenge. The chair, along with the hearing advisor (a professional OSRR staff member), will determine whether the identified panel member should be removed from the case. If the removal of a panel member results in less than 5 panel members being able to serve, the respondent will be given an option to continue with the existing panel or to reschedule the hearing in order for the case to be reviewed by a full 5 member panel.
Hearing Outline

During the hearing, the panel will review all available, relevant information and, based on a preponderance of the evidence standard, make a determination as to whether or not a violation of the Code of Conduct has occurred. A hearing will be divided into two parts: (1) the presentation of the facts and (2) if the panel finds the student responsible, the panel will determine sanctions.

A student case presenter (a trained Student Conduct Board member) will outline the basic facts of the case gathered by the University. The respondent and complainant will be afforded an opportunity to speak to the panel. The panel will also have an opportunity to ask questions of all involved.

Once all relevant information has been presented, the panel along with the hearing advisor will remain in the hearing room; and all other participants will be dismissed, while the panel deliberates regarding a finding of responsibility.

The panel will reconvene the meeting and announce its decision. If the student is found responsible, s/he may invite 2 character witnesses to give information and testimonials and may submit letters attesting to her/his character. The complainant may provide an impact statement to the panel.

The panel will then recess to deliberate appropriate sanctions and reconvene the meeting to announce its decision. The decision will also be shared with the respondent in writing within 10 calendar days of the date the decision was made. The letter will include a brief summary of the information upon which the decision was based and, will outline respondent's and complainant's appeal rights.

The hearing will be audio recorded; however, recording quality problems and/or malfunctions will not invalidate or nullify the decision of the panel.

The Student Conduct Board hearings are closed to the public.

For further information regarding the Code of Conduct, please visit the OSRR website, located here: http://www.ecu.edu/osrr/

Sanctioning

When determining sanctions, conduct administrators and members of the Student Conduct Board take into account the nature and seriousness of the violation, the impact of the violation on the community, the respondent's past conduct history, as well as the respondent's developmental needs, and mitigating or aggravating factors existing at the time of the offense. These mitigating or aggravating factors may include, but are not limited to: past disciplinary record, nature of the misconduct (i.e. the respondent was acting under duress or a mental condition; played a minor role in the commission of the offense; knowingly exposed others to a significant risk; convinced others to participate due to a position of leadership, dominance, trust or confidence; or the offense involved weapons or was especially heinous), as well as other relevant information regarding the degree of any damage, injury, or harm resulting from it. Multiple sanctions may be imposed for one violation.
Probation is defined as “a period of time during which the student's behavior is under University review”. Probation is “intended to communicate to the student that the University considers the student's behavior inappropriate and that further violations will result in more severe consequences, which may include suspension or expulsion”. Further, a student on disciplinary probation shall be ineligible to hold any office or participate in any activity in which the student represents the University or a University-recognized student organization either within or outside the University community”.

Suspension is defined as “a temporary separation from enrollment at the University for a defined period of time”. Suspended students are “banned from the University premises during the period of suspension and might be required to complete specified sanctions prior to reenrollment” and “completion of the suspension period and other assigned sanctions does not automatically grant suspended students the right to return to the University community”. Additionally, “all suspended students must petition OSRR for readmission and a committee will consider the petition and make a recommendation to the Vice Chancellor for Student Affairs, or designee,” and “suspension shall be served during the student's active terms of enrollment at the University”.

Expulsion is defined as “permanent separation from enrollment at the University and at any other member institution of the University of North Carolina”. Expelled students are “banned from University premises” and “a student who has been expelled from the University may not be admitted to another constituent institution of the University of North Carolina, unless and until the sanction of expulsion has been rescinded by the University”.

Other types of conduct sanctions include: warning, service, educational task, counseling, no contact ban, restricted privileges, restitution, and revocation of degree.

### Student Sanctioning Outcomes

<table>
<thead>
<tr>
<th>Sanction</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Probations (11)</td>
<td>73.33%</td>
</tr>
<tr>
<td>Suspensions (2)</td>
<td>13.33%</td>
</tr>
<tr>
<td>Expulsions (2)*</td>
<td>13.33%</td>
</tr>
</tbody>
</table>

* The expulsion was a result of two separate cases with the same respondent.
Student Sanctioning Outcomes

The graph above displays part of the sanctioning outcomes of the student respondent cases. There were 2 expulsions (same respondent), 2 suspensions, and 11 probations. Other sanctions were assigned in these cases as well as in the other cases where there was a finding of responsibility; however, probation, suspension, and expulsion are of a punitive nature while the other sanctions are of an educational nature. In cases of sexual assault involving penetration and, if the respondent is found responsible, the University typically recommends a minimum sanction of suspension.

Appeals

During an appeal, the appealing party has the burden of showing either (1) a violation of due process, or (2) a material deviation from Substantive and Procedural Standards adopted by the Board of Governors. In cases related to sexual misconduct, either the respondent or the complainant may file an appeal in accordance with the procedures outlined in this section. Material deviation from procedural standards means that the respondent was not provided the required notice or an opportunity for a fair hearing due to specified procedural errors or errors in interpretation of University policies or regulations that were so substantial as to effectively deny the respondent a fair hearing. Reasonable deviations from the procedures set out in this regulation will not invalidate a decision or proceeding unless the respondent can show that, but for the deviation or error, there likely would have been a different outcome in the case. Material deviation from substantive standards means that there is a lack of information in the record that could support the decision or sanction(s). This does not mean the information presented at the hearing can be re-argued on appeal; rather, it requires a showing that no reasonable person could have determined the respondent was responsible or could have imposed the sanction that was issued, based on the information in the record.

The respondent or complainant must specify in writing ("an appeal letter") which grounds form the basis for her/his appeal. The respondent or complainant must provide factual information to support her/his claim and explain what outcome s/he is seeking. The respondent or complainant has a right to be assisted in preparing her/his written challenge by a student advisor (a trained Student Conduct Board member) or by a licensed attorney or non-attorney advocate. The student advisor's responsibility is to guide the respondent or complainant through the conduct process, to answer any conduct process-related questions, and to assist with the securing of information from the University. This individual may continue to assist the respondent and complainant throughout the appeal process.

The appeal letter must be dated, signed by the student, and received by OSRR within five calendar days from the date that the written decision on sanctions is provided to the student, either by hand delivery or by delivery or attempted delivery through e-mail or postal mail. Appeals should be directed to osrr@ecu.edu; or 364 Wright Building. Failure to deliver the written notice of appeal within this time limit will render the decision of the conduct administrator final and conclusive. An extension of time may be requested within the 5 day limit, however, it is within the discretion of OSRR to grant or deny such requests.

OSRR will review the appeal within 5 calendar days of receipt. Appeals will be limited to the record of the hearing, including the supporting documents provided by the respondent and complainant and available records ("written record") within OSRR.
In appeals from a hearing with the conduct administrator, the Director of OSRR or designee will review the written record and make a determination as to whether a decision should be altered. If the Director of OSRR or designee determines that an appeal is not granted, the decision of the conduct administrator and any assigned sanctions will go into effect and the student will have no further appeal opportunities. The Director of OSRR or designee’s decision is final. In appeals from a hearing before the Conduct Board where suspension or expulsion is assigned, the Director of OSRR will compile the written record and provide it to the Vice Chancellor for Student Affairs or designee who will make the final determination. If the Vice Chancellor determines that the student should be expelled from the University, the student has the right to file an appeal by following the process described in 5.6. of the Code of Conduct. The final decision in cases where suspension or expulsion is the sanction will be made within 45 calendar days after the hearing and will be shared with the respondent in writing within 10 calendar days of the date the decision was made. The letter will include a brief summary of the information upon which the decision was based and any appeal rights.

**New Information**

Requests for reconsideration based on new information that would be sufficient to alter a decision and not reasonably available at the time of the decision should be directed to the original decision-maker. A complainant or respondent has one calendar year after the final imposition of sanctions by the University to present new information.

**Appeal of Expulsion**

Should the Vice Chancellor for Student Affairs determine that a respondent should be expelled, the respondent or complainant has the right to appeal the decision to the East Carolina University Board of Trustees. The student should send a written appeal by certified or registered mail, return receipt requested or by another means that provides proof of delivery, to the Assistant Secretary to Board within ten calendar days after the notice of the Vice Chancellor’s decision is sent to the respondent. A copy should also be provided to OSRR and the Office of University Counsel. If the appeal is received in a timely manner, the Board of Trustees will establish a schedule for its review. If the respondent or complainant fails to comply with the schedule, the Board of Trustees may dismiss the appeal.

Should the Board of Trustees uphold the decision of the Vice Chancellor to expel a respondent, the respondent or complainant has a right to appeal the decision to the Board of Governors of the University of North Carolina. The written appeal should be sent by certified or registered mail, return receipt requested or by another means that provides proof of delivery, to the President of the University of North Carolina within ten calendar days after the notice of the Board of Trustees’ final decision is sent to the respondent. The correspondence should be mailed to Office of the President, University of North Carolina, c/o Vice President and General Counsel, P.O. Box 2688, Chapel Hill, NC 27515-2688. A copy should also be provided to OSRR and the Office of the Vice Chancellor for Legal Affairs and the Office of University Counsel. The decision of the Board of Governors is final.
EMPLOYEE RESPONDENT DATA

Reports Filed Against Employees

Of the 28 incidents reported involving employee respondents, 16 alleged sexual harassment, and 12 alleged sex discrimination. For definitions of sexual harassment and sex discrimination, please see the definitions section on page 9. As indicated in a graph on the next page, 12 of these reports were handled informally, and 16 utilized formal resolution procedures. Also, students filed 46.4% of the reports against employees.

Procedures for Handling Reports Against Employees

Office for Equity and Diversity (“OED”)

OED provides leadership in the university's efforts to foster a welcoming and inclusive environment for all.

OED promotes a diverse, respectful and inclusive environment for the university community through educational programming, training and seminars. The Office promotes equity in university-wide educational opportunities, programming and employment in order to sustain a diverse and inclusive learning, living and working environment.

The scope of OED encompasses institutional equity and diversity functions involving education, intervention, compliance, consulting, programming, outreach and assessment. Institutional practices, in support of the principles of diversity and equity, are monitored in this office. OED’s goal is that the guiding principles of equity and diversity are applied and assessed institutionally pertaining to administration, academics, budgets and strategy.
While the OED investigates matters involving all the University’s protected classes as stipulated in the Notice of Nondiscrimination and Affirmative Action Policy, this report contains information related only to the protected class of sex.

**University Policies**
Federal and/or state laws, as well as University policies prohibit discrimination and harassment based on the following protected classes: race/ethnicity, color, genetic information, national origin, religion, sex (including pregnancy and pregnancy related conditions, sexual harassment, and sexual violence), gender identity, sexual orientation, age, disability, political affiliation, and veteran status (“protected classes”).

Additional information about University prohibited discrimination and harassment based on a protected class may be referenced in the policies and procedures located on the OED website (http://www.ecu.edu/oed).

**Procedures for Complaint Reporting and Resolution**
Members of the University community are encouraged to express freely, responsibly and in an orderly way any complaint of discrimination and harassment prohibited by the Notice of Nondiscrimination and Affirmative Action Policy.

**Obligation to Review or Investigate**
If OED becomes aware of any information or concerns related to prohibited discrimination, harassment and/or retaliation, the OED will address the concerns with an informal review or formal investigation of those concerns.
Informal Resolution
The complainant, may request an informal resolution to address the prohibited conduct allegations. OED will make a determination as to whether an informal resolution is appropriate and will determine the appropriate course of action depending on the nature and severity of the concerns reported. There are three primary reasons why a complaint is resolved informally rather than through the formal process: (1) the complainant may request an informal resolution to address their concerns, (2) the complainant does not wish to participate, or (3) the report is not within the purview of OED. If the reported conduct is not within OED’s purview, the report is referred to the applicable University office or individual (i.e. Department of Human Resources, Internal Audit, supervisor, etc.) as appropriate.

In the above chart, where it is labeled informal resolution, a formal resolution procedure was not initiated, and the matter was informally reviewed by OED.

At any point prior to the conclusion of the informal resolution, the complainant may withdraw their request for an informal resolution and initiate the formal resolution process.

*includes both internal and external investigations
Factors Contributing to Informal Reviews of Reports Filed Against Employees

Of the 12 reports that OED resolved informally 8 were done so because the complainant requested and informal resolution, and 4 were done so because the complainant did not wish to participate.

Formal Resolution (Investigation)

The objective of an OED investigation is to: 1) determine whether evidence exists based on the preponderance of evidence standard to support the assertions regarding the alleged conduct, and 2) determine whether or not the actions or decisions of the responding individual(s) constitute a violation of University policy considering the totality of all evidence available. At the initiation of the investigation, it is never assumed the respondent(s) is in violation of University policy. OED is committed to treating all parties equitably and impartially.

If the reporting individual would like to proceed with an investigation and/or OED determines it is necessary to proceed with an investigation, the reporting individual will be asked to confirm the allegations to be investigated. OED will make every effort to promptly, equitably, and thoroughly investigate claims of prohibited conduct within approximately sixty (60) calendar days from the initiation of the investigation. However, occasionally the process may take longer depending on the nature or complexity of the issues, extenuating circumstances, the availability of witnesses, and/or University closures. OED strives to balance prompt investigation and resolution of complaints with the very important obligation to pay close attention to details and conduct an exhaustive and thorough investigation.

Upon completion of the investigation, OED will issue a written report with the findings of the investigation to the respondent’s Vice Chancellor for sanctioning, if necessary. The report will indicate whether the allegations were substantiated (OED was able to confirm, by the
Formal Resolution Investigation Type

In 2014, OED conducted 8 internal investigations related to the protected class of sex. The outcomes of those investigations is enumerated below. OED also responded to 8 external investigations conducted by external regulatory agencies as further explained in subsequent sections of this report.
Employee Respondent Internal Investigation Results

Of the 8 internal investigations involving an employee respondent, 2 investigations concluded with the allegations being substantiated, 4 cases resolved with the allegations not being substantiated, and 2 concluded with the allegations not substantiated but the conduct was deemed inappropriate. Regarding sanctioning data for employee respondents, in the 2 cases where the allegations were substantiated, both respondents separated from the University voluntarily prior to University sanctioning taking place.

A finding of “allegation substantiated” indicates the investigation confirmed, by the preponderance of the evidence, that the allegations were true and the respondent violated applicable University policy. A finding of “allegation not substantiated” indicates the investigation did not confirm, by the preponderance of the evidence, that the allegations were true, and that the respondent did not violate applicable University policy.

A finding of “allegation not substantiated - inappropriate conduct” indicates the investigation revealed that the respondent’s behavior was inappropriate and/or unprofessional but did not find a violation of applicable University policy.

Federal and State Agencies

Although the University has extensive internal processes for filing complaints, individuals may choose to file complaints of discrimination or harassment against ECU with external federal and state agencies. These agencies include the U.S. Equal Employment Opportunity Commission (http://www.eeoc.gov), U.S. Department of Education’s Office for Civil Rights (http://www2.ed.gov/about/offices/list/ocr/index.html), or the North Carolina Civil Rights
Division of the Office of Administrative Hearings (http://www.oah.state.nc.us/civil). Additional information about the process, procedures and services of these agencies may be found on their respective websites.

**U.S. Equal Employment Opportunity Commission (“EEOC”)**
The EEOC is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. It is also illegal to discriminate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

Most employers with at least 15 employees are covered by EEOC laws (20 employees in age discrimination cases). Most labor unions and employment agencies are also covered.

The laws apply to all types of work situations, including hiring, firing, promotions, harassment, training, wages, and benefits.

**U.S. Department of Education’s Office for Civil Rights (“OCR”)**
The OCR enforces several Federal civil rights laws that prohibit discrimination in programs or activities that receive federal financial assistance from the Department of Education. Discrimination on the basis of race, color, and national origin is prohibited by Title VI of the Civil Rights Act of 1964; sex discrimination is prohibited by Title IX of the Education Amendments of 1972; discrimination on the basis of disability is prohibited by Section 504 of the Rehabilitation Act of 1973; and age discrimination is prohibited by the Age Discrimination Act of 1975.

These civil rights laws enforced by OCR extend to all state education agencies, elementary and secondary school systems, colleges and universities, vocational schools, proprietary schools, state vocational rehabilitation agencies, libraries, and museums that receive U.S. Department of Education funds. Areas covered may include, but are not limited to admissions, recruitment, financial aid, academic programs, student treatment and services, counseling and guidance, discipline, classroom assignment, grading, vocational education, recreation, physical education, athletics, housing, and employment.
External Investigations

In 2014, 8 investigations by outside agencies were initiated regarding either sexual harassment or sex discrimination. Two of the investigations were initiated by OCR, and 6 were initiated by EEOC. Three of the external investigations are currently pending, and the remaining five of the investigations were closed with no violation found. Additionally, three of these investigations were part of the 18 investigations that proceeded past ninety days in the investigation timeframe graph (see page 13). There were no investigations initiated by the North Carolina Civil Rights Division of the Office of Administrative Hearings. OED responds to external complaints.

Educational Training

As part of the University’s commitment to ensuring a swift and resourceful response to reported incidents of sex discrimination, the University provides multiple educational opportunities for both students and employees regarding these issues. Listed below are a few highlighted programs in which the University informs students and employees of on campus reporting options and resources regarding these issues.

- Incoming freshmen students attend *True Life*, a face-to-face prevention education session that covers topics including alcohol and other drugs, campus safety, sexual health issues, and diversity.
- Prior to students being able to register for their second semester classes, they must complete *Haven*, which is an online module that provides information on the importance of healthy relationships, consent, and being a good communicator.
- The Victim Advocate gives presentations to different campus constituencies regarding a variety of sexual assault and intimate partner violence topics including but not limited to:
Victim Advocacy at ECU, Breaking the Cycle: An Overview of Intimate Partner Violence, and Ending the Stigma: An Overview of Sexual Assault. These presentations are available upon request.

- Employees are encouraged to take the Unlawful Harassment Prevention module online that is provided to educate the community about why harassment compromises the community and how you can protect yourself from such behavior.

- The Preventing Discrimination and Sexual Violence online modules is mandatory for all employees to complete every five years, and new employees must complete this module within ninety days of their hire date. This is an educational module that includes information on sexual assault, sex discrimination, Title IX, the VAWA Amendments to the Clery Act, and other related terms and regulations.

- OED offers a face-to-face training opportunity for Responsible Employees titled “Responsible. Who, me?” that covers information on reporting sexual misconduct, University and campus resources, and policy definitions regarding these issues.

- The ECU PD requires that Campus Security Authorities, as identified in the Annual Security Report, complete the online Campus Security Authority Training on an annual basis. This training includes reporting information specific to completing the Anonymous Crime Reporting Form.

Prevention Efforts

ECU is dedicated to ending incidents of sex discrimination and sexual harassment in our community. In an effort to meet this goal, ECU offers different programs and initiatives to increase awareness and inform individuals regarding these issues. Listed below is a sampling of the current offerings provided by the University.

- **Pledge Purple Week** – an annual, week-long initiative focused on education and advocacy centered on the issues of sexual violence, harassment, and bullying. Events throughout the week include guest presenters, the “It’s On Us” awareness campaigning, and the “Take Back the Night” walk.

- **Stand. Speak. Act.** – ECU’s bystander intervention education program that aims to empower faculty, staff, and students to become active bystanders who intervene on behalf of potential victims in a situation that is perceived to be unsafe. The training focuses on giving individuals the tools to intervene, as well as build a culture around the premises that (1) violence will not be tolerated, and (2) everyone has a role in preventing violence. Face-to-face trainings are available for students, staff, and faculty.
  - **Stand:** Stand up for what is right. Take a stand against bullying. Stand up to perpetrators. Stand up for your fellow Pirates.
  - **Speak:** Speak out against violence. Speak up on behalf of fellow Pirates. Be honest and direct when you speak in a situation.
  - **Act:** Call the police or 9-1-1. Avoid using violence whenever possible. Recruit help if necessary.

- **Rape Aggression Defense R.A.D.** – The ECU PD offers this free self-defense class to both men and women within the University community. This is a national program featuring realistic
self-defense tactics and techniques taught for individuals regardless of their physical conditioning. R.A.D. provides individuals with knowledge to make an educated decision about personal defense, including information on physical and non-physical options, as well as insight into the mindset of an attacker. This is a 12-hour course that consists of several sessions over four days.

Conclusion
We wish to thank each office and individual that collaborated together to make this report possible. Responding to and ensuring compliance regarding these issues is a University-wide effort.

The information provided in this report is meant to lend a greater understanding to how the University responds to these issues. In observance of the privacy of the parties involved in these specific matters, greater detail cannot be provided on individual reports. Should you have further questions regarding the aggregate data, please contact:

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Title IX Coordinator               Title IX Compliance Officer
Office for Equity and Diversity    Office for Equity and Diversity
(252) 328-6804                    (252) 328-6804
oeed@ecu.edu                      oed@ecu.edu