

Faculty & Staff Discrimination and Harassment Annual Report

2023-2024



COLUMBIA UNIVERSITY

2023 -2024 ACADEMIC YEAR ANNUAL REPORT

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INTRODUCTION

The Faculty and Staff Anti-Discrimination and Discriminatory Harassment Division “Faculty & Staff ADDH Division or “Division” (formerly known as the “Office of Equal Opportunity and Affirmative Action”) is responsible for preventing discrimination and harassment and for responding to and resolving reports of alleged employee misconduct. The Division accomplished this by monitoring compliance with policies and laws that ensure equal opportunity for faculty, staff, and students; addressing the conduct of University employees’ (including students acting in an employee capacity) and third-party affiliates; promoting best practices in hiring; and serving as the University’s Compliance Office for Section 504 of the Rehabilitation Act and other equal opportunity and nondiscrimination laws.

Background

In the summer of 2024, the University established the Office of Institutional Equity, (“OIE”), which serves as a centralized resource for addressing all reports of discrimination and discriminatory harassment, including reports that involve alleged violations of Title VI and Title VII, reports that involve alleged violations of Title IX and the University’s Gender Based Misconduct Policy, as well as reports that relate to violations of the Protection of Minors Policy. OIE is led by Vice Provost Laura Kirschstein, who reports directly to University Provost Angela Olinto, and comprises the following divisions:

- Student Anti-Discrimination and Discriminatory Harassment;
- Faculty and Staff Anti-Discrimination and Discriminatory Harassment;
- Title IX;
- Protection of Minors;
- Equal Opportunity Compliance and Recruitment;
- Training and Education;
- Case Management; and
- The Higher Education Recruitment Consortium (HERC)

In addition to the restructuring and reorganizing of several existing offices, including the Division, to establish the Office of Institutional Equity and the addition of a student division to address reports of discrimination and discriminatory harassment, the University administrators implemented response measures in 2023-2024 that included the publication of an Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students and Student Groups, the launching of student training on the new policy and mandatory Title VI training for employees that covers all forms of discrimination.

This Annual Report provides information and data regarding the work accomplished during the 2023-2024 academic year. In particular, the report covers information and data related to:

- The work of the Division to prevent and respond to discrimination, harassment, and gender-based misconduct;
- The Division’s Investigative Process;
- Reported incidents of discrimination, harassment, gender-based misconduct, and other allegations of violations of the Faculty & Staff Anti-Discrimination and Discriminatory Harassment Policies and Procedures, (“The Policies”); and

- Due to the extraordinary events of October 7, 2023, included in this report is more detailed data related to allegations of antisemitism, Anti-Muslim, Anti-Arab, Anti-Palestinian and Islamophobia behavior.

The Annual Report offers the Columbia community clear information about the scope of the Office’s work, including the type and number of allegations that were reported.

This is the sixth published Annual Report. Prior years’ reports can be found on [OIE's website](#).

THE WORK

The Office had overall responsibility for the [University's Non-Discrimination Statement](#) and the [Anti-Discrimination and Discriminatory Harassment Policies & Procedures](#) for Faculty and Staff (“Faculty and Staff ADDH Policy and Procedures.”) This includes the University’s Duty to Report and Duty to Act Policies, as well as [Policies on Romantic and Sexual Relationships](#). These policies will be referred to throughout the Annual Report as “The Policies.”

Prevention and Education Efforts

Training and Education

The Division consulted with departments, programs, and individuals across the University to prevent and respond to discrimination and harassment. The Director of Training and Education led the Faculty and Staff ADDH Division’s prevention efforts. This work was focused on educating the Columbia community about the Division’s policies and procedures and about conduct that complies with or violates University policies and laws prohibiting discrimination and harassment.

The Division conducted educational programs for faculty and staff throughout the University and was responsible for ensuring that all faculty and staff received training in accordance with applicable federal, state, and local laws governing discrimination, harassment, and gender-based misconduct.

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During the 2023-2024 academic year, the Division developed and delivered programs for the University community about relevant laws, policies, and the mission of the Division. Topics addressed included discrimination, sexual harassment, gender-based misconduct, mandatory reporting, romantic and sexual relationship policies, and best practices for recruiting committees.

The Division’s work in the 2023-2024 academic year continued successfully both online and in-person. This work included:

- Asynchronous programming delivered through Enterprise Learning Management (“ELM”);

Did you know?

Departments and programs can easily request a training or workshop on our [website](#).

- Live online group programs with students, faculty and staff via Zoom;
- Live in-person mediations and restorative processes; and
- Live in-person individual one-on-one educational interventions with faculty and staff via Zoom.

During the 2023-2024 academic year, asynchronous online programming reached 39,515 Columbia University personnel and contractors, including faculty, staff, researchers, librarians, and undergraduate and graduate student workers. These trainings and briefings, which were delivered primarily through ELM, included the Faculty and Researchers Briefing, the Columbia Teaching and Research Assistant Guide, and the annual Anti-Sexual Harassment training in compliance with New York State and New York City law (“NYASH”). The Division also created a training video called “Prohibited Conduct and Mandatory Reporting at Columbia: Discrimination, Harassment and the Duty to Report.” This video was distributed by the Office of the Provost to Columbia’s deans for dissemination to their staff, and covered the following topics: employees’ duty to report, supervisors’ duty to act, Policies around discriminatory conduct, a note on antisemitism and Islamophobia, Title VI of the Civil Rights Act of 1964, gender-based misconduct, and confidential resources for students, faculty and staff. The Division also conducted 26 live in-person and online programs and educational interventions that reached 141 faculty, staff, and students through a mix of individual education sessions, mediation sessions, restorative processes and group facilitations. This represents a significant decline from the previous year, as the Division’s Director of Training and Education role was vacant for six months.

Equal Opportunity Compliance and Recruitment

The Division’s work was led by the Director of Affirmative Action and Recruitment. During the 2023-2024 academic year, there were 1,048 searches in Academic Search and Recruiting (ASR). This reflects an 19% decrease from the previous year. In this same time period, 25,269 applicants applied for full-time roles at Columbia University, reflecting a 16% increase in the number of applicants.

The Division continued to provide web-based training, lunch and learns, and drop-in sessions for ASR users. Last year, Division upgraded the Pay/Salary Grade field and the Pay Transparency Statement. This year, Affirmative Action and Recruitment added the Pay/Salary Grade field and the Pay Transparency Statement. We also upgraded our site to automatically cross post to Circa Jobs (DiversityJobs.com). In 2023-2024, all job aids were updated, the Division ASR website was refreshed, a new expired search warning system was implemented, and the division added an Assistant Director. Collectively, these efforts created a more seamless process for departments and have significantly improved access for applicants.

Higher Education Recruitment Consortium (HERC)

The Division was also the home of Metro New York and Southern Connecticut Higher Education Recruitment Consortium (MNYSC HERC). Columbia University serves as the Lead Institution of this regional affiliate and is a hub for local institutions of higher education, both public and private, large and small, from research universities to community colleges, to improve higher education recruitment practices and workplace culture to strengthen institutions and serve our communities. The MNYSC HERC was formed in 2008 and comprises over 30 local colleges, universities, community colleges, research institutions, and medical schools.

HERC is a national coalition of 18 regional affiliates with over 550 institutions and serves thousands of committed higher education professionals. committed to expanding the candidate pool and fostering inclusive workplaces. HERC supports member institutions in recruiting and retaining a talented and multifaceted workforce. HERC helps job seekers find, apply for, and succeed in higher education careers through its website, HERC Jobs.

During the 2023-24 academic year, HERC continued to provide timely resources to assist its members with recruiting and retaining a diverse and talented higher education workforce. HERC's annual job seeker survey report provided insights into the current job seeker landscape, factors affecting employee retention, and the value of diversity and inclusion workplace efforts. The trend for more remote, hybrid, and flexible work options continued, but the number of respondents actively seeking new positions was lower than last year's survey results. The rise in restrictive legislation has not changed job seekers' interest in potential employers' policies regarding diversity, equity, and inclusion – 77% of respondents say that DEI policies are very or somewhat important when searching for employment. These survey findings inform HERC's programming and partnerships, which included new resource collections on our member portal, HERConnect, and programming highlighting the impact of Artificial Intelligence in recruitment and new legal and compliance challenges facing our institutions.

HERC focuses on our collective responsibility to ensure that people from all backgrounds and perspectives can flourish in higher education. To learn more and access HERC publications, view HERC's Annual Report [here](#).

The Division's Response Efforts

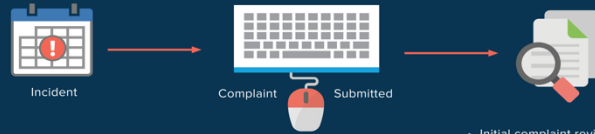
The Division received and responded to reports where the individual accused of alleged misconduct (the Respondent) was a member of the faculty or staff or was a third-party affiliate. Third-party affiliates include contracted workers, University vendors, alumni, field placement supervisors, and individuals or organizations with whom Columbia partners.

The Senior Director of Investigations led the response side of the Division's work. In 2023-2024, the investigative team included an Investigations Specialist and five Associate Directors. The Investigations Specialist conducted initial intake, informed and connected individuals with various University resources, maintained and organized case-related data, and provided updates to parties, the Senior Director of Investigations and the Vice Provost. The Associate Directors assisted individuals pursuing the Divisions -assisted resolution processes, which included serving as investigators for inquiries and formal investigations, leading or assisting with the coordination of informal resolutions, and coordinating administrative resolutions.

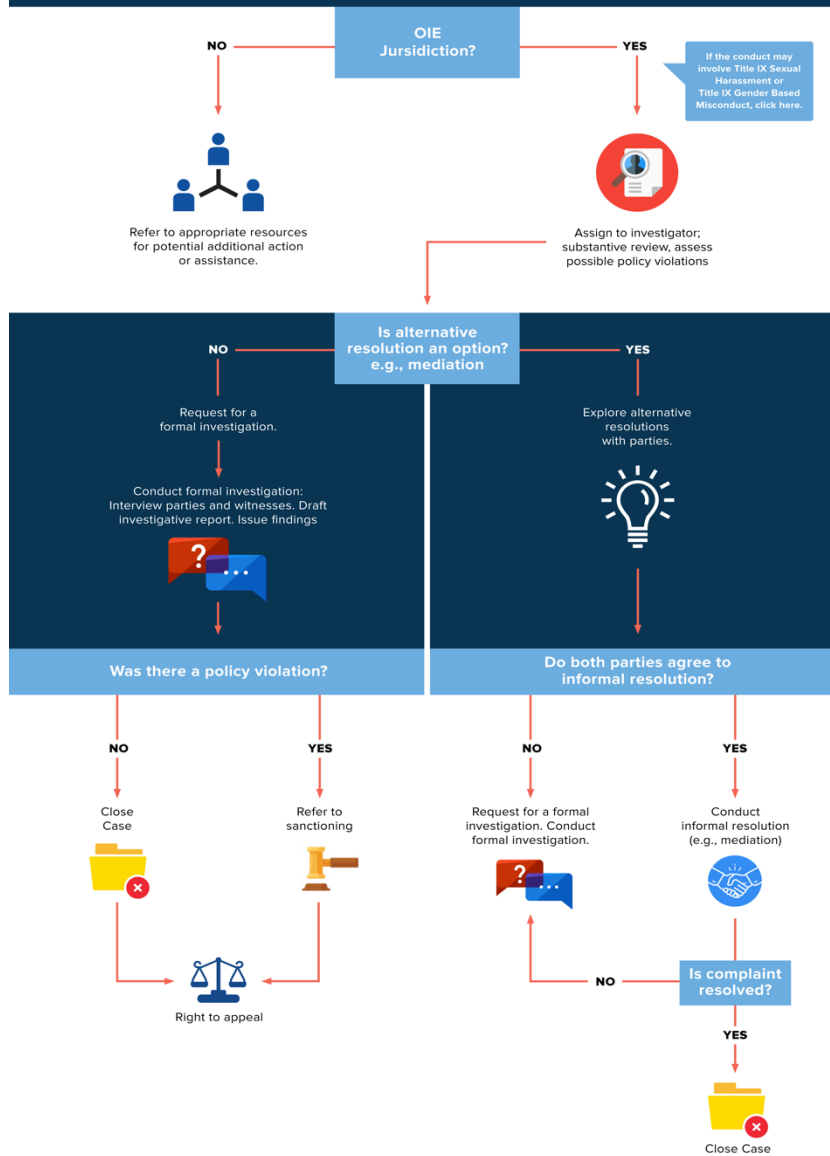
All investigators and other members of the Division's team received specialized training related to proper investigative methods and the subject matter under the purview of the Division, including annual training on Title IX and regular training on other relevant topics.

The Division used two sets of procedures to adjudicate complaints: the [Faculty and Staff ADDH Procedure](#) and the [Interim Title IX Grievance Process](#). The below infographics provide a detailed outline of how a case progresses through each process.

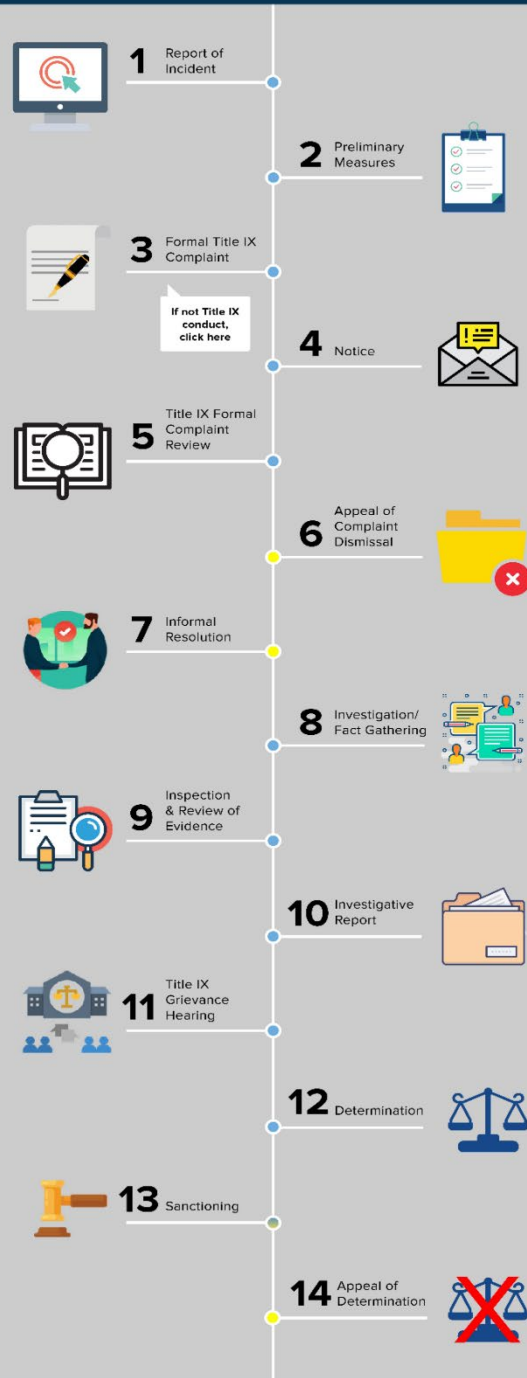
FACULTY & STAFF INVESTIGATIVE PROCESS



- Initial complaint review
- Contact complainant/reporter
- Provide additional resources/support



INTERIM TITLE IX GRIEVANCE PROCESS



COLOR KEY: ● Will Occur ● May Occur

Policy Violation Allegations and Resolution

The data provided here are in the aggregate and are anonymous. This is to ensure that no information is disclosed that might, directly or indirectly, indicate the identity of any individual who came to OIE. It is essential that members of the Columbia community can report concerns or incidents with confidence that the University will not publicize their names or personal information.

Reports Alleging Policy Violations

In the 2023-2024 academic year, the Division received a combined total of 1151 allegations of discrimination, discriminatory harassment, and gender-based misconduct.¹ This number represents an increase of 136% compared to the total allegations reported in 2022-2023.

Every report received was first analyzed to determine whether it fell within our jurisdiction. This jurisdictional inquiry examined (1) whether the Respondent was an employee or a third-party affiliate of the University, and (2) whether the conduct described in the report, if substantiated, would constitute discrimination, harassment, or gender-based misconduct. Some reports included sufficient detail to make this initial determination, while others required the Office to gather additional information to assess.

Many reports received fell outside the Division's jurisdiction. Typically, these reports raised a concern or complaint that did not implicate the Policy. For example, a complaint may have involved a dispute between two colleagues or unprofessional behavior that did not involve discrimination or harassment based on a person's protected characteristic. The Office typically referred these matters to Human Resources, a Department Chair or supervisor, Faculty Affairs, or the Office of the General Counsel.

A Note About Columbia's Duty to Report and Duty to Act Policies

OIE has continued to expand our educational efforts to ensure that faculty and staff understand their reporting obligations and that our entire community understands when, where, and how to report potential incidents of discrimination, harassment, and gender-based misconduct to our Office.

We want reporting to be simple. We do not expect reporters or Complainants to evaluate and investigate their allegations. That's our role. And, as a result, many of the allegations we receive fall outside OIE's jurisdiction. That's why we partner with other offices and departments to work together on the appropriate place and method for resolution. For example, an incident might be reported to OIE, but require a performance improvement plan with Human Resources or simply a conversation with a supervisor to address the issue.

¹The Office counts each allegation of discrimination, harassment, and gender-based misconduct separately. For example, if a single Complainant alleged that a Respondent discriminated on the basis of age, disability, and race, the Office would count the alleged conduct as three separate allegations, each in its individual category. As a result, the total number of allegations is greater than the number of reports received.

Where reports included multiple allegations and included some claims that fell under the Division's jurisdiction and some that did not, OIE retained jurisdiction of claims of discrimination, harassment, and gender-based misconduct and partnered with other relevant offices to address the non- Division allegations.

Supportive Accommodations and Interim Measures

In certain circumstances, it was appropriate to provide supportive accommodations or impose interim measures before a case was closed or adjudicated. The Division worked with employees and other individuals affected by the alleged misconduct to ensure their safety and promote their well-being. Supportive accommodations are appropriate in certain circumstances and are intended to assist or protect an individual who has experienced alleged prohibited conduct so that they may continue to participate in their professional or academic responsibilities. Supportive accommodations may include a referral to the Employee Assistance Program (EAP), Sexual Violence Response (SVR), reassigning or removing a Respondent from an individual's workplace or supervision, or changing work schedules or transportation arrangements while a resolution, investigation, or a disciplinary action is pending. In addition, the University may impose interim measures, based on all of the facts known at the time, to ensure the safety of the University community and all individuals involved, to prevent the escalation of a conflict, or to protect the integrity of the process. Interim measures may include no-contact directives, restricting access to campus buildings or University property, temporary separation from the University, moving an on-campus residence, or suspension from activities.²

² During the reporting period, the following supportive accommodations and interim measures were implemented: no-contact directive by the Division or Human Resources staff (one case); suspension with or without pay (two cases); adjustment to work assignment or reporting structure (two cases); and restriction of access to campus buildings or University property (one case).

Case Management

Reports received by the Division were managed in one or more of several different ways. Often, an inquiry was sufficient to assess the facts and determine an appropriate outcome. In other cases, where the allegations, if true, would constitute a violation of the Division's Policies, the case was reviewed, investigated, and adjudicated in accordance with the Division's process. In yet other cases, the Complainant may have preferred to pursue informal resolution options, such as mediation or facilitated dialogue.

Assessing Allegations

Although the Investigations Specialist conducted initial intake, the Associate Directors followed up with complaining parties who presented complicated fact patterns or wanted additional information about complaint resolution options. The Associate Directors informed reporters and complaining parties whether the reported allegations fell within the purview of the Division's policies and warranted further action. For matters that did not warrant further action from the Division but were determined to be possible violations of other University or department-specific policies or other misconduct, Associate Directors referred them to the school/department, supervisors/management, or human resources/faculty affairs. Specifically, the Associate Directors contacted the appropriate individual/office, provided a summary of the reported issues and often assisted in identifying possible resolutions.

Conducting Inquiries

On many occasions, complaining parties requested formal investigations without including existing, determinative evidence. Such evidence included Human Resources records, Public Safety surveillance, or information from other neutral sources. In these cases, the Associate Directors gathered the available, determinative evidence and were able to make findings rather than initiating a formal investigation. The Associate Directors wrote summarized reports that were shared with the complaining parties and resolved the matter.

Informal Resolution

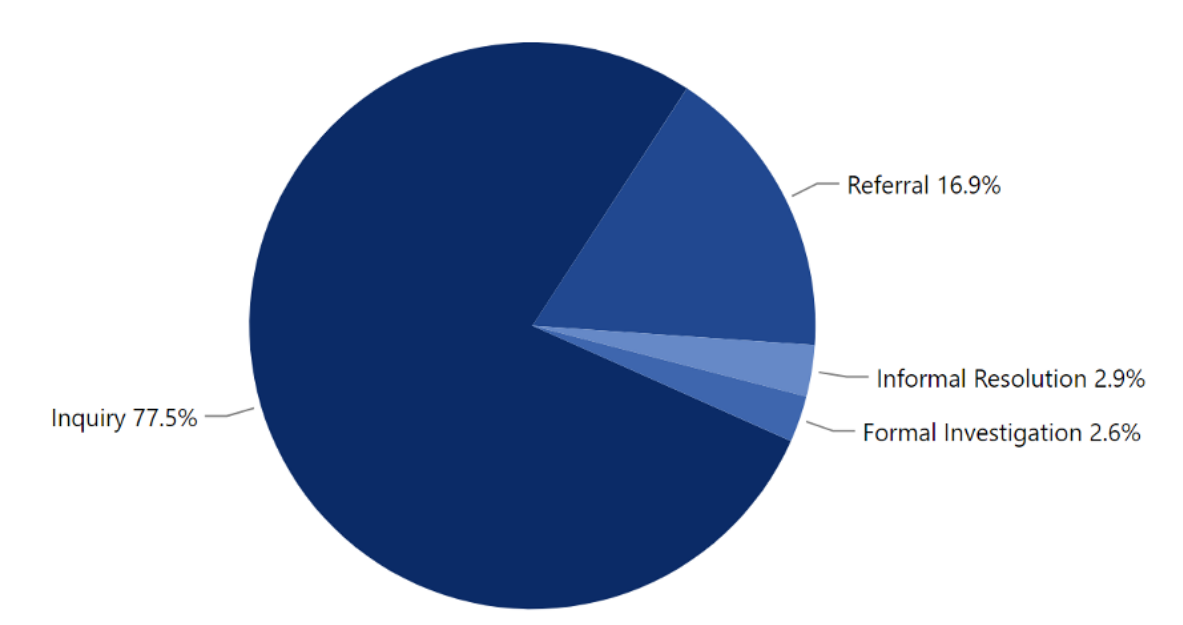
The Associate Directors facilitated the informal resolution process. They conducted interviews with the parties individually and, once the parties agreed on an informal method, the Associate Director assisted them with the process. Types of informal resolutions include training and education of an individual or group, facilitated dialogue, mediation³, no-contact directives, changes in reporting structures or class section, and other specific requests.

Formal Investigations

The Associate Directors conducted formal investigations of discrimination/discriminatory harassment allegations when the complaining party presented allegations that warranted such action and made the request for a formal process. Most formal investigations were conducted by a single Associate Director. However, they did pair with other investigators on Title IX matters as well as other complicated complaints. For informal investigations, the Associate Directors conducted interviews of the parties and relevant witnesses, gathered documentary evidence when available, and wrote an investigative report. They also coordinated interim measures and supportive

³ The Director of Training and Education conducted targeted trainings, mediations, and facilitated dialogues after the Associate Directors gathered the necessary information and agreement from the parties to engage.

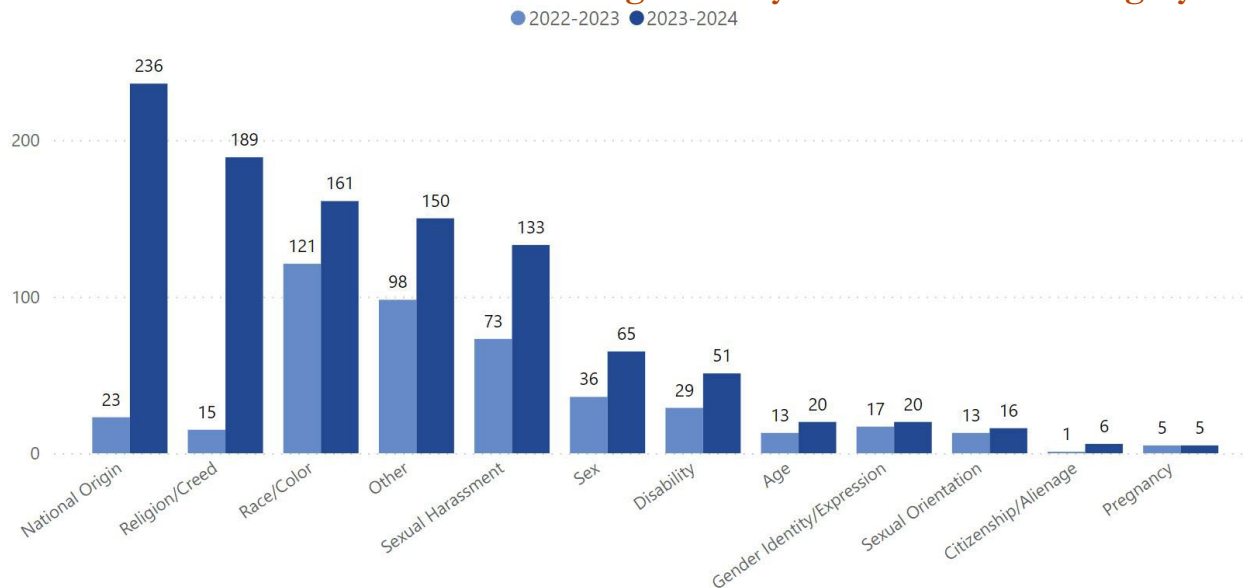
accommodations when necessary, as well as provided guidance to involved supervisors and updates to the Senior Director of Investigation, the Vice Provost, and other necessary partner offices.



Discrimination and Harassment Allegations

In the 2023-2024 academic year, the Division received a combined total of 1151 allegations of discrimination, discriminatory harassment, and gender-based misconduct. This number represents an increase of 136% compared to the total allegations reported in 2022-2023. The Division counted each allegation of discrimination, harassment, and gender-based misconduct separately as reflected in the chart below. For example, if a single Complainant alleged that a Respondent discriminated on the basis of age, disability, and race, the incident was counted as three charges, each in its individual category. This means that the total number of allegations is greater than the number of reports received.

Discrimination and Harassment Allegations by Protected Class Category⁴



The most significant increases in allegations from 2022-2023 to 2023-2024 were in the categories of Religion/Creed and National Origin. There was a 1160.00% increase in reported allegations of Religion/Creed compared to the 2022-2023 academic year and a 926.09% increase in reported allegations of National Origin.

In the vast majority of cases in the “Other” category noted in the chart above, the alleged conduct was unspecified or did not allege a protected class and therefore did not fall within the scope of Division’s Policy.

National Origin and Religion Protected Classes Details By Allegations and by Cases

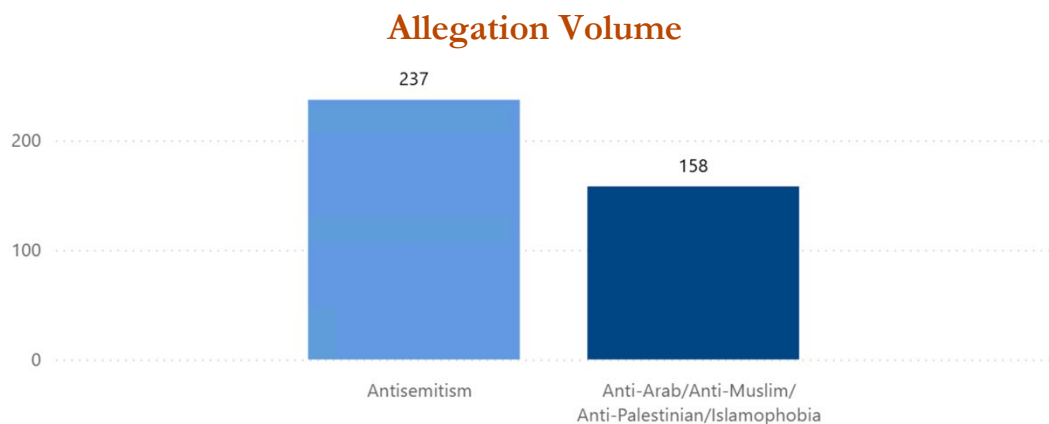
In 2023-2024, there was a high volume of cases, alleging discrimination or discriminatory harassment based on national origin and/or religion after October 7, 2023. In order to better understand the campus climate and address concerns raised within the University community, the Division sought to break down these particular protected categories into subgroups within those protected classes by identifying behaviors that may involve Antisemitism, Anti-Arab/Anti-Muslim/Anti-Palestinian/Islamophobia allegations. In order to accomplish this, Division began adding internal tags denoting Antisemitism, Anti-Arab/Anti-Muslim/Anti-Palestinian/Islamophobia allegations. Such information is difficult to gather through other means, as allegations are usually categorized based on protected classes rather than specific groups within those classes. For example, allegations involving Antisemitism or Anti-Arab/Anti-Muslim/Anti-Palestinian/Islamophobia conduct are typically classified under national origin, religion, color, or creed.

⁴ In some instances, there were multiple complainants for the same respondent resulting in multiple allegations in one case.

This section of the Annual Report provides a detailed breakdown of both those allegations and cases. As an initial matter, during the 2023-2024 academic year, nearly 400 allegations were tagged as involving Antisemitism or Anti-Arab/Anti-Muslim/Anti-Palestinian/Islamophobia. Roughly two-thirds of such reports were tagged as Antisemitism, while roughly one-third of such reports were tagged as Anti-Arab/Anti-Muslim/Anti-Palestinian/Islamophobia. Notably, most reports were closed because complainants either did not respond to Division's outreach or declined to participate. In many other cases, the respondent was unknown, or the alleged behavior was outside the scope of Division's policies.

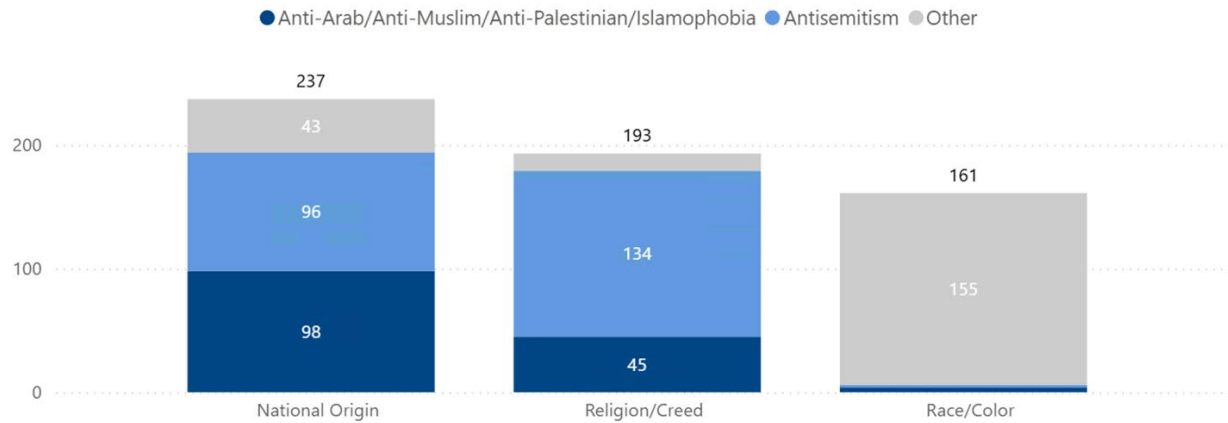
The data is presented first by the total number of allegations by protected class and then by cases. A case refers to a file in the database related to a specific incident or multiple incidents. Depending on the reported incident, under the same set of facts and circumstances (for example, multiple complaints reporting one incident involving an individual's use of an epithet) is reported as a single case, regardless of the number of allegations reported.

Antisemitism & Anti-Arab/Anti Muslim/Anti-Palestinian/Islamophobia Allegation Volume



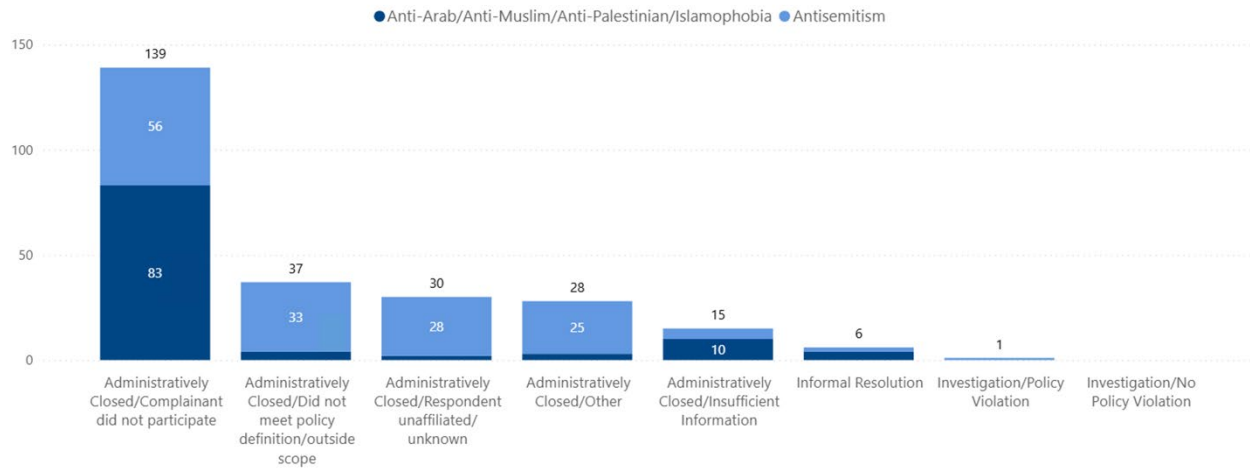
Antisemitism & Anti-Arab/Anti Muslim/Anti-Palestinian/Islamophobia Allegations by Protected Class-National Origin, Religion and Race

Allegation



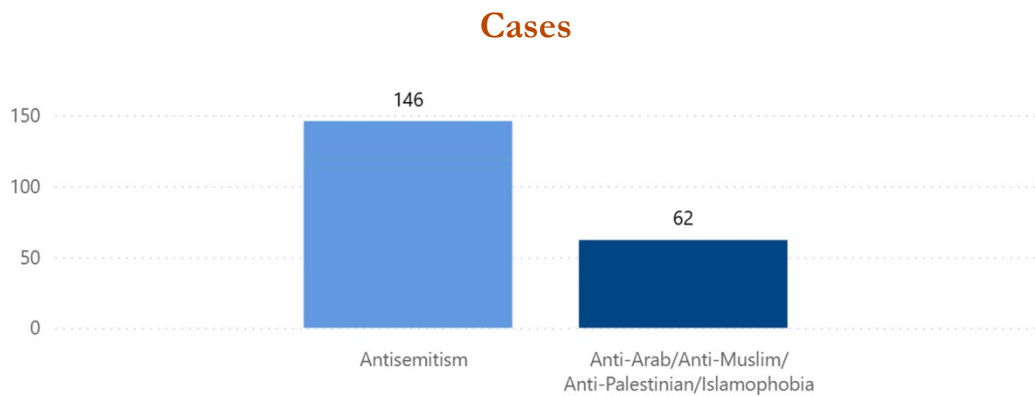
Resolutions

Allegation Resolution



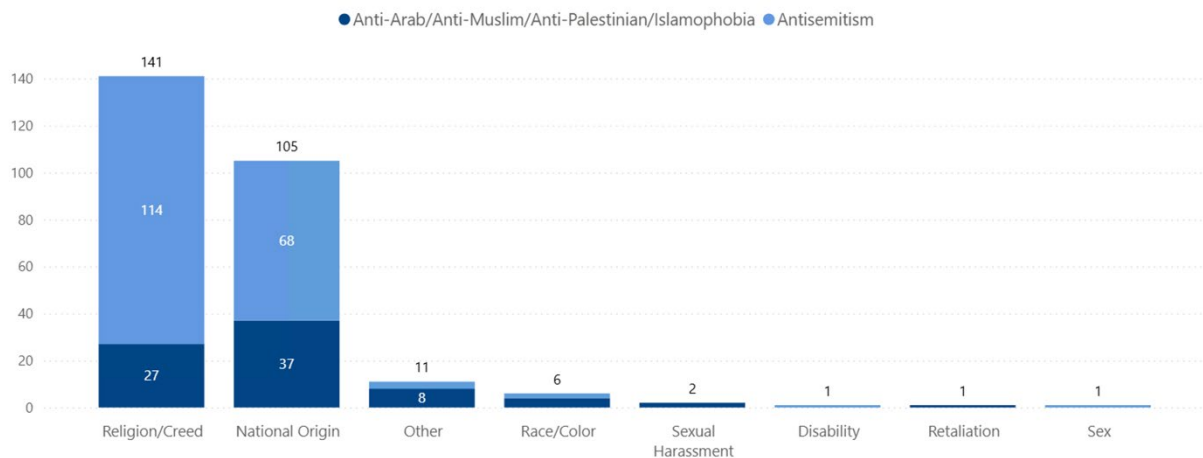
Antisemitism, Anti-Arab/Anti-Muslim/Anti-Palestinian/Islamophobia allegations Case Volume

Tags are added to cases as an internal signifier denoting the alleged behavior may be Anti-Arab/Anti-Muslim/Anti-Palestinian/Islamophobia. During the 2023-2024 academic year, 62 cases were tagged as Anti-Arab/Anti-Muslim/Anti-Palestinian/Islamophobia and 146 cases were tagged as Antisemitism.



Antisemitism & Anti-Arab/Anti-Muslim/Anti-Palestinian/Islamophobia Cases: Discrimination & Harassment Allegations

Breakdown of Protected Class

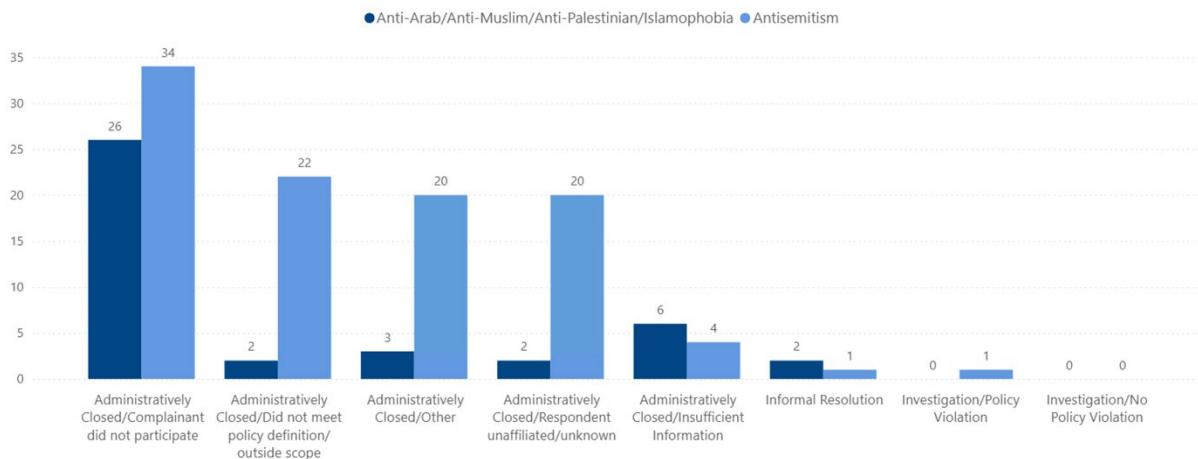


Case Outcomes

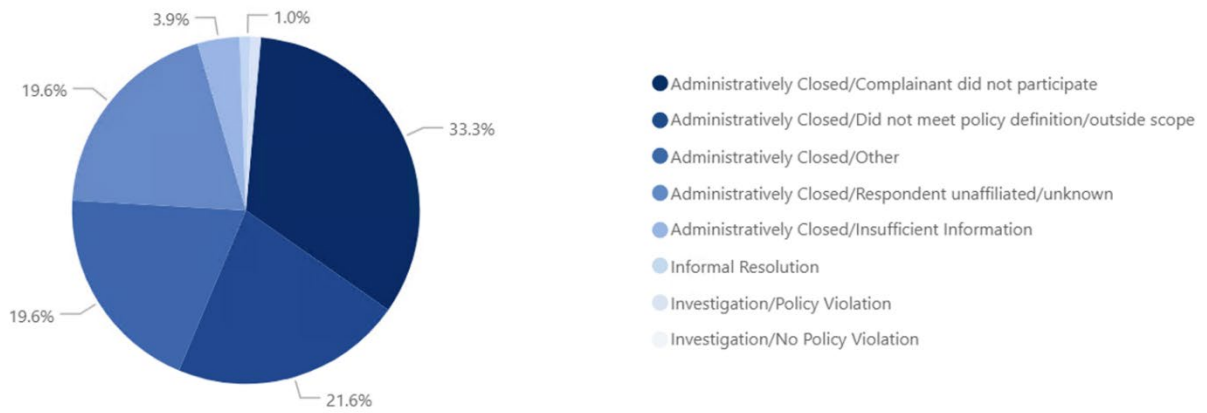
There were several ways cases could be closed or adjudicated. Complainants themselves were an essential driver in the process. The Division closed a significant number of reports because:

- The Complainant chose not to respond to outreach, expressly declined to participate, or withdrew the complaint. The Division did not compel Complainants to participate in any Division process.
- Cases could be closed or dismissed by the Division if insufficient information was provided to allow the Division to proceed with an inquiry or investigation.
- The allegation(s) did not meet the policy definitions or was outside the scope of the Division's jurisdiction.
- The Respondent was unaffiliated with the University or unknown, or
- Other reasons that resulted in administrative closure of the case included a referral to another University Office.

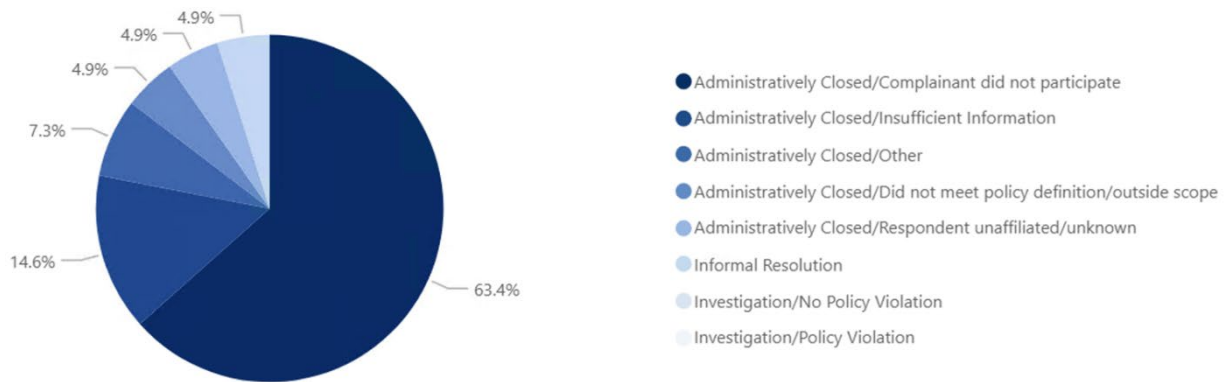
Cases could also be resolved between the parties using an informal resolution, including mediation or facilitated dialogue, administrative resolution or training and education. These resolution options were either voluntary processes, agreed upon by the parties, or determined by Respondent's supervisors to be the appropriate intervention and did not involve disciplinary or punitive action. When the allegations required that an investigation be conducted, the case closed with a formal finding that Respondent did or did not violate the Division's policy.



Antisemitism Cases



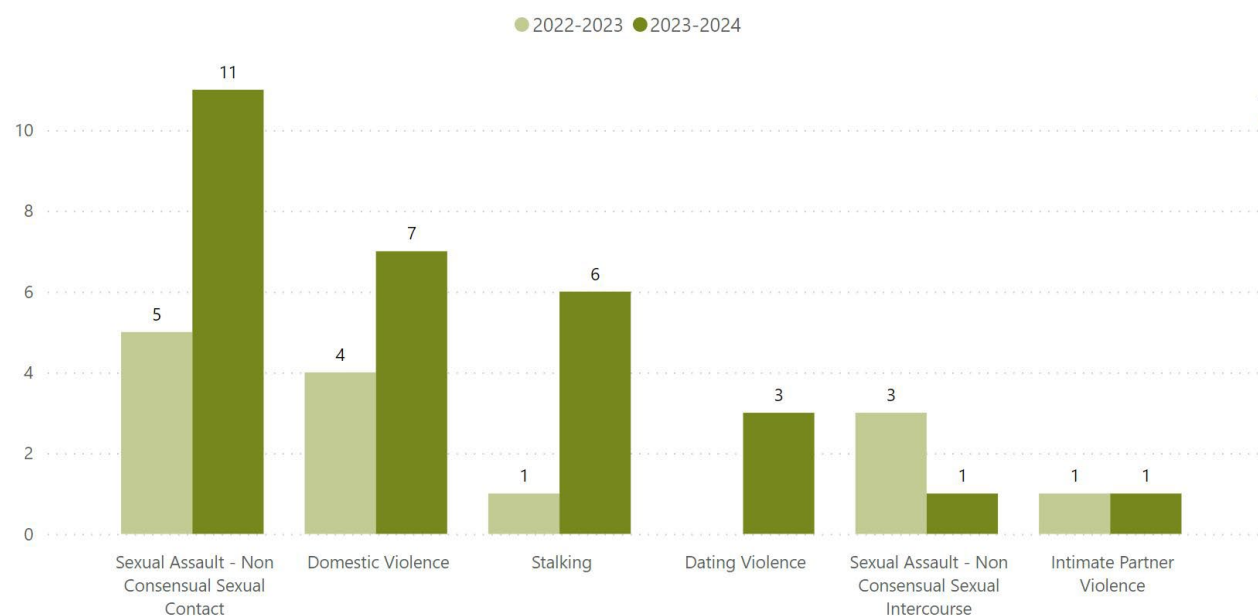
Anti-Arab/Anti-Muslim/Anti-Palestinian/Islamophobia Cases



Title IX and Gender-Based Misconduct Allegations

In addition to sexual harassment, gender-based misconduct includes: sexual assault/intercourse; sexual assault/contact; domestic violence; dating violence; sexual exploitation; and stalking. In the 2023-2024 academic year, there were 29 allegations of gender-based misconduct (excluding claims based on sexual orientation, counted above) and 133 allegations of sexual harassment made against faculty, staff, and third-party affiliates. Excluding sexual harassment, there was a 107% increase in reported allegations of gender-based misconduct compared to the 2022-2023 academic year and a 82% increase in reported allegations of sexual harassment.

Title IX & Gender-Based Misconduct Allegations



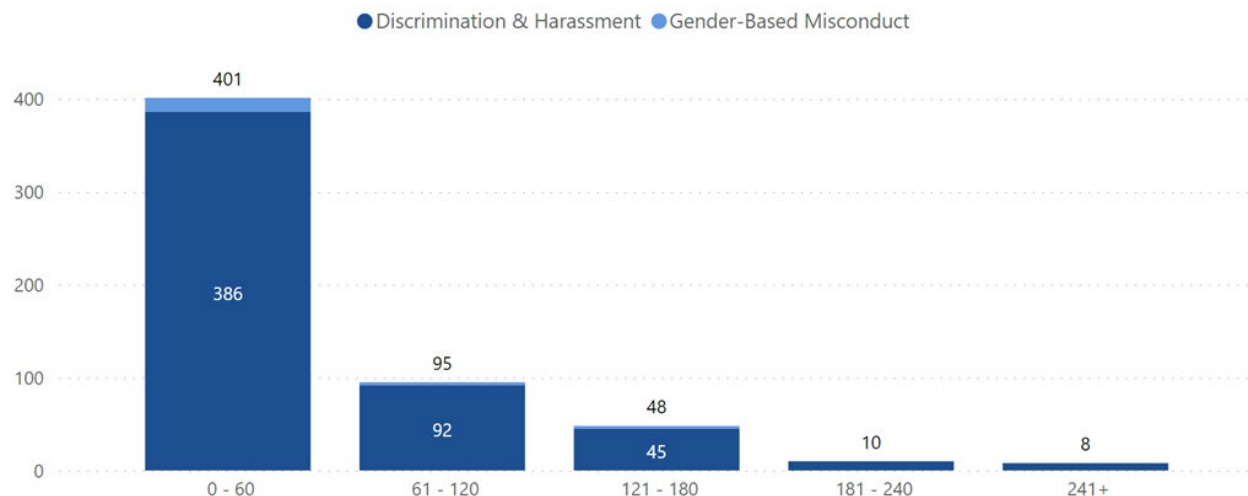
Case Resolution Time Frames

61% of all cases received by the Division were reviewed and resolved within 60 days of receipt of the allegation(s).⁵ 63% of Title IX and Gender-Based Misconduct cases were resolved within 60 days, and 75% were resolved within 120 days.

Several factors affected the time frame for resolving reports of discrimination and harassment, including:

- Allowing a Complainant time to determine whether they would like to pursue a complaint with the Division;
- Working with a Complainant and Respondent on an informal resolution;
- Arranging for interim measures so that all involved individuals are in a safe learning and working environment before proceeding with an investigation;
- Difficulty contacting parties or witnesses, particularly when reports are made prior to summer recess;
- Coordinating with parties' advisors;
- Amending complaints to include additional allegations; and
- Large numbers of witnesses or voluminous evidence.

Case Resolution Time Frames

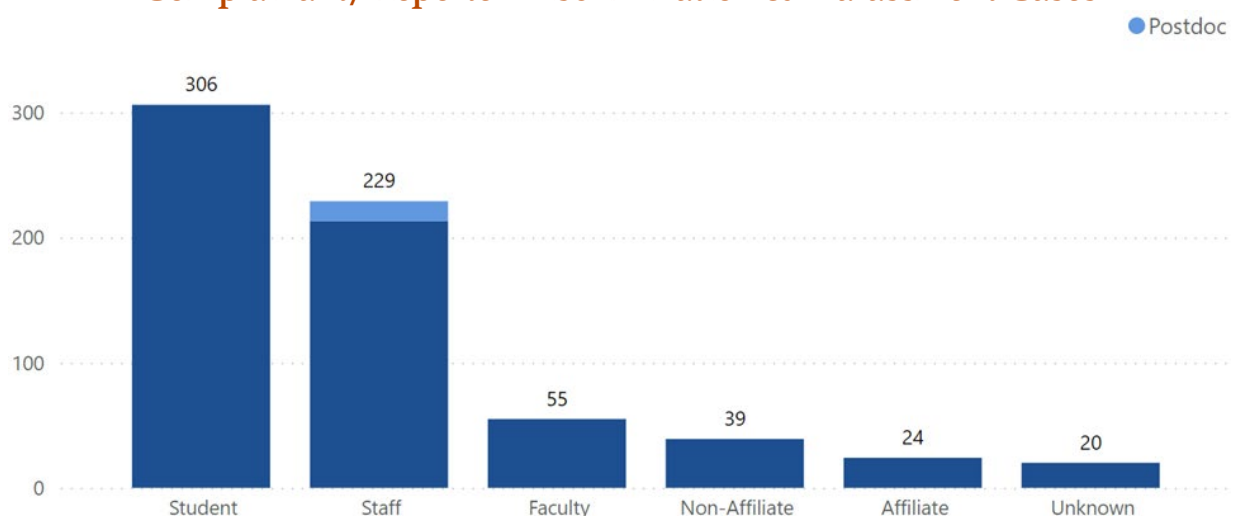


⁵ As of March 7, 2025, 82 cases that were opened during the 2023-2024 academic year had not yet been resolved.

Reports by Status

The charts below include data that identify the status (faculty, staff, other affiliate,⁶ or non-affiliate⁷) of the Respondents/Accused and the status of Complainants/Reporters (students, staff, faculty, or other affiliate) in discrimination and harassment matters handled by the Division.⁸ In some instances, there were multiple Complainants for the same Respondent or multiple Respondents for the same Complainant. Note that, while the Division did not ordinarily have jurisdiction over students accused of discriminatory or harassing conduct, the 15 Student-Respondents reflected in the Respondent/Accused chart below were accused of misconduct in their role as student-workers.

Complainant/Reporter Discrimination & Harassment Cases

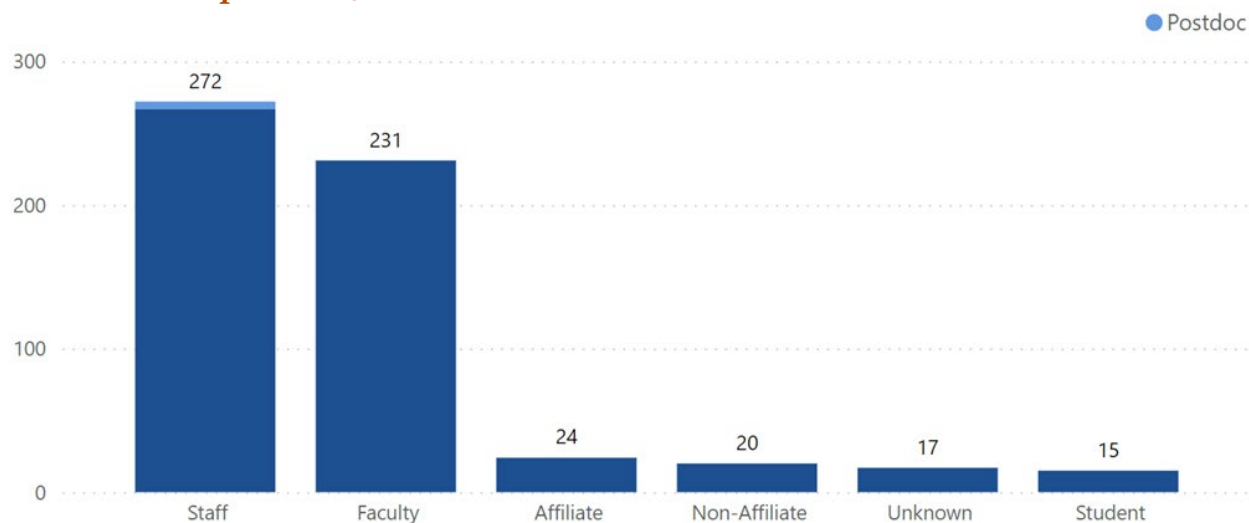


⁶ Other affiliates are individuals who are contracted workers, University vendors, alumni, field placement supervisors, and organizations with whom Columbia partners to offer student internships.

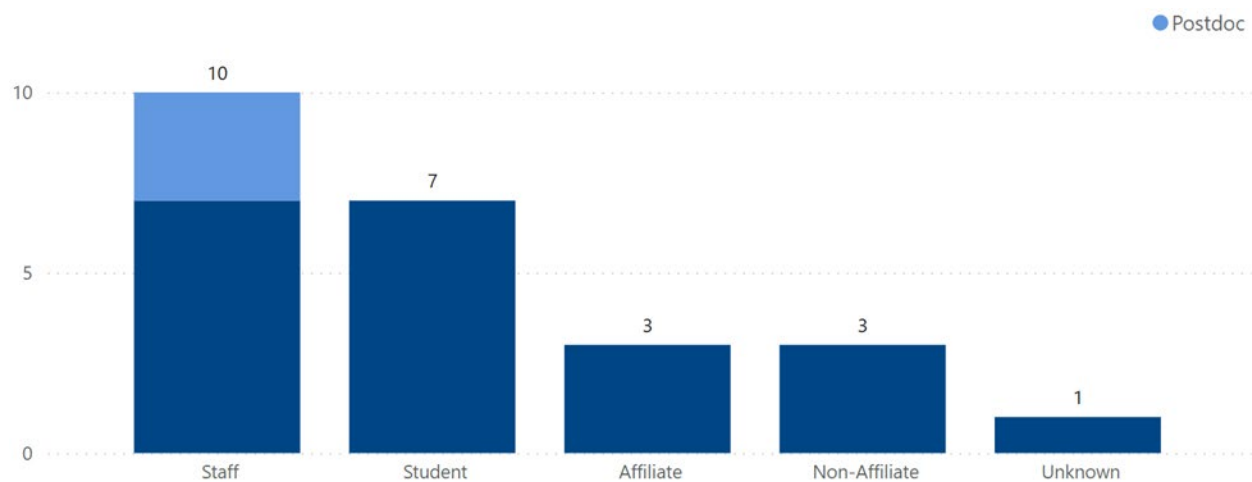
⁷ Non-affiliates include campus visitors without a relationship to the University and individuals without any relationship to Columbia (e.g., an individual walking down Broadway).

⁸Of the 229 Discrimination and Harassment Staff Complainants, we had information sufficient to confirm that 16 held postdoctoral positions at the University at the time of the alleged discriminatory or harassing conduct. Of the 272 Discrimination and Harassment Staff Respondents, we had information sufficient to confirm that 5 held postdoctoral positions at the University at the time of the alleged discriminatory or harassing conduct. Of the 10 Staff Complainants in Title IX and Gender-Based Misconduct cases, we had information sufficient to confirm that 3 held a postdoctoral position at the University at the time of the alleged gender-based misconduct. Of the 10 Staff Respondents in Title IX and Gender-Based Misconduct cases, we had information sufficient to confirm that 0 held a postdoctoral position at the University at the time of the alleged gender-based misconduct.

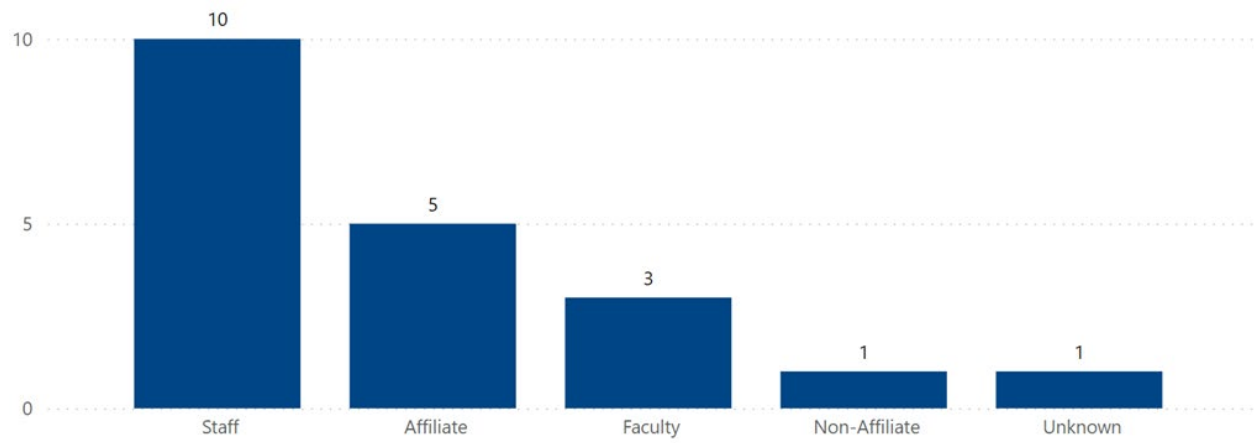
Respondent/Accused Discrimination & Harassment Cases



Complainant/Reporter Title IX & Gender-Based Misconduct Cases



Respondent/Accused Title IX & Gender-Based Misconduct Cases



Romantic and Sexual Relationship Policies

The Romantic and Sexual Relationship Policies (the “Relationship Policies”) prohibit faculty, staff, and graduate students holding positions of authority from engaging in romantic or sexual relationships with anyone over whom they have academic authority or supervisory capacity. Each of the Relationship Policies can be found here:

<https://institutionalequity.columbia.edu/content/policies>.

During the 2023–2024 academic year, the Division received 9 reports of violations of Columbia’s Relationship Policies.

When the Division received a report that the Relationship Policies may have been violated, the Office provided the student or employee over whom the Respondent had academic or supervisory authority an opportunity to share their perspective with the Division regarding the relationship. The student or employee was not accused of violating the Policy. They were considered a complainant or a witness in the investigation of a potential Relationship Policy violation by the faculty member or other employee holding authority.

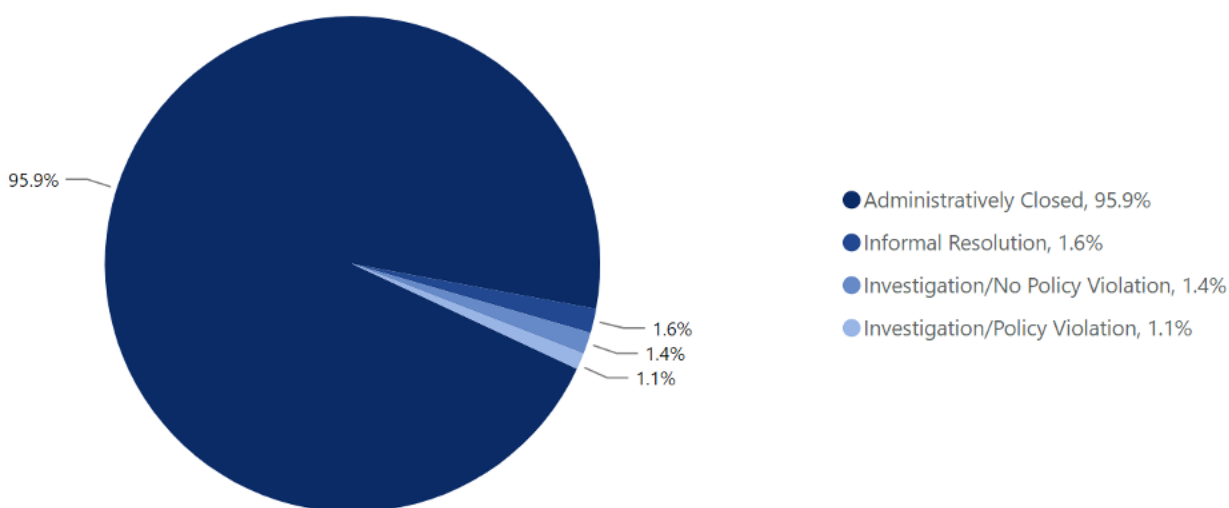
Case Outcomes

There were several ways cases could be closed or adjudicated. Complainants themselves were an essential driver in the process. The Division closed a significant number of reports because:

- The Complainant chose not to respond to outreach, expressly declined to participate, or withdrew the complaint. The Division did not compel Complainants to participate in any Division process.
- Cases could be closed or dismissed by the Division if insufficient information was provided to allow the Division to proceed with an inquiry or investigation,
- the allegation(s) did not meet the policy definitions or was outside the scope of the Division's jurisdiction,
- the Respondent was unaffiliated with the University or unknown, or
- Other reasons that resulted in administrative closure of the case, that included a referral to another University Office.

Cases could also be resolved between the parties using an informal resolution, including mediation or facilitated dialogue, administrative resolution or training and education. These resolution options were either voluntary processes, agreed upon by the parties, or determined by Respondent's supervisors to be the appropriate intervention and did not involve disciplinary or punitive action. When the allegations required that an investigation be conducted, the case closed with a formal finding that Respondent did or did not violate the Division's policy.

How Did the Complaint Close?



14 formal investigations were completed between July 1, 2023, and June 30, 2024. 6 were resolved with a finding of a policy violation and 8 were resolved with a finding that there was no policy violation. Notably, during the same time frame, the Division closed an additional 28 investigations opened between July 1, 2022, and June 30, 2023. Those 28 investigations yielded the following results: a policy violation was found in 7 cases and no violation was found in 24 cases.

Sanctions & Discipline

When the Division determined that a Respondent had violated Faculty and Staff ADDH Policy, the Division communicated that finding to the Respondent's supervisor or to the appropriate sanctioning officer. The Division did not serve as a sanctioning body, but worked with the supervisor, Human Resources, the Department Chair and/or Faculty Affairs to identify appropriate sanctions or discipline. Sanctions were tailored to be fair and appropriate given the facts of the particular case, consistent with the University's handling of similar cases, adequate to protect the safety of the campus community, and to reflect the seriousness of the conduct.

In the past, discipline included:

- Written reprimand or warning;
- Restricted or revoked access to University facilities or activities (including student activities and campus organizations);
- No-contact order;
- Change of Respondent's job duties;
- Loss of items used to aid in misconduct;
- Disciplinary probation;
- Revocation of Honors/Awards;
- Prohibition from advising students or having students as research assistants for a defined period of time;
- Relocation of Respondent's workplace or University-provided residence;
- Demotion;
- Suspension;
- Termination; and
- Educational intervention.

The University could also determine that additional measures were appropriate to respond to the effects of the incident on the University community. Additional responses for the benefit of the University community could include:

- Increased monitoring, supervision, or security at locations or activities where the conduct occurred;
- Additional training and educational materials and opportunities for students and employees;
- Revision of University policies; or
- Climate surveys.