



2022 Annual Report

The Office of Equal Opportunity/Title IX
July 2022 – June 2023



WHERE WE ARE

<p>Complaints at EEOC</p> <p>6 Open and Ongoing Claims</p> <p>Complaints at UALD</p> <p>0 Open and Ongoing Claims</p>	<p>Issued Investigations</p> <p>5 EEO Reports issued 2 Title IX Reports Issued</p>	<p>Title IX/EEO Office</p> <p>Title IX Coordinator/EEO Director – David Jensen Title IX/EEO Investigator – Vacant Deputy Title IX Coordinator – Candida Darling Part-Time Title IX/EEO Investigators – Brandi Mair Intake Manager – Melinda Mostyn</p>	<p>Concerns Referred to:</p> <p>Employee Relations- 8 Transferred to Supervisor- 11 Informal EEO Investigation- 0 Referred to Public Safety- 0 Referred to Dean of Students- 9 Requested Not to Investigate- 2 Resolved Through Other Means - 0 Referred to Director of Employment & Compensation- 0 Referred to Director of Employee Benefits- 0 No Investigation (Employee Not at College)- 2 No Investigation (Other)- 6 (first amendment issues or non-responsive)</p>
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INVESTIGATIONS YEAR 2022

Categories	Formal Allegations	Merit	No Merit
Discrimination: Race	7 Ongoing	2	5
Discrimination: Gender	11 Ongoing	2	5
Discrimination: Pregnancy	0		
Discrimination: National Origin	3	1	2
Discrimination: Gender Identity	0		
Discrimination: Sexual Orientation	1		1
Discrimination: Disability	5 Ongoing	1	
Discrimination: Religion	3		3
Discrimination: Age	3		3
Sexual Harassment	11	2	9
Retaliation	18	1	17
No Claim of Protected Class			
TOTAL	62		

WHERE ARE WE GOING?

<p>Data Collection</p> <ul style="list-style-type: none"> Implementing transition of EEO historical information from July 1, 2022. On task to input all old data into Maxient with goal of completion by July 31, 2023. Collaborate and expand on quarterly and annual reports 	<p>Employee Relations Role</p> <ul style="list-style-type: none"> 4 Cases Reported to ER for Non-Title IX related follow up 22 Formal Investigations 5 Merit Cases 22.7% Cause 2020-2022 EEOC Cause findings average less than 3 percent 	<p>Investigators</p> <ul style="list-style-type: none"> Establish external training opportunities Ensure knowledge and practice of Investigative Plan Revise letters to be more user friendly Set up templates and best practices resources through Maxient 	<p>Future of EEO/Title IX Office</p> <ul style="list-style-type: none"> Determine needed trainings to SLCC staff needed in EEO related trainings Continue to improve and conduct training of supervisors, staff, students Enhance visibility of Title IX EEO on all campus and to all students as community returns Train appropriate personnel in Title IX and Anti-Discrimination policy Prepare for implementation of new Title IX Regulations
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