

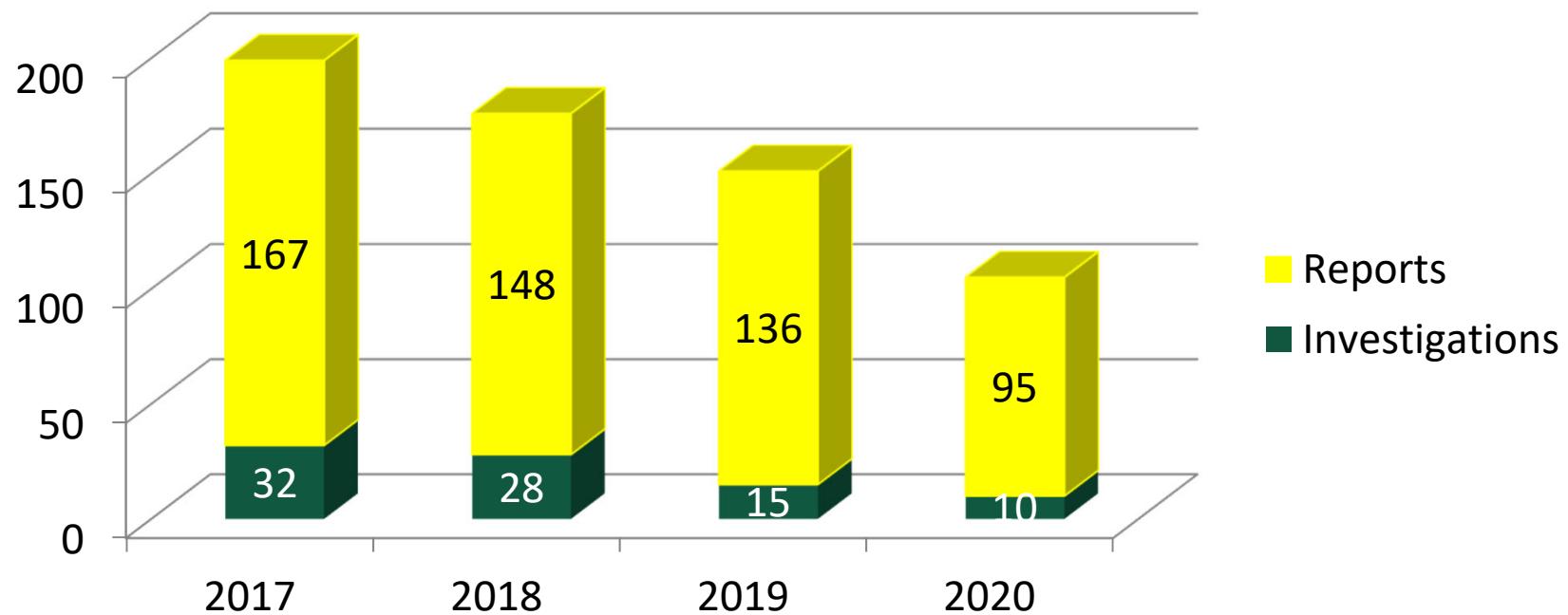


COMPLIANCE REPORTS AND INVESTIGATIONS

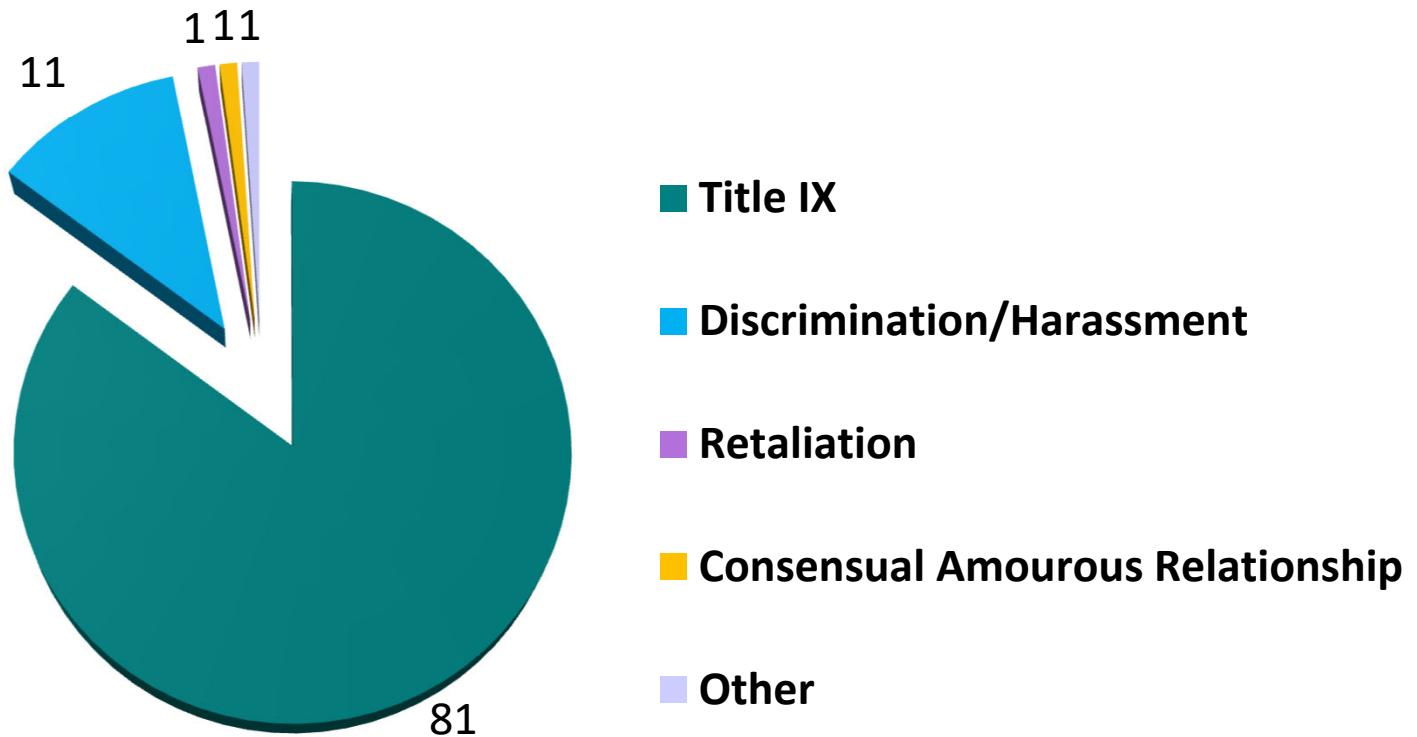
FY2020 Annual Data

Audit, Risk & Compliance Committee, September 2020

ANNUAL COMPARISON



Types of Issues Reported to OCE FY 20

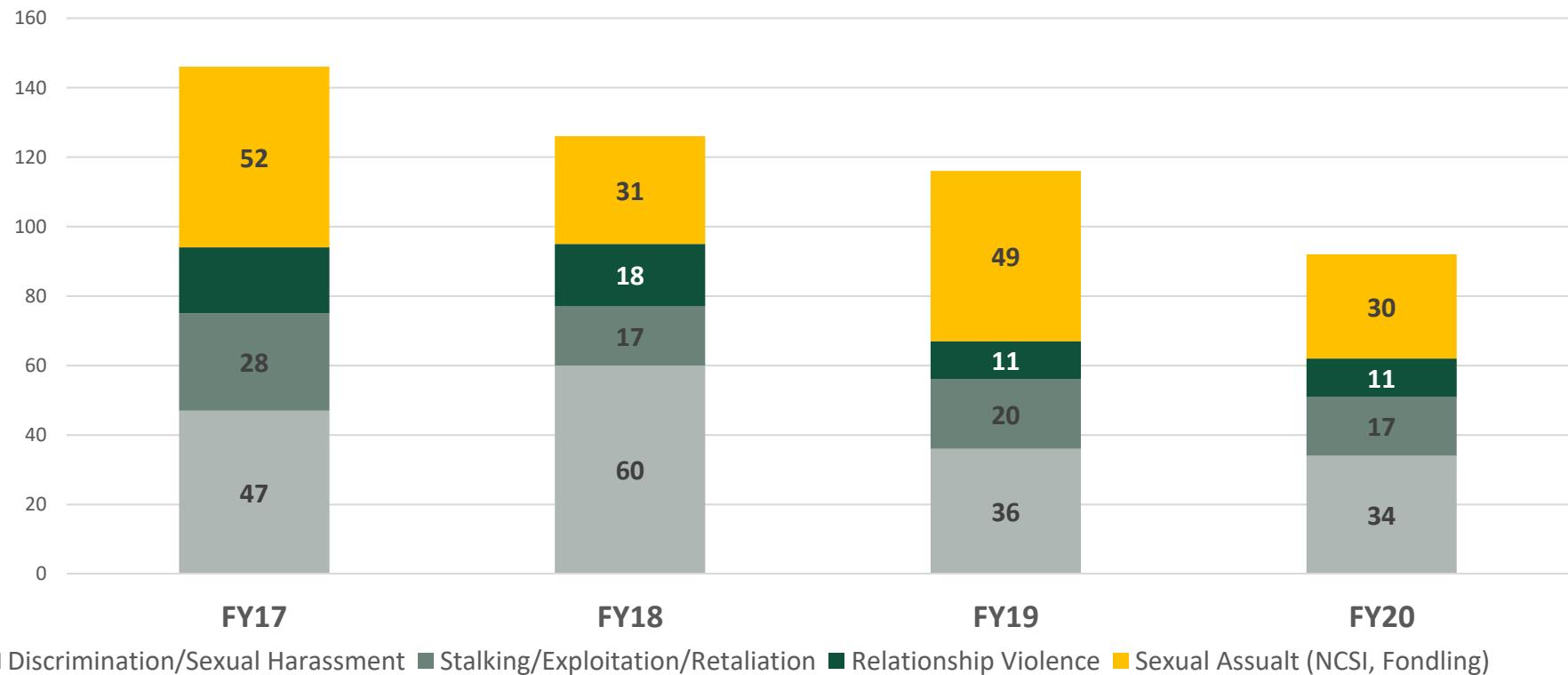


Employee Reports

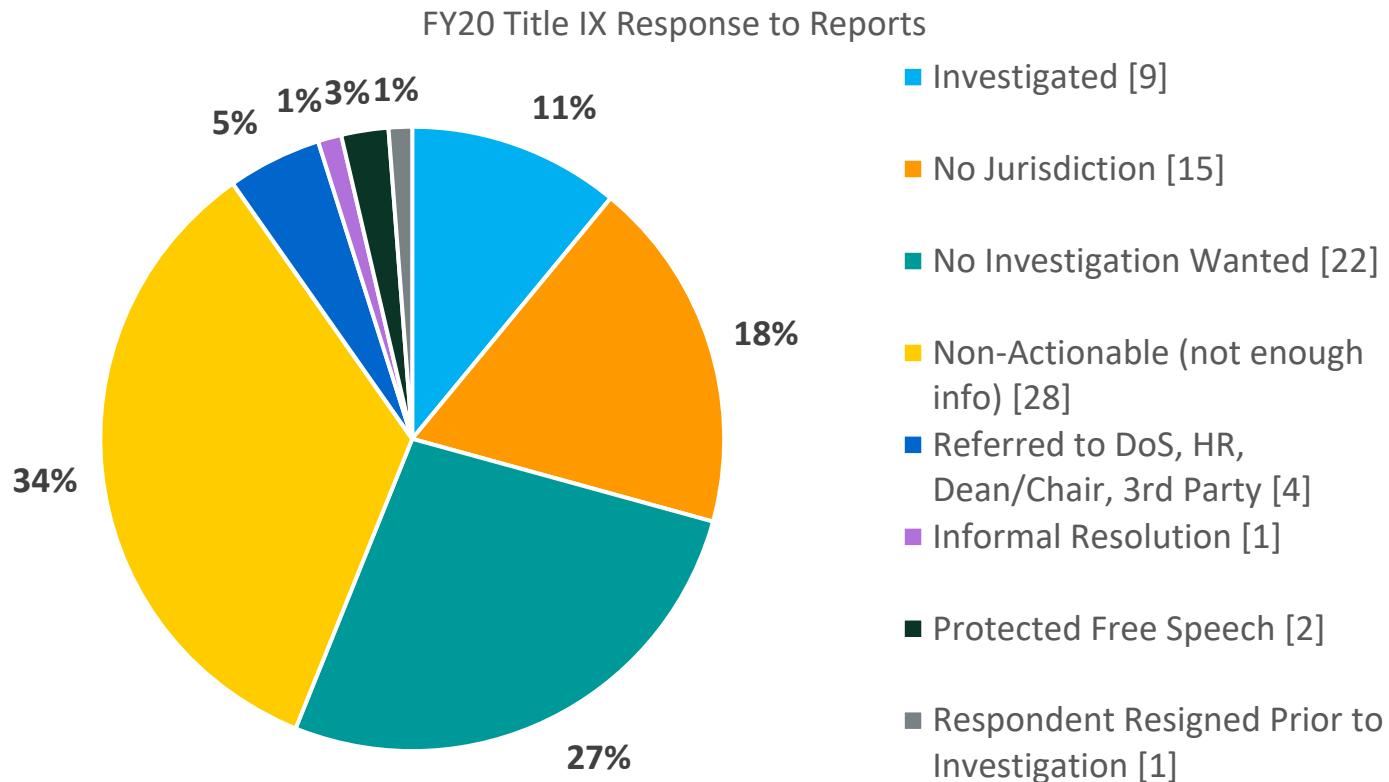
- 27 reports in FY 2020 of alleged misconduct by a faculty or staff member
- Report volume per 100 employees in FY 2020
 - W&M = 0.9 (vs. 0.6 in 2019)
 - Median = 1.4 reports*
 - Range of 0.3 – 8.4 for all sources (hotline, web form, walk in, direct email, manager submission)*

* Navex Global 2019 survey data of hotline and incident management clients

ANNUAL TITLE IX /VAWA DATA



ANNUAL TITLE IX /VAWA DATA



FY20 TITLE IX INVESTIGATIONS

- 9 sexual misconduct investigations
- 3 substantiated/responsible for policy violation
- 3 not responsible
- 1 no finding of a policy violation of department actions
- 2 investigations ongoing



COMPLIANCE UPDATES

Audit, Risk & Compliance Committee, September 2020

- Released in May with an effective date of August 14, 2020
- Required changes versus best practices
 - Definition of Title IX Sexual Harassment
 - Live Hearing with Cross Examination
 - Evidentiary Standard
 - Other Types of Sexual Misconduct
 - Other Jurisdiction for Non-Title IX

TITLE IX FINAL REGS



- Title IX Collaborative Staff Virtual Retreat in June
- Interim Policies & Procedures
- Review by Faculty, Staff and Student Assemblies
- Finalize in January 2021

TITLE IX FINAL REGS



- Deadline Extension for Annual Security Report
- Employee Reporting System Launching in October
- FY21 Compliance Plan for November Meeting

OTHER UPDATES

