



WILLIAM & MARY

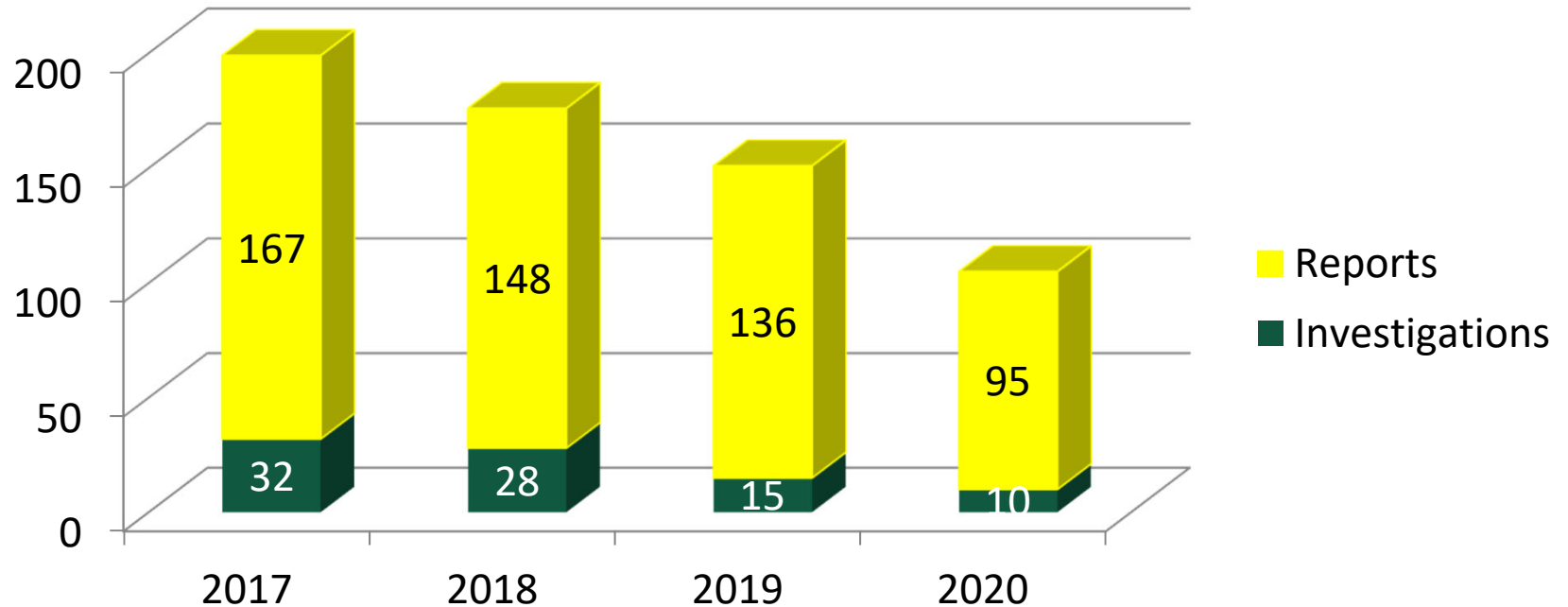
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# COMPLIANCE REPORTS AND INVESTIGATIONS

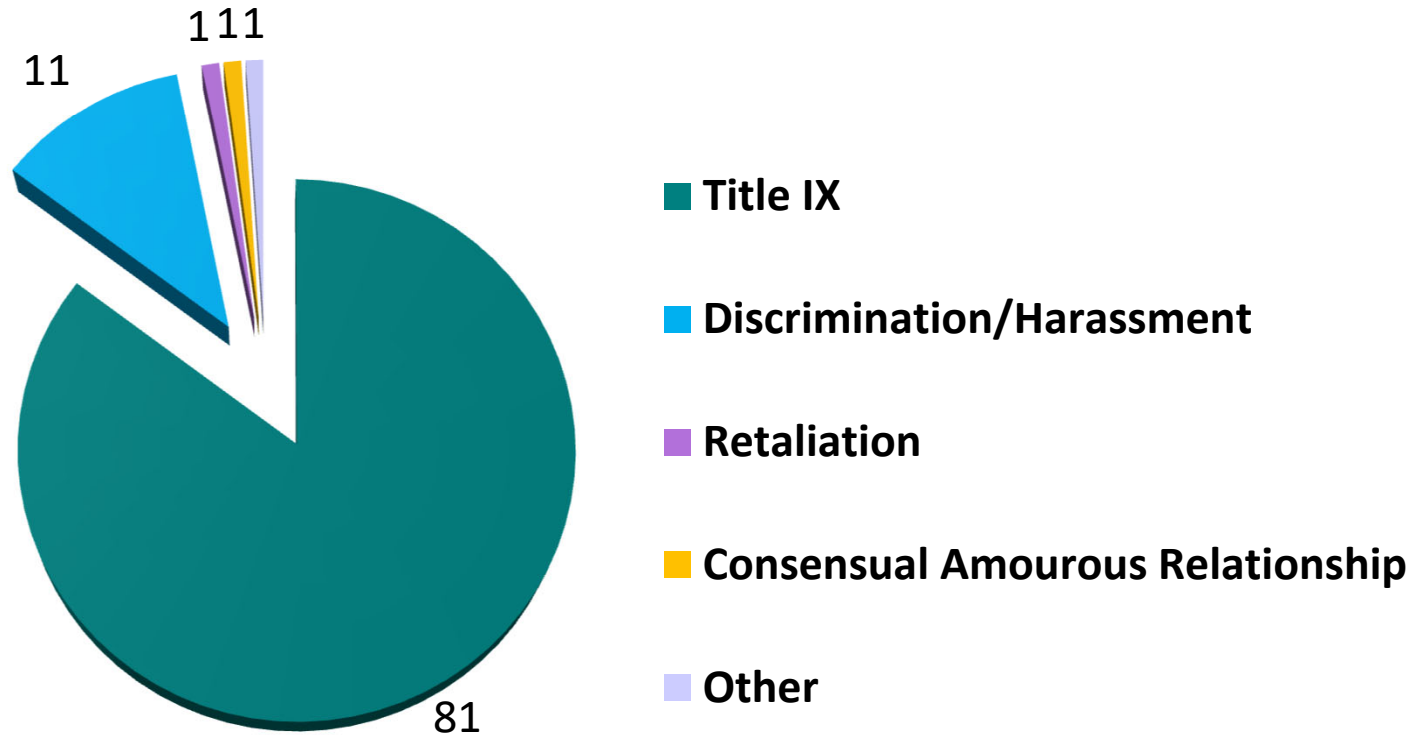
## FY2020 Annual Data

*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)\*

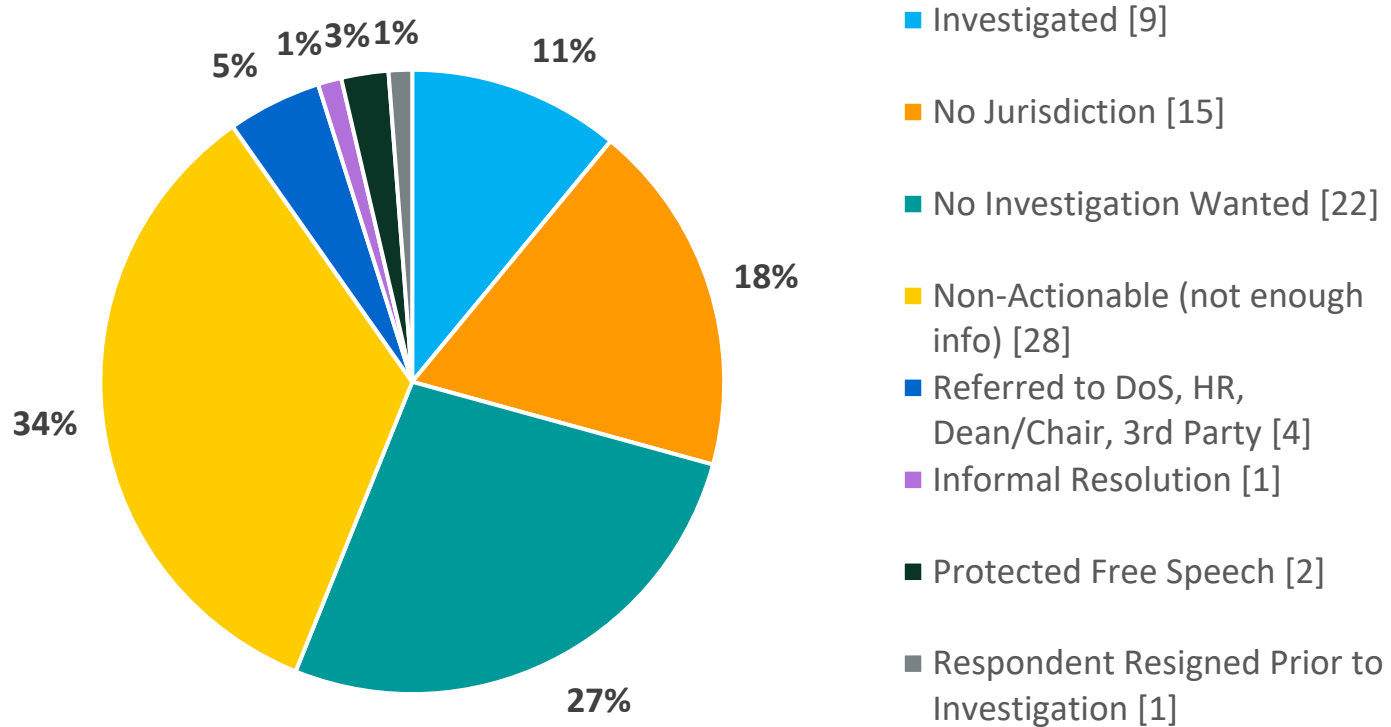
\* Navex Global 2019 survey data of hotline and incident management clients

# ANNUAL TITLE IX /VAWA DATA



# ANNUAL TITLE IX /VAWA DATA

FY20 Title IX Response to Reports



# 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



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# 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

