



WILLIAM & MARY

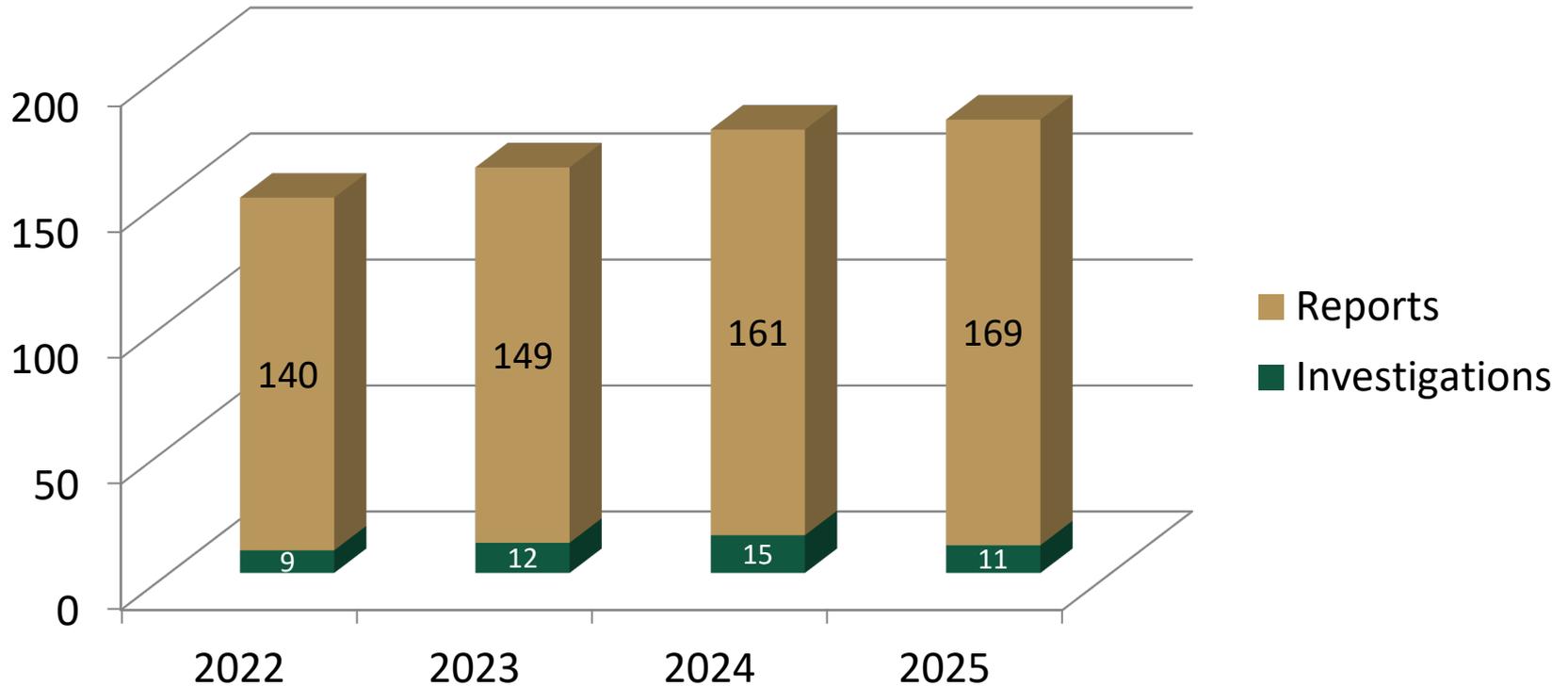
CHARTERED 1693

COMPLIANCE REPORTS AND INVESTIGATIONS

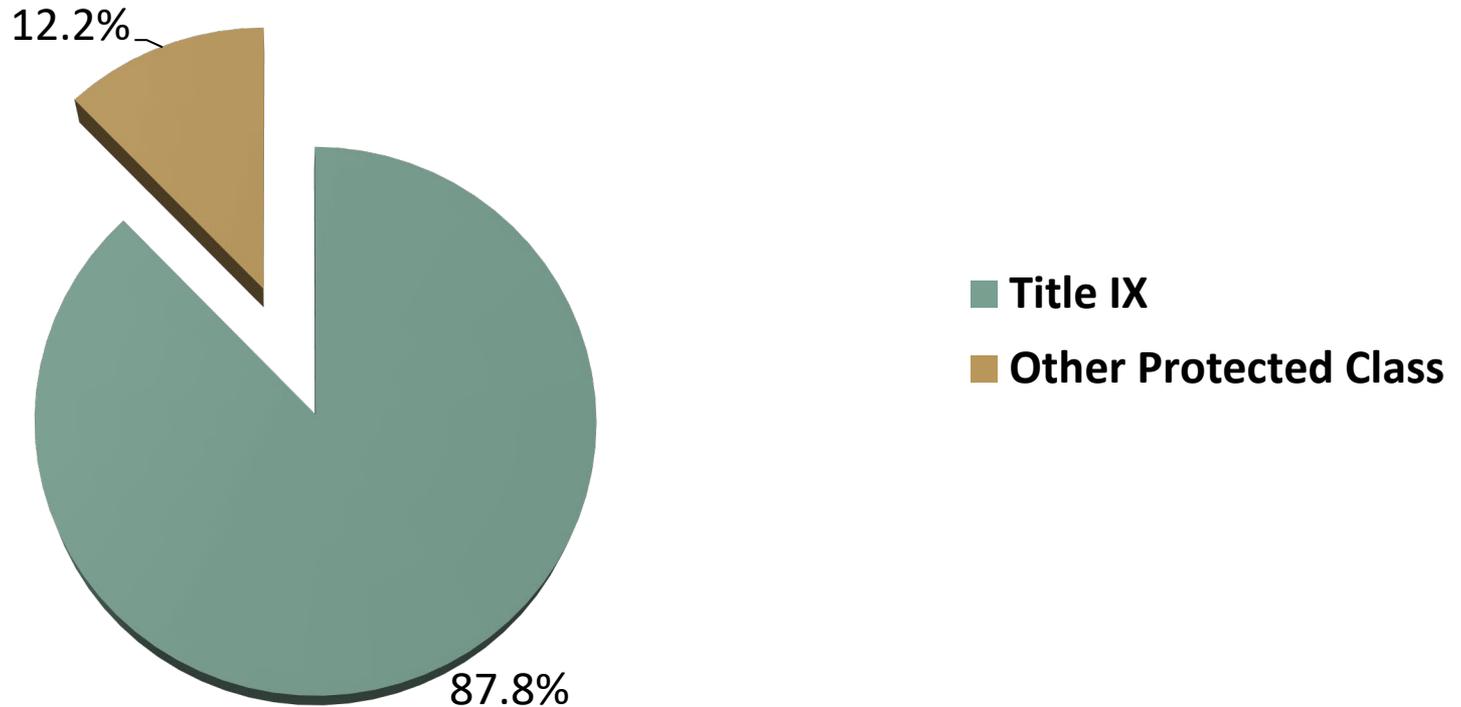
FY2025 Annual Data

Audit, Risk & Compliance Committee, November 2025

ANNUAL COMPARISON



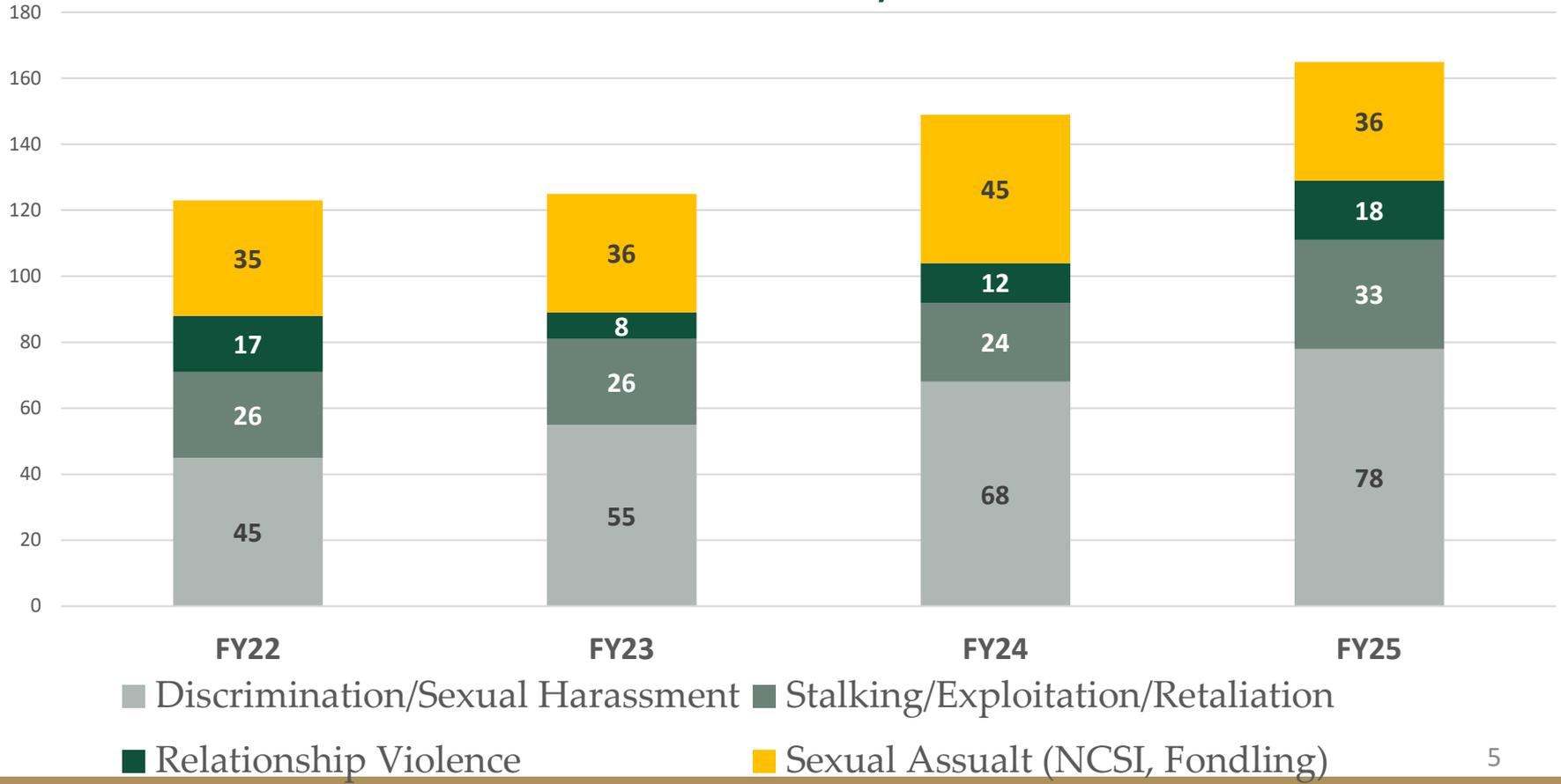
Types of Discrimination Reported to OCE FY 25



Employee Reports

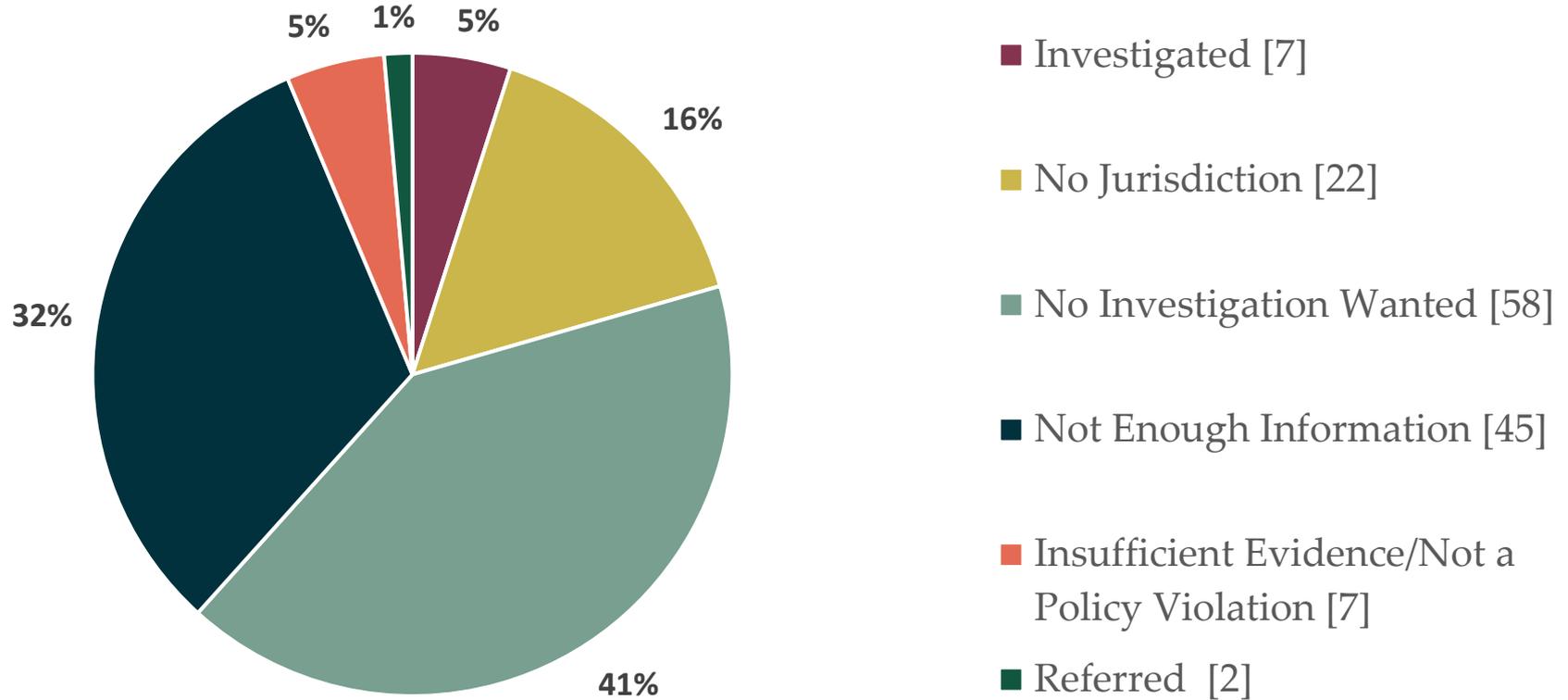
- 32 reports of alleged misconduct with faculty/adjunct faculty, staff member, or third-party contractor as Respondent
- 13 complaints of sexual harassment or sexual violence
- 5 complainant related to disability/failure to accommodate
- 4 complaints of retaliation
- Report volume per 100 employees
 - FY 25 = 1.067
 - FY 24 = 1.467
 - FY 23 = 0.967

ANNUAL TITLE IX /VAWA DATA



ANNUAL TITLE IX /VAWA DATA

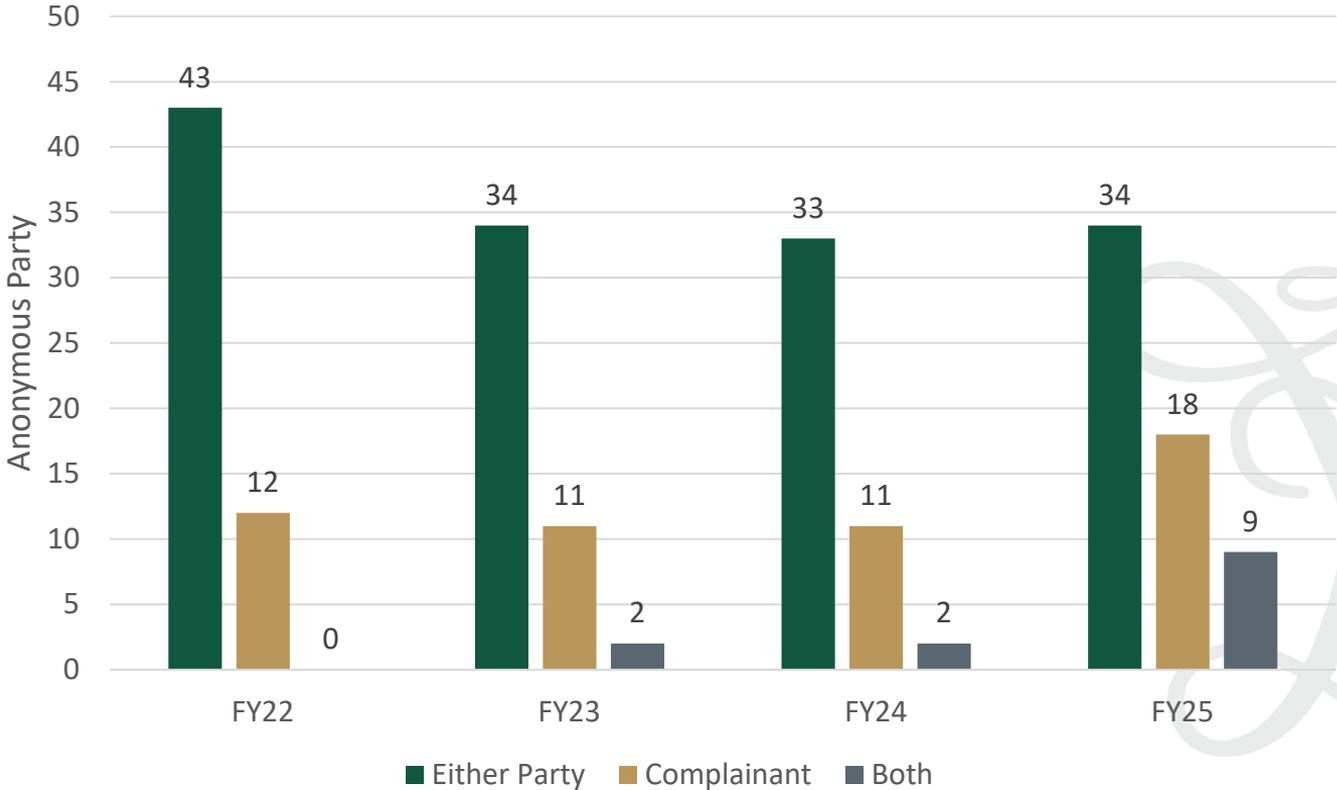
FY25 RESPONSE TO REPORTS



FY25 TITLE IX INVESTIGATIONS

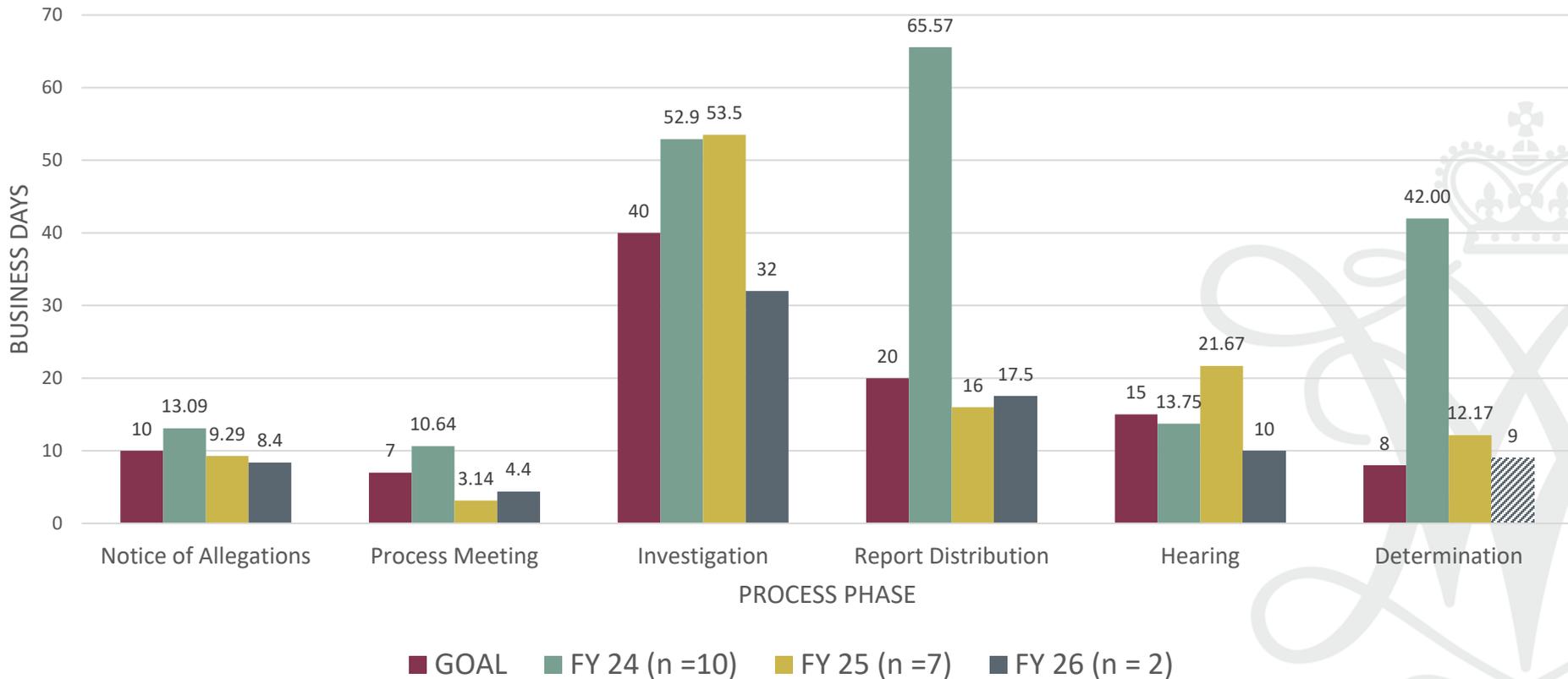
- 1 Sexual Harassment
- 6 Sexual Violence (VAWA)
- Resolution
 - 2 responsible for policy violation
 - 1 not responsible for policy violation
 - 1 Pre-determination resolution
 - 3 dismissed (left university or stopped participating)

REPORT = SUPPORT



KEY PERFORMANCE INDEX

COMPLAINT RESOLUTION TIME



KEY PERFORMANCE INDEX