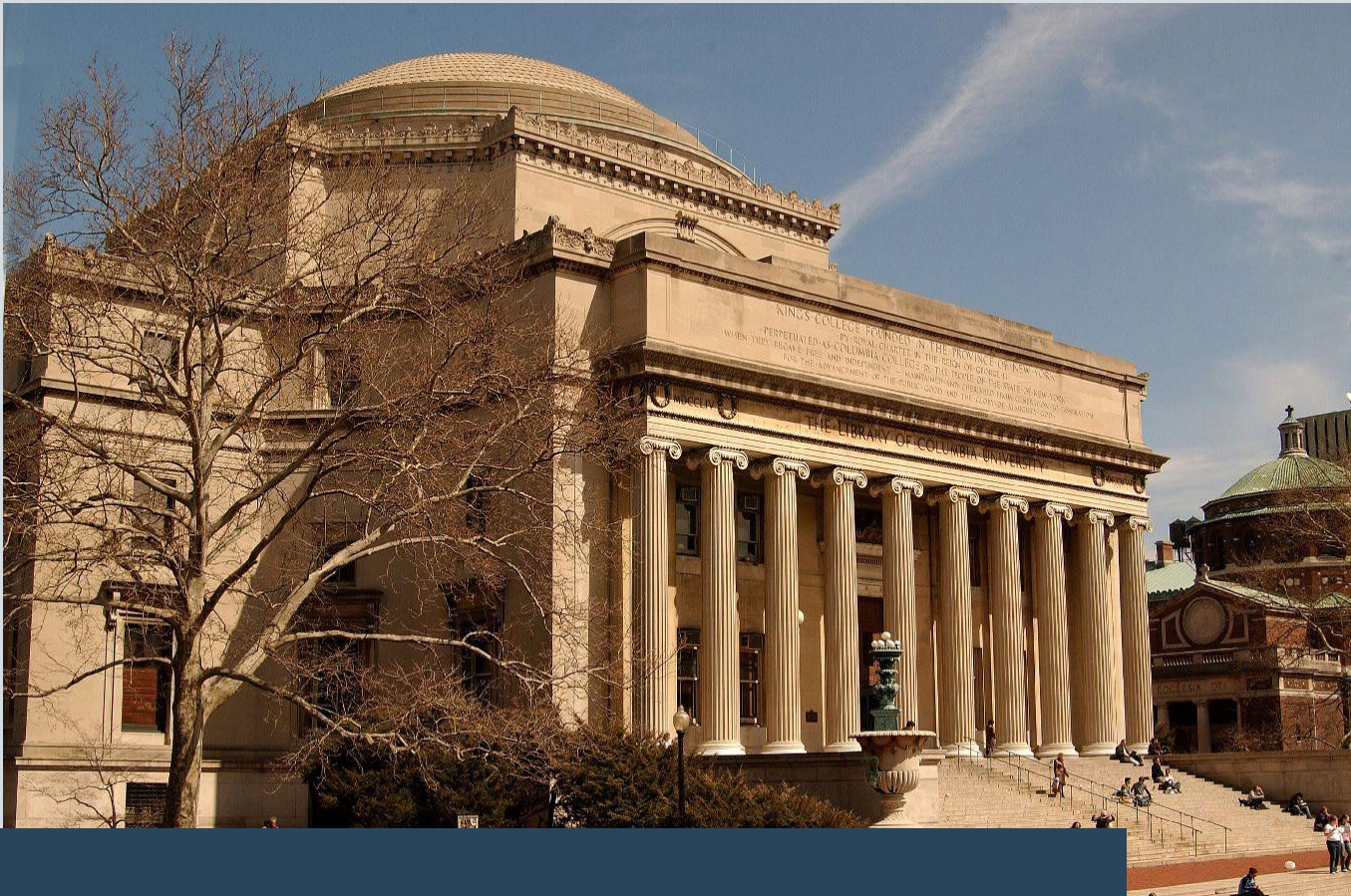




Office of Institutional Equity Annual Report

2025-2026

Office of Institutional Equity 2025-2026 Annual Report

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Letter from the Vice Provost

Dear Colleague,

The 2025–2026 academic year marked an important milestone in the continued development of the Office of Institutional Equity (OIE). Building upon the foundation established following OIE’s creation in August 2024, this year focused on strengthening our operations, expanding our services, and further developing an integrated institutional framework for preventing and responding to discrimination, discriminatory harassment, Title IX and related misconduct, and other conduct governed by OIE’s policies across Columbia University.

As institutions of higher education continue to navigate an increasingly complex legal, regulatory, and social landscape, OIE plays a critical role in helping ensure that concerns are addressed fairly, consistently, and in accordance with applicable federal, state, and local laws. Throughout the past year, we strengthened our prevention, education, case management, compliance, and policy functions while expanding our capacity to serve students, faculty, staff, and other members of the Columbia community.

This year also represented an important period of organizational growth. We continued transforming OIE into a coordinated institutional equity office by strengthening collaboration across our specialized divisions, enhancing operational consistency, expanding prevention and educational initiatives, and improving our ability to respond to reports in a fair, timely, transparent, and trauma-informed manner. We appointed the University’s inaugural Title VI Coordinator, strengthening centralized oversight of complaints involving race, national origin, and shared ancestry discrimination. We also continued developing and refining University policies and procedures, expanded mandatory educational programming, enhanced our use of data to identify trends and inform institutional decision-making, and created additional resources to help community members better understand their rights, responsibilities, and the support available to them.

Equally important, we expanded our ability to provide individualized supportive measures through the Case Management Division, ensuring that students, faculty, staff, and other members of our community have access to resources throughout OIE’s review and resolution processes. We also strengthened partnerships across the University, recognizing that fostering an equitable learning, living, and working environment requires collaboration among schools, departments, administrative offices, and community partners.

Throughout this work, our focus has remained constant: fostering an environment in which all members of the Columbia community have equitable access to the University’s educational and employment opportunities, where reports of discrimination, discriminatory harassment, and Title IX and related misconduct are addressed with fairness, professionalism, and care, and where prevention, education, and continuous improvement remain central to our mission.

This Annual Report highlights OIE’s work during the 2025–2026 academic year, including:

- Organizational growth and operational developments;
- Policy, compliance, and prevention initiatives;
- Education, outreach, and community engagement;
- OIE’s investigative and case management processes; and

- Data regarding incident reports, allegations, case resolutions, and emerging trends across the University's institutional equity policies.

As we continue strengthening OIE, we remain committed to improving our processes, enhancing transparency, expanding educational opportunities, and partnering with schools, departments, and offices across the University to foster a respectful, inclusive, and nondiscriminatory learning, living, and working environment.

Thank you for taking the time to learn more about the Office of Institutional Equity and the work reflected throughout this report. We look forward to continuing to advance OIE's mission through collaboration, innovation, and our shared commitment to equity, accountability, and respect for every member of the Columbia community.

Sincerely,

Laura Kirschstein, JD

Vice Provost for the Office of Institutional Equity

Executive Summary

The 2025–2026 academic year marked a significant year of organizational growth and operational advancement for the Office of Institutional Equity (OIE). Throughout the year, OIE continued strengthening Columbia University’s institutional equity framework by expanding Case Management services, enhancing cross-divisional collaboration, revising University policies, broadening prevention and educational programming, strengthening compliance efforts, and improving institutional data reporting and analytics.

During the reporting period, OIE also expanded its capacity to provide fair, consistent, and trauma-informed review and resolution processes while continuing to invest in prevention, education, policy leadership, and community engagement. These efforts strengthened OIE’s ability to support students, faculty, staff, affiliates, and Recognized Student Groups while promoting a respectful, inclusive, and nondiscriminatory learning, living, and working environment.

OIE Data Trends

Overview

During the 2025–2026 academic year, OIE received **2,118 Incident Reports** managed **1,328 Cases** and reviewed **1,661 Allegations**.¹

Compared with the previous academic year, OIE experienced a **32% decrease** in Incident Reports and a **27% decrease** in Cases, reflecting a continued decline in overall volume. The total number of Allegations also declined during the reporting period, including decreases across several protected classes and case types. Following elevated reporting during the 2023–2024 and 2024–2025 academic years, reports involving allegations of Antisemitism, Anti-Arab discrimination, Anti-Muslim discrimination, Anti-Palestinian discrimination, and Islamophobia also declined.

The table below summarizes the Incident Reports, Cases, and Allegations received across OIE’s investigative divisions during the reporting period.

Division	Incident Reports (IRs)	Cases	Allegations
Faculty & Staff Anti-Discrimination and Discriminatory Harassment (FSADDH)	888	471	768
Student Anti-Discrimination and Discriminatory Harassment (SADDH)	466	174	382
Student Title IX / Related Misconduct (Title IX)	769	382	501
Total	2,118	1,328 ²	1,661

¹ For purposes of this report, an **Incident Report** is a report submitted to OIE regarding potential violations of the University’s institutional equity policies. A **Case** is a file created to review and resolve one or more related Incident Reports. An **Allegation** is an individual claim reviewed within a Case. Because a single Incident Report may result in multiple Cases, and a single Case may include multiple Allegations, these metrics represent distinct aspects of OIE’s work and should not be interpreted interchangeably. Complete definitions are provided in the **Key Definitions** section.

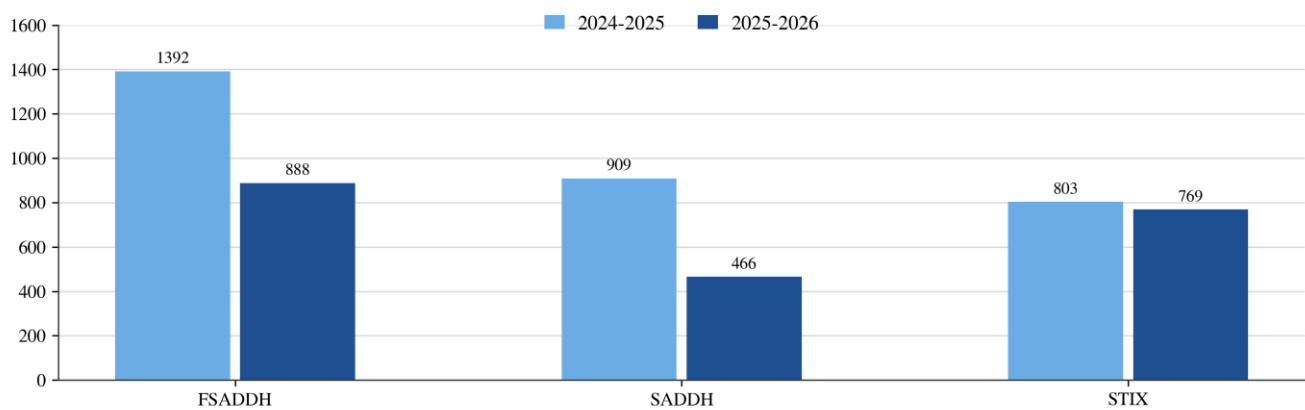
² During this time, OIE also managed 309 matters that did not fall within the jurisdiction of any OIE division (see further details on page 7). Additionally, totals in the table may exceed row sums due to incident reports or cases managed by more than one division.

Incident Reports

OIE received **2,118 Incident Reports** during the 2025–2026 academic year, representing a **32% decrease** from the previous academic year. This decline reflects an overall reduction in reports received across OIE-administered policies during the reporting period.

While Incident Report volume decreased, OIE continued to receive reports involving a broad range of alleged conduct affecting students, faculty, staff, affiliates, and Recognized Student Groups. Each Incident Report received by OIE is individually assessed to determine the applicable University policy, jurisdiction, and appropriate response, which may include Case Management, supportive measures, referral to another University office, Informal Resolution, or Formal Investigation, as appropriate.

Incident Reports by Division and Academic Year



Cases

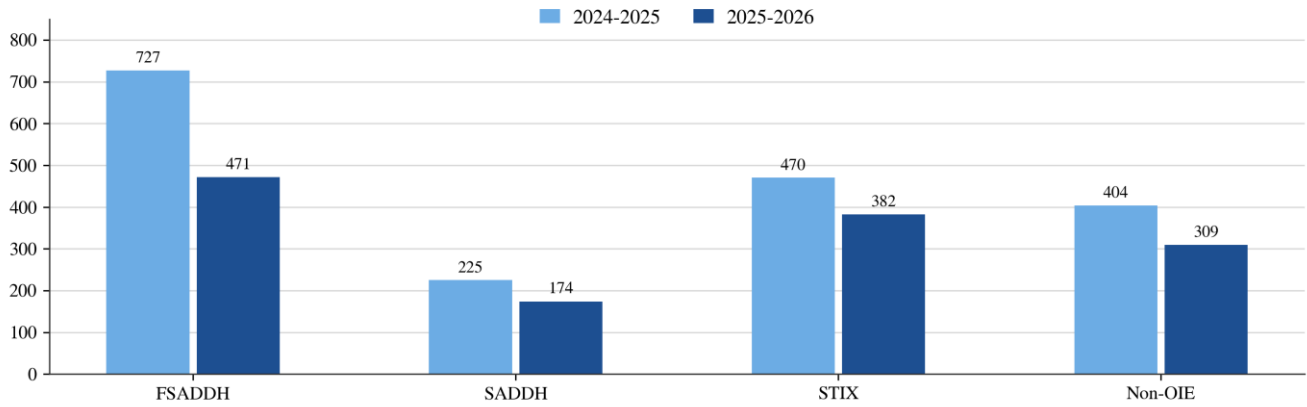
During the 2025–2026 reporting period, OIE managed **1,328 Cases**, representing a **27% decrease** from the **1,813 Cases** managed during the previous academic year.

Following an initial assessment, each Incident Report is assigned to the OIE division responsible for administering the applicable University policy. Reports that do not implicate an OIE-administered policy remain within OIE for consultation, tracking, referral, or other appropriate follow-up.

During the reporting period, OIE reviewed **309 reports** that did not fall within OIE’s jurisdiction or did not meet the applicable policy definitions of prohibited conduct. In these matters, OIE notified the reporter and, when appropriate, provided resources to Complainants and referrals to the appropriate University offices.

Consistent with prior reporting periods, the overwhelming majority of matters were resolved through Case Management, administrative closure, educational interventions, Informal Resolution, or supportive measures rather than Formal Investigation. Approximately **94%** of closed matters were administratively closed, **5%** were resolved through Informal Resolution, and **fewer than 2%** proceeded through Formal Investigation.

Cases by Division and Academic Year



Key Accomplishments

During the 2025–2026 academic year, OIE continued implementing initiatives that strengthened institutional equity, enhanced operational effectiveness, expanded prevention and education efforts, and improved the University’s ability to respond to reports of discrimination, discriminatory harassment, and Title IX and related misconduct.

Organizational Transformation

Throughout the reporting period, OIE continued strengthening its operational infrastructure and institutional capacity to provide coordinated, equitable, and consistent responses across the University.

- Continued implementing OIE’s transformation into Columbia University’s centralized institutional equity office, strengthening coordination, consistency, and accountability across institutional equity functions.
- Expanded operational capacity across OIE’s specialized divisions.
- Strengthened operational infrastructure, technology, and institutional data reporting capabilities.
- Enhanced coordination and consistency across investigative, Case Management, compliance, prevention and education, and operational functions.
- Strengthened collaboration with schools, departments, and University partners to improve institutional responsiveness.
- Increased OIE’s capacity to manage a high volume of complex reports while promoting fair, consistent, and trauma-informed review and resolution processes.
- Expanded engagement with students, Recognized Student Groups, faculty, staff, affiliates, and University partners through advisory boards, outreach initiatives, and collaborative partnerships.
- Enhanced institutional reporting and analytics to support transparency, strategic planning, informed decision-making, and continuous improvement.

Community Engagement and Support

OIE continued expanding its integrated Case Management model to provide coordinated, trauma-informed support to students, faculty, staff, and affiliates while strengthening collaboration across the University.

- Expanded the centralized Case Management Division, increasing staffing capacity and strengthening intake, triage, outreach, supportive measures, early intervention, and cross-divisional coordination.
- Strengthened coordination with University Rules, the Center for Student Success and Intervention (CSSI), individual schools, Human Resources, the CUIMC Office of Professionalism, and other University partners.
- Provided outreach, supportive measures, and resources to more than 1,832 Complainants and Respondents across all OIE divisions.
- Achieved a median reporter acknowledgment time of two (2) days.
- Maintained timely case resolution while improving coordination and responses across OIE's divisions.

Policy and Compliance

Throughout the reporting period, OIE continued advancing University-wide compliance through policy development, implementation, monitoring, operational guidance, and strengthened institutional oversight.

- Continued implementation and refinement of the Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students, including revisions to improve clarity, consistency, and alignment with University disciplinary processes.
- Continued comprehensive revisions to the Anti-Discrimination and Discriminatory Harassment Policies and Procedures for Faculty and Staff to improve clarity, consistency, and alignment across the University's disciplinary framework.
- Issued and implemented the Title IX and Related Misconduct Policy and Procedures for Students and the Title IX Policy for The School at Columbia.
- Appointed the University's inaugural Title VI Coordinator, strengthening centralized oversight of complaints involving race, national origin, and shared ancestry discrimination. The Title VI Coordinator oversees compliance with applicable federal and state requirements, coordinates supportive measures, and promotes consistent review and resolution of complaints across the University.
- Continued strengthening institutional compliance through ongoing implementation of the Student Anti-Discrimination and Discriminatory Harassment Division, development of operational guidance and compliance resources, and promotion of consistent review and resolution practices.

Prevention and Education

OIE continued expanding prevention and education initiatives through University-wide training, enhanced educational resources, and improved access to institutional equity information.

- Refined and updated the mandatory Anti-Discrimination and Discriminatory Harassment Policy training for students.
- Expanded Title VI and Title IX training for participants and staff in summer residential pre-college and high school programs.

- Published updated **Frequently Asked Questions (FAQs)** and hypothetical scenarios to provide practical guidance regarding OIE-administered policies, including protected class analysis, the distinction between discrimination and discriminatory harassment, and application of the policies in academic and classroom settings. Developed in response to feedback from faculty, staff, and Recognized Student Groups, these resources improve transparency and understanding of University policies and will continue to be reviewed and updated as campus needs evolve.
- Launched a redesigned OIE website featuring policies, reporting options, FAQs, hypothetical scenarios, educational resources, infographics, and tailored guidance for faculty, staff, students, and other members of the Columbia community.

Alternative Resolution and Accountability

OIE continued expanding educational and restorative approaches to resolution that promote accountability, reflection, learning, and community restoration while providing meaningful alternatives to Formal Investigation.

- Expanded the use of Mandatory Educational Resolution (MER) in the Anti-Discrimination and Discriminatory Harassment Division for Students, as an accountability-focused Informal Resolution framework designed to promote education, reflection, and community-based interventions.
- Partnered with the Title IX Coordinator to implement Listening, Learning, and Accountability restorative conferences as an Informal Resolution option for Respondents.
- Continued expanding educational and restorative resolution options that promote accountability, reflection, learning, and community restoration while reinforcing OIE's commitment to education as a core component of institutional equity.

Together, these accomplishments reflect OIE's continued commitment to advancing institutional equity through fair, consistent, and trauma-informed processes; policy leadership; prevention and education; and collaboration across the Columbia community.

Office of Institutional Equity

Organizational Overview

OIE carries out its work through nine (9) specialized divisions:

- Case Management (supporting FSADDH, SADDH and Student Title IX);
- Equal Opportunity Compliance and Recruitment (EOCR);
- Faculty and Staff Anti-Discrimination and Discriminatory Harassment (FSADDH Division);
- Metro New York and Southern Connecticut Higher Education Recruitment Consortium (HERC);
- Operations;
- Protection of Minors (POM);
- Student Anti-Discrimination and Discriminatory Harassment (SADDH);
- Student Title IX; and
- Training and Education.

Policy, Compliance, Education and Prevention

Beyond responding to reports, OIE develops and administers University-wide policies and procedures governing discrimination, discriminatory harassment based, Title IX, prohibited relationships, and related institutional equity matters. OIE monitors compliance with applicable federal, state, and local laws; provides education and prevention programming for students, faculty, staff, and affiliates; oversees the University's Equal Opportunity portfolio, including academic hiring and federal and EEO compliance reporting; and serves as the host institution for HERC.

Title VI Coordinator

The Title VI Coordinator oversees the University's response to reports of discrimination and discriminatory harassment based on race, color, and national origin and ensures compliance with Title VI of the Civil Rights Act of 1964. The Title VI Coordinator provides strategic oversight of investigations, supervises the University's Deputy Title VI Coordinators, and leads University-wide education and training on Title VI obligations.

Title IX Coordinator

The Title IX Coordinator oversees the University's response to reports of sex discrimination, sexual harassment, sexual assault, dating violence, domestic violence, stalking, and related misconduct, ensuring compliance with Title IX and applicable state law. The Title IX Coordinator provides strategic oversight of investigations, supervises Deputy Title IX Coordinators, leads University-wide Title IX education and training, and coordinates accommodations and supportive measures for pregnant and parenting students.

Divisions

Case Management

The Case Management Division provides neutral, trauma-informed support throughout OIE's resolution processes in the FSADDH, SADDH, and the Student Title IX divisions. Case Managers coordinate supportive measures,

accommodations, interim protective measures, referrals, and ongoing assistance for Complainants and Respondents while helping individuals understand and navigate their rights, responsibilities, and available resolution options under University policies. Working collaboratively with all OIE divisions and University partners, the Division ensures that Complainants and Respondents receive coordinated support throughout both informal and formal resolution processes.

Operations

The Operations Division provides the operational infrastructure that supports every OIE division. Responsibilities include financial and administrative operations, technology systems, data management, reporting, website administration, compliance tracking, and strategic data analysis to support continuous improvement and informed institutional decision-making.

Student Title IX

The Student Title IX Division administers the University's Title IX and Related Misconduct Policy and Procedures for Students, which governs reports of sex discrimination, sexual harassment, sexual assault, dating violence, domestic violence. The Division oversees reports alleging violations of the Policy; conducts investigations and facilitated alternative resolutions; provides guidance and support to students, faculty, staff, affiliates, and non-affiliates participating in OIE processes; and develops policies, procedures, and educational resources to ensure compliance with Title IX, New York State law, and other applicable legal requirements. The Division also coordinates supportive measures and accommodations for pregnant and parenting students and promotes awareness of rights and responsibilities across the University.

Following an initial assessment, the Student Title IX Division determines the applicable resolution process based on the reported conduct and the jurisdictional requirements of the Title IX and Related Misconduct Policy and Procedures for Students. Depending on the circumstances of the matter, a case may proceed under either the Title IX or Related Misconduct procedures. During the review process, Parties are informed of the available resolution options, which may include Administrative Resolution, Mediation, Restorative Justice, or a Formal Investigation. To initiate either an Informal or Formal Resolution process, the Complainant must file a Formal Complaint. When a Formal Complaint is not filed, the Student Title IX Division may still provide individualized supportive measures and, when appropriate, administratively close the matter as Supportive Measures Only.

Student Anti-Discrimination and Discriminatory Harassment ("SADDH")

The SADDH Division administers the University's Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students, which governs reports of discrimination, discriminatory harassment, and retaliation involving students and Recognized Student Groups, including reports alleging discrimination or discriminatory harassment based on sex, gender, gender identity, gender expression, sexual orientation, pregnancy, or related protected characteristics that are not governed by the Student Title IX and Related Misconduct Policy and Procedures. The Division oversees reports alleging violations of the Policy; conducts investigations and facilitated alternative resolutions; provides guidance and support to individuals participating in OIE processes; and develops policies, procedures, and educational resources to promote compliance with applicable anti-discrimination laws and University policy.

Following an initial assessment, the SADDH Division determines the appropriate resolution pathway based on the reported conduct and the applicable Policy. Depending on the circumstances of the matter, resolution options may

include Administrative Resolution, Mediation, Restorative Justice, Mandatory Educational Resolution (MER), or a Formal Investigation. Throughout the process, the perspectives of the Parties are considered in determining the appropriate resolution consistent with the Policy.

Faculty and Staff Anti-Discrimination and Discriminatory Harassment (“FSADDH”)

The FSADDH Division administers the University’s policies governing discrimination, discriminatory harassment, and retaliation involving faculty, staff, and affiliates, including reports alleging sex- or gender-based discrimination and discriminatory harassment that are addressed under the Faculty & Staff Anti-Discrimination and Discriminatory Harassment Policies and Procedures rather than the University’s Title IX Grievance Process. The Division oversees reports alleging violations of these policies; conducts investigations and informal resolutions; provides guidance and support to individuals participating in OIE processes; and develops policies and procedures to ensure compliance with applicable federal, state, and local anti-discrimination laws, including Titles VI, VII, and IX.

Anti-Discrimination and Discriminatory Harassment

Following an initial assessment, the FSADDH Division determines the appropriate resolution pathway based on the reported conduct and the applicable Policy. Depending on the circumstances of the matter, resolution options may include Administrative Resolution, Mediation, Facilitated Dialogue, Training and Education, or a Formal Investigation. Throughout the process, Complainants receive information regarding available resolution options and supportive measures, regardless of whether they elect to pursue a Formal Resolution process. The perspectives of the Parties are considered in determining the appropriate resolution consistent with the applicable Policy.

Title IX and Sexual Misconduct

The FSADDH Division reviews reports alleging sex discrimination and sexual misconduct involving faculty, staff, and affiliates. Reports alleging conduct that satisfies the University’s Title IX requirements are addressed through the Title IX Grievance Process. Other reports of sex discrimination, sexual harassment, or sexual misconduct that do not meet the applicable Title IX requirements are reviewed under the Faculty & Staff Anti-Discrimination and Discriminatory Harassment Policies and Procedures, as appropriate. Following an initial assessment, the Division determines the applicable policy, jurisdiction, and appropriate resolution pathway based on the reported conduct and the circumstances of the matter. Throughout the process, Complainants receive information regarding available resolution options and supportive measures, regardless of whether they elect to pursue a Formal Resolution process.

Romantic and Sexual Relationship Policies

The Romantic and Sexual Relationship Policies prohibit faculty, staff, and graduate students who hold positions of academic authority or supervisory responsibility from engaging in romantic or sexual relationships with individuals over whom they exercise such authority or responsibility. The FSADDH Division reviews reports alleging violations of these Policies and administers them consistent with University policy.

Training and Education

The Training and Education Division develops and delivers prevention, compliance, and educational programming for students, faculty, staff, administrators, and other University stakeholders. The Division leads University-wide education on institutional equity policies and applicable federal, state, and local laws governing discrimination, discriminatory harassment, and sex-based misconduct; develops mandatory and specialized training programs; and promotes awareness of individual rights, responsibilities, and available resources. The Division also facilitates policy

education and, when appropriate, supports mediation, restorative practices, and other educational resolution processes. The Division also partners with schools, departments, and University offices to advance prevention efforts, facilitate policy education, and, when appropriate, support mediation, restorative practices, and other educational resolution processes.

Protection of Minors

The POM Division administers the University's policies governing programs and activities involving minors. The Division oversees the registration of programs involving minors, provides required training for individuals who work with minors, ensures compliance with mandatory reporting obligations related to suspected abuse and maltreatment, and investigates concerns involving minors participating in University programs. The Division also serves as a University resource to promote the safety and well-being of minors and support compliance with applicable laws and University policies.

Equal Opportunity Compliance and Recruitment ("EOCR")

The Equal Opportunity Compliance and Recruitment Division advances equitable recruitment and hiring practices across the University. The Division partners with schools and departments to strengthen recruitment strategies, reduce bias in hiring processes, support search committees, oversee the Academic Search and Recruiting (ASR) system, and ensure compliance with federal and state equal employment opportunity requirements.

Higher Education Recruitment Consortium

HERC is a collaborative network of colleges, universities, and affiliated organizations committed to strengthening higher education recruitment, workplace excellence, and inclusive hiring practices throughout the region.

Key Definitions

Reporting Period

The reporting period for this Annual Report is the academic year from **July 1, 2025, through June 30, 2026**.

Incident Report

An Incident Report (IR) is the University's formal intake record for a report of alleged discrimination, discriminatory harassment, Title IX and related misconduct, or another matter falling within OIE's jurisdiction. Reports submitted through OIE's online reporting form, as well as reports received by email, are entered into the University's case management system for review, tracking, and recordkeeping.

Because IRs serve as an intake mechanism, they should not be interpreted as individual incidents or cases.

An IR may result in:

- **Multiple Reports for the same incident.** More than one person may submit an IR concerning the same underlying event.
- **Multiple Cases.** A single IR may generate more than one case depending on the allegations, policies implicated, or number of Respondents.

- **Administrative Tracking.** IRs provide the administrative foundation from which cases are assessed, assigned, investigated, and resolved.

Accordingly, the number of IRs will often differ from the number of cases, investigations, and resolutions reported through this Annual Report.

Case

A case is the primary organizational unit used by OIE to review, investigate, and resolve reports received by the Office. A case may be created in connection with a single incident, or in some circumstances, multiple related incidents.

A case may include:

- One or more allegations;
- One or more Complainants and Respondents;
- Other participants, including witnesses, mandatory reporters, or third-party reporters; and
- Documentation of investigative activities, supportive measures, and the resolution of allegations under applicable University policies.

Because a single Incident Report may generate multiple cases, and multiple Incident Reports may relate to a single case, the total number of cases tracked by OIE will not necessarily equal the total number of Incident Reports received.

Allegation

An allegation represents an individual claim of discrimination, harassment, retaliation, or Title IX and related misconduct.

Each allegation is counted separately by protected class or policy category. For example, if a Complainant alleges discrimination based on race, age, and disability, those claims are counted as three separate allegations within a single case. Accordingly, the total number of allegations will often exceed the total number of cases.

Complainant³

An individual who is alleged to have experienced conduct prohibited under an OIE-administered policy. When a report is submitted by someone other than the affected individual, the affected individual is identified as the Complainant for purposes of OIE policies.

Reporter

An individual who submits a report of alleged prohibited conduct.

Respondent

An individual or Recognized Student Group alleged to have engaged in prohibited conduct.

³ In some matters, an affected individual may elect not to be designated as the Complainant. Depending on the circumstances, the individual may decline further participation in the resolution process or may participate in another capacity, including as a witness.

University Affiliate

A current University student, employee, contractor, active alum, or Recognized Student Group, including students and employees on a leave of absence, regardless of a student's registration status or a student group's recognition status.

Witness

An individual who may have observed, or otherwise possesses information relevant to, alleged prohibited conduct.

Review and Resolution Process

Policies

OIE oversees the review, investigation, resolution, and coordination of supportive resources for reports of discrimination, discriminatory harassment, Title IX and related misconduct, sexual misconduct, and related policy violations involving students, faculty, staff, affiliates, and Recognized Student Groups.

OIE administers the University's:

- [Anti-Discrimination and Discriminatory Harassment Policies and Procedures for Students](#)
- [Anti-Discrimination and Discriminatory Harassment Policies and Procedures for Faculty and Staff](#)⁴
- [Title IX and Related Misconduct Policy and Procedures for Students](#)
- [Romantic and Sexual Relationships Policies](#)
- [Protection and Treatment of Minors Policy](#)

Resolution Process

Following receipt of a report, OIE conducts an initial assessment to gather additional information, determine whether the reported conduct falls within OIE's jurisdiction, and identify the applicable University policy and the most appropriate resolution pathway. Throughout the process, Complainants and Respondents receive information regarding available resolution options and supportive measures, regardless of whether a matter proceeds through a Formal Investigation.

Case Management

Case Managers

Case Managers are non-confidential University resources who provide neutral, trauma-informed support throughout OIE's review and resolution processes. They help Complainants and Respondents understand their rights and available resolution options, coordinate supportive measures and referrals, and serve as consistent points of contact throughout a matter. Case Managers adhere to the Family Educational Rights and Privacy Act (FERPA) and strive to protect privacy to the greatest extent possible, sharing information only as necessary to provide appropriate support and facilitate the University's response.

Case Managers are cross-trained professionals with expertise in the University policies administered by OIE, including the Title IX and Related Misconduct Policy and Procedures for Students, the Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students, and the Anti-Discrimination and Discriminatory Harassment Policies and Procedures for Faculty and Staff. They work collaboratively with the Student Title IX Division, the

⁴ These policies also include the University's Duty to Report Policy, Managers' and Supervisors' Duty to Report and Act Policy, Romantic and Sexual Relationship Policies, applicable accommodation policies, and the Title IX Grievance Process. Conduct that may constitute a violation of the Title IX and Related Misconduct Policy and Procedures for Students includes sexual harassment, sexual assault, dating violence, domestic violence, stalking, and other prohibited conduct as defined by the applicable policy.

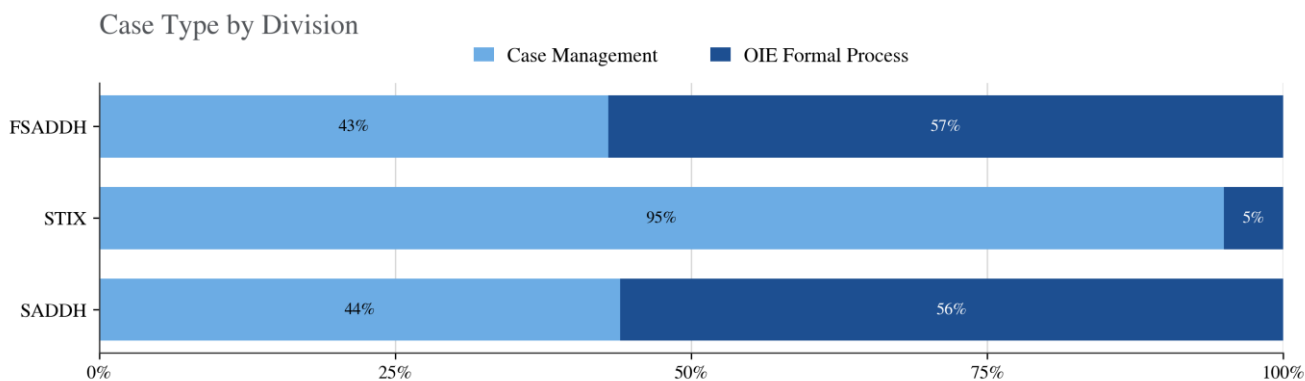
SADDH Division, the FSADDH Division, and the Division of Training and Education to provide coordinated, equitable, and consistent support to students, faculty, and staff throughout the resolution process.

To ensure comprehensive care, Case Managers also partner with numerous University offices, including the Title IX Coordinator, Sexual Violence Response (SVR), Counseling and Psychological Services (CPS), Columbia University Public Safety (CUPS), Disability Services (DS), Deans of Wellness, Deans of Students, Teachers College, Barnard College, Alumni Relations, Human Resources (HR) - Central HR and Columbia University Irving Medical Center HR, Office of Professionalism (OOP), and other campus partners. Through these partnerships, Case Managers facilitate timely referrals, coordinate supportive resources, and help individuals navigate University processes and services based on their individual needs.

Supportive Measures

In most cases, Complainants receive initial outreach from a Case Manager, although in some faculty and staff matters, the initial contact may be made by an Investigator. During the 2025-2026 reporting period, 55% of all OIE cases remained actively supported through Case Management. This included 95% of Student Title IX matters, 44% of Student Anti-Discrimination and Discriminatory Harassment matters, and 43% of Faculty and Staff Anti-Discrimination and Discriminatory Harassment matters. A significant accomplishment during the 2025–2026 reporting period was the expansion of OIE’s Case Management model to the Faculty & Staff Division, extending dedicated case management services beyond the Student Division and further integrating supportive services across OIE.

Throughout both Formal or Informal Resolution processes, Case Managers continue to provide coordinated support to Complainants and Respondents. When a matter proceeds beyond the initial assessment, each party is assigned a dedicated Case Manager to ensure ongoing support, facilitate supportive measures, and serve as a consistent point of contact throughout the resolution process.



Throughout the review and resolution process, Case Managers work with Complainants and Respondents to explain available resolution options, discuss supportive measures, and identify resources tailored to the needs of each individual. Resolution options may include Mediation, Restorative Justice, Training and Education, No Contact Directives (NCDs), and Formal Investigation. Case Managers also explain the purpose and scope of each option, discuss reasonable accommodations and interim protective measures, and gather information necessary to understand the reported concerns and the needs of the parties.

Supportive measures are individualized, non-disciplinary responses designed to protect the safety and well-being of individuals affected by reported misconduct while preserving access to the University's educational programs, activities, and workplaces. These measures may be implemented before or during the resolution process and are intended to promote safety, prevent the escalation of conflict, and maintain the integrity of OIE's review and resolution processes.

Case Managers coordinate supportive measures by working with the appropriate University offices to assess and implement services based on the unique circumstances of each matter. Case Managers may coordinate or facilitate the following supportive measures and services on behalf of all OIE divisions:

- Academic accommodations and support, including coordination with academic units regarding class absences, course withdrawals, schedule adjustments, and exam accommodations;
- Referrals to confidential and non-confidential campus and community resources;
- Emergency housing assistance and other housing-related support;
- Referrals to Attorney-Advisors, where applicable;
- NCDs and other supportive measures;
- Guidance and support throughout OIE's review and resolution processes, including Informal Resolution, investigations, hearings, and appeals, where applicable; and
- Ongoing support and resource coordination during and, when appropriate, following the resolution of a matter.

When appropriate, the University may also implement interim protective measures to protect members of the University community or preserve the integrity of the review and resolution process. Depending on the circumstances, these measures may include restricted access to University property, temporary separation from the University, relocation from University housing, suspension from specific University activities, or other appropriate interim actions.

Associate Directors (Investigators)

Associate Directors serve OIE's Investigators and are responsible for conducting investigations under the University policies administered by the Office. All Associate Directors are trained attorneys and subject-matter experts with extensive experience in discrimination, discriminatory harassment, and Title IX and related misconduct matters. They conduct investigations in a fair, thorough, and impartial manner consistent with applicable University policies and procedures.

Each matter begins with an initial assessment to determine whether the reported conduct falls within OIE's jurisdiction. In some instances, Associate Directors are able to resolve concerns through the collection of determinative evidence, such as Human Resources records, electronic communications, or Columbia University Public Safety surveillance, and the preparation of a summary report. When a Formal Investigation is warranted, Associate Directors conduct interviews with Complainants, Respondents, and witnesses; review documentary, electronic, and other relevant evidence; and prepare comprehensive Investigative Reports. These reports include factual summaries, policy analyses, credibility assessments, and findings made under the applicable preponderance of the evidence standard.

Beyond individual investigations, Associate Directors brief University leadership on complex legal and policy matters, develop and revise institutional policies and procedures, and prepare memoranda addressing time-sensitive issues, including emergency removals and other interim actions. They also facilitate Informal Resolutions, NCDs, and other appropriate interim or supportive measures. In collaboration with the Division of Training and Education, Associate Directors identify matters appropriate for Mediation, Restorative Justice, Facilitated Dialogue, Mandatory Educational Resolution, and other educational or restorative approaches when permitted under the applicable University policy and appropriate to the circumstances of the matter. In addition to their investigative responsibilities, Associate Directors provide training and educational programming for students, faculty, staff, and University leaders on topics including discriminatory harassment, Title IX and related misconduct, consent, bystander intervention, investigative processes, and University policies.

Resolution Options

Depending on the applicable policy and the circumstances of the matter, resolution options may include Administrative Resolution, Mediation, Facilitated Dialogue, Restorative Justice, Mandatory Educational Resolution (MER), Training and Education, or a Formal Investigation. While the perspectives of the Parties are considered throughout the review and resolution process, OIE retains discretion to determine the appropriate resolution consistent with the applicable University policy.

Informal Resolutions

When appropriate under the applicable OIE policy, OIE offers Informal Resolution as an alternative to a Formal Investigation. Informal Resolutions are not disciplinary or punitive. Instead, they provide an opportunity to address concerns, promote accountability, and resolve matters through collaborative, educational, or restorative approaches tailored to the circumstances of each case. Depending on the nature of the reported conduct, the preferences of the parties, and the applicable University policy, Informal Resolution may be appropriate when a Formal Investigation is not necessary or appropriate.

Informal Resolution options may include Mediation, Facilitated Dialogue, Restorative Justice, Administrative Resolution, or Training and Education. These processes are generally voluntary and require the agreement of the parties. In certain circumstances, however, an educational or administrative intervention may be implemented by a Respondent's supervisor when appropriate and consistent with applicable University policy. Informal Resolution is designed to address concerns, promote accountability, and facilitate appropriate resolution without imposing disciplinary or punitive action.

For matters arising under the Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students, OIE also offers Mandatory Educational Resolution (MER). MER is an accountability-focused educational resolution designed to address lower-level concerns through education, reflection, and community-based interventions while reinforcing the University's policies and expectations for respectful conduct.

Informal Resolution is intended to address concerns, promote accountability, and facilitate appropriate resolution without imposing disciplinary or punitive action.

Formal Investigations

Investigations conducted by OIE are often complex and resource-intensive, frequently extending over several months. Each investigation may involve interviews with Complainants, Respondents, and witnesses; the review of documentary, electronic, and other relevant evidence; analysis under the applicable OIE policy; and the preparation of formal communications and comprehensive Investigative Reports.

For matters arising under the Title IX and Related Misconduct Policy and Procedures for Students, a Formal Investigation requires a hearing, requiring additional coordination, procedural safeguards, and administrative oversight. The overall resolution time frame may also include appeals, which require coordination among Deans, Appellate Officers, and other University officials. As a result, these matters typically require more time to resolve than other OIE resolution processes.

Resolution Timeframes

The length of time required to resolve a matter varies depending on its complexity and the procedural requirements of the applicable University policy. Factors that may affect resolution timeframes include the complexity of the matter, the number of Parties or witnesses, the volume of evidence, the availability of participants, opportunities to pursue Informal Resolution, the implementation of supportive measures, and other case-specific or procedural considerations.

Certain resolution processes require additional procedural steps that may extend the time needed to conclude a matter. For example, Title IX Formal Investigations may include designated periods for the Parties to review and respond to evidence and investigative materials, the scheduling and completion of a hearing, issuance of a determination, and an opportunity to appeal. Accordingly, a Formal Investigation is not considered fully concluded until all required procedural steps, including any applicable appeal period or appeal, have been completed.

These factors may extend the time needed to resolve a matter but reflect OIE's commitment to conducting fair, thorough, trauma-informed, and equitable review and resolution processes.

Reported Data

Reporting Methods

Anyone, whether affiliated with the University or not, may report alleged violations of OIE administered policies through any of the following methods:

- Online reporting [form](#)
- E-mail: Reports may be submitted to institutionalequity@columbia.edu. Reports involving Title IX may also be submitted directly to the Title IX Coordinator at TitleIX@columbia.edu or Mdf2166@columbia.edu.
- By phone: (212) 854-5511
- By mail: 80 Claremont Avenue, 4th Floor, MC 9620, New York, NY 10027
- In-person: 80 Claremont Avenue, 4th Floor, New York, NY 10027

Scope of Reported Data

The reporting period for this Annual Report is the academic year from July 1, 2025, through June 30, 2026.⁵ The data presented in this report is accurate as of June 30, 2026. Accordingly, matters resolved after that date are not reflected in the findings presented herein.

Confidential resources, including University clergy, Health Services staff, University counselors, peer counselors at Sexual Violence Response (“SVR”), Ombuds officers, and other designated confidential professionals, are available to provide support to individuals who choose not to report under OIE-administered policies. Likewise, individuals who seek assistance solely from friends, family members, medical professionals, faith leaders, or law enforcement outside the University are not reflected in the data presented in this report. Accordingly, this report only includes matters reported to and received by OIE.

Reports may be submitted at any time during an individual’s association with Columbia University, regardless of when the alleged conduct occurred. As a result, some matters included in this report were reported during the 2025-2026 academic year, but concern conduct that occurred in prior years.

Readers familiar with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act) should note that the data presented in this report differs from the statistics released reported under the Clery Act. The Clery Act requires the University to collect, and report specified crimes occurring within defined geographic areas such as on or near campus, whereas OIE’s policies govern a broader range of prohibited conduct and apply different reporting criteria. Accordingly, differences may exist in the types of conduct reported, geographic scope, party affiliation, and other case-specific factors. For additional information, please refer to Columbia University’s [Annual Security and Fire Safety Report](#).

⁵ While the reporting period covered in this Annual Report is July 1, 2025, through June 30, 2026, the data presented reflect information available in OIE’s records as of July 12, 2026.

Student Title IX

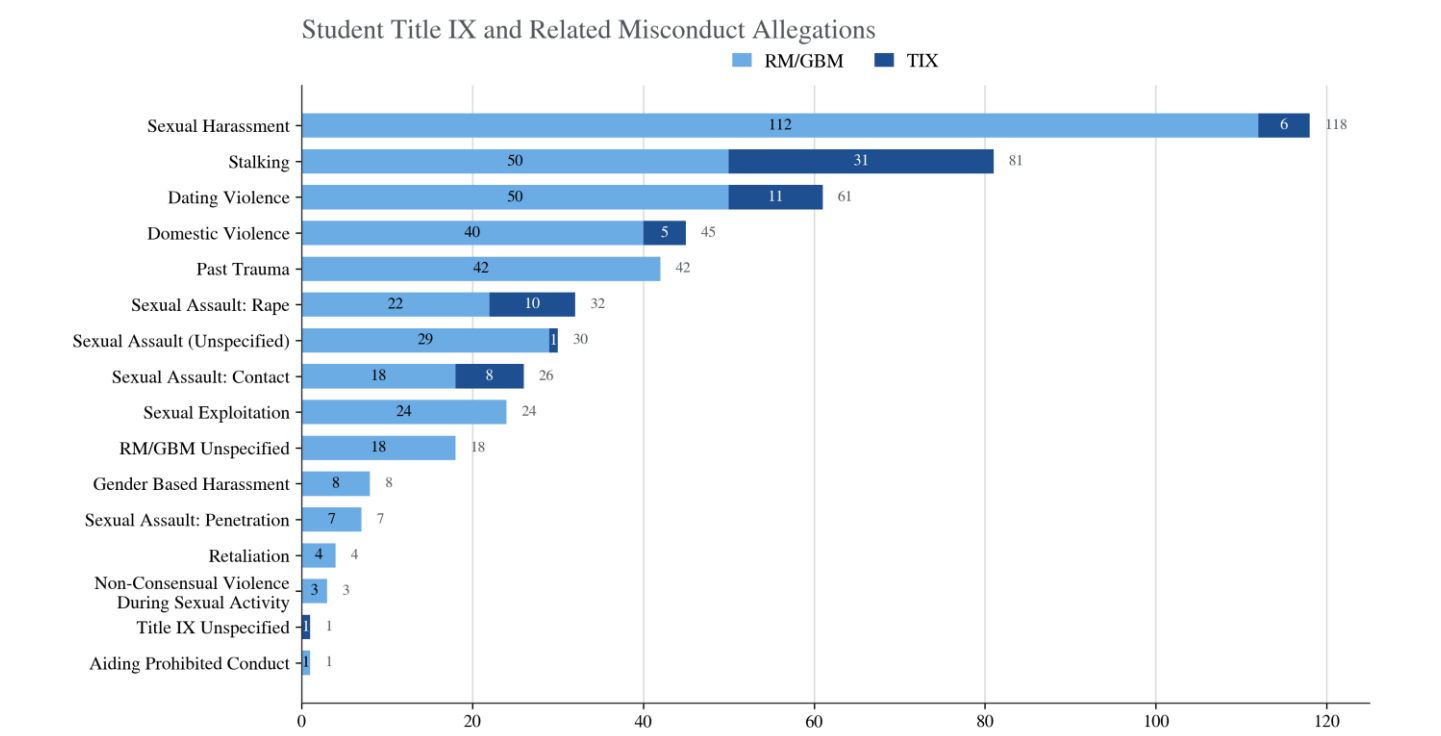
Oversight

The Student Title IX Division, in partnership with the Case Management Division, reviewed and responded to reports alleging conduct that may violate the [Title IX and Related Misconduct Policy and Procedures for Students](#) when the Respondent was a student.

The Division was led by the Senior Director of Investigations and supported by a team of five (5) Associate Directors, and two (2) Investigations Assistants, who worked closely with the Case Management and Operations Divisions.

Case & Allegation Overview

The Student Title IX Division reviewed **769 IRs** during the 2025-2026 academic year. These reports resulted in **382 cases**, which included a total of **511⁶ allegations** across the categories shown below.

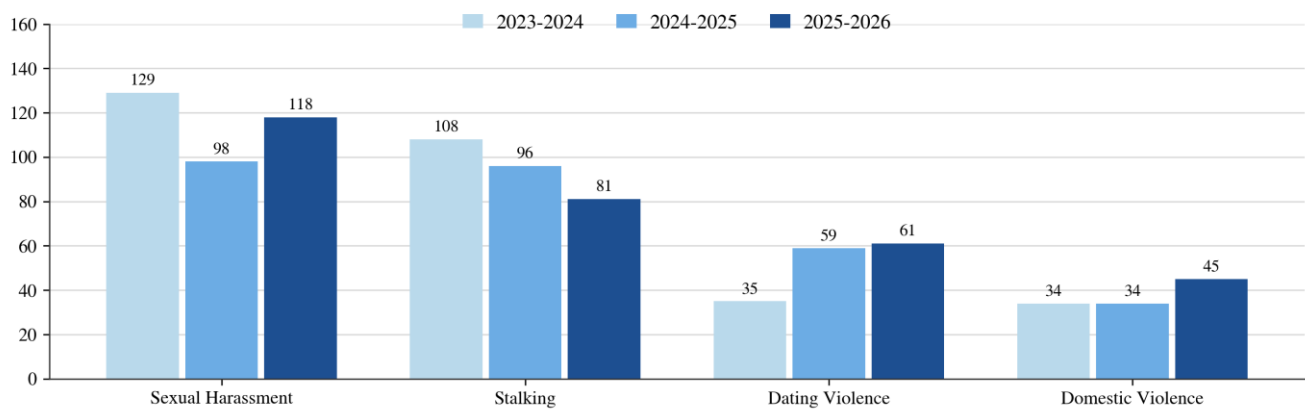


Reports involving sexual harassment, stalking, and domestic violence accounted for 51% of all allegations received during the reporting period. Reports of sexual harassment increased compared to the previous academic year but remained below 2023-2024 levels. Reports of stalking continued to decline over the past two academic years. Reports of dating violence and domestic violence increased for the second consecutive year. Of the 106 combined dating and domestic violence allegations received during 2025-2026, only 17 involved the filing of a Formal

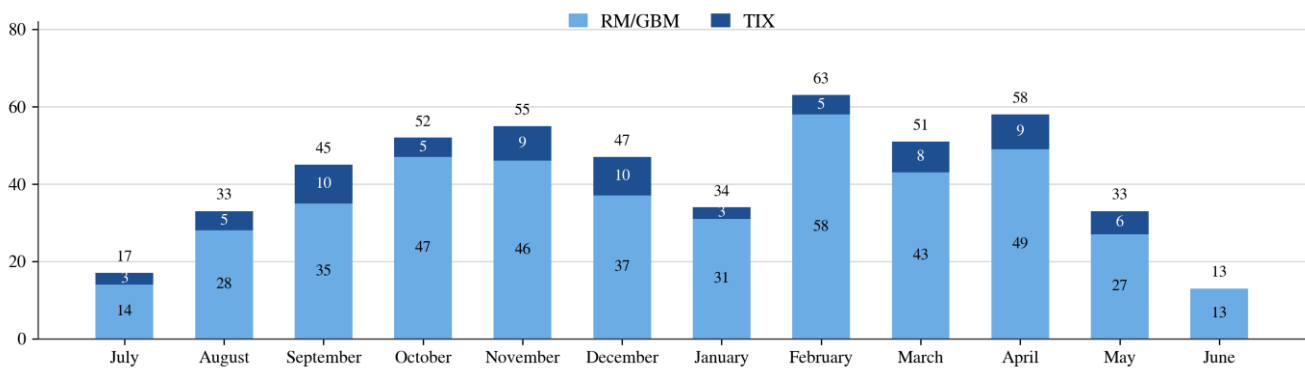
⁶ Of the 511 allegations, nine (9) involved discrimination and discriminatory harassment and one (1) involved a prohibited relationship. These were not included in the above chart which reflects only Title IX and related misconduct charges.

Complaint.⁷ The Student Title IX Division will continue monitoring this trend while ensuring that supportive measures remain available regardless of whether a Complainant elects to pursue a Formal Resolution process.

Sexual Harassment, Stalking, Dating Violence, and Domestic Violence Allegations by Year



Student Title IX and Related Misconduct Allegations by Month



Case Resolution

A majority of Respondent files⁸ opened during the 2025-2026 academic year were resolved through administrative closure (369). During the same time period, the Student Title IX Division also administratively closed 23 Respondent files that had remained open from previous academic years.

The most common reasons for administrative closure included:

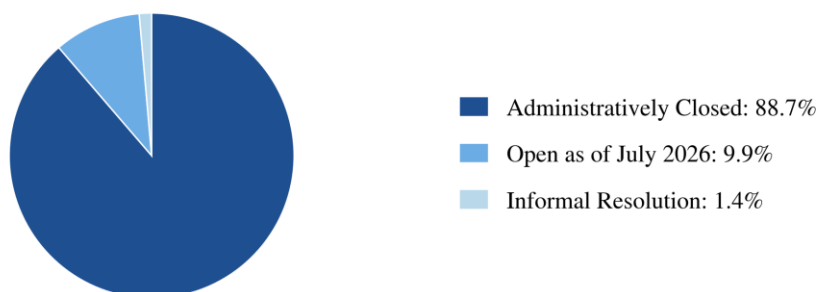
- The Complainant was unresponsive to outreach (226);
- The Complainant declined to participate (41); and

⁷ A Formal Complaint differs from an IR or disclosure of alleged misconduct. An IR or disclosure notifies the Title IX Coordinator of potential Prohibited Conduct and prompts outreach to the Complainant, including an offer of supportive measures, information about available resolution options, and an explanation of the process for filing a Formal Complaint). A Formal Complaint, by contrast, initiates OIE’s resolution process and results in notice of the allegations to the Respondent. Under these procedures, a Formal Complaint is required to initiate either an Informal Resolution or a Formal Investigations.

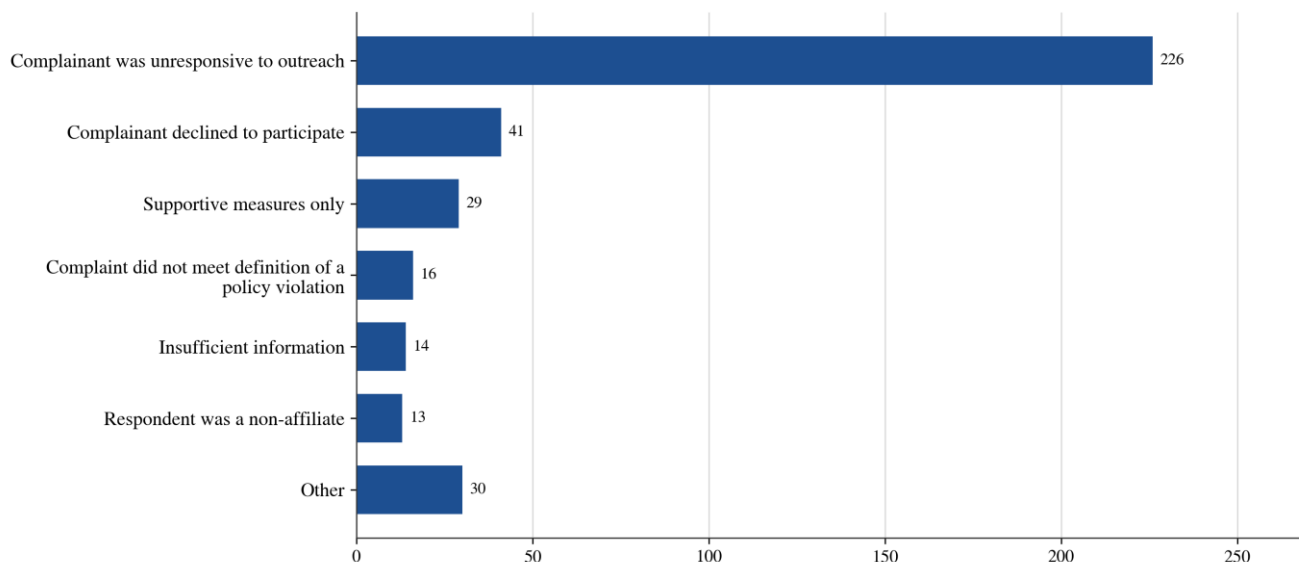
⁸ The number of Respondent files may exceed the total number of cases because a single case may involve multiple Respondents and/or Complainants. Outcomes are reported at the Respondent file level because findings and resolutions may differ for individual Respondents within the same case.

- The Complainant was seeking supportive measures only (29).

Respondent Files by Outcome



Reasons for Administrative Closure



For matters designated as Supportive Measures Only, Case Managers continued providing individualized support and facilitated measures such as⁹:

- NCDs (26)
- One-on-one Policy Training (9)

Of the 417 Respondent files opened between July 1, 2025, and June 30, 2026, only 18 included a formal Complaint. Of those matters, five (5) have been administratively closed, one (1) was resolved through Informal Resolution, and 12 remain in the Formal Investigation process.

⁹ In several matters, Case Managers provided support by facilitating both an NCD and One-on-one Policy Training.

Administrative Resolution (10)

During the reporting period, six (6) Respondent files reported on or after July 1, 2025, were resolved through Administrative Resolution. An additional four (4) Respondent files carried over from previous academic years were also resolved through Administrative Resolution.

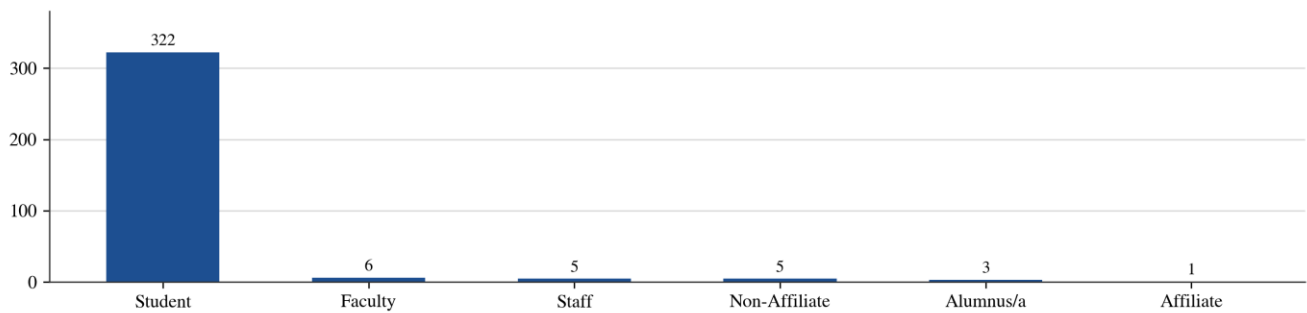
Mediation (3)

During the reporting period, three (3) Respondent files carried over from previous academic years were successfully resolved through mediation.

Involved Parties

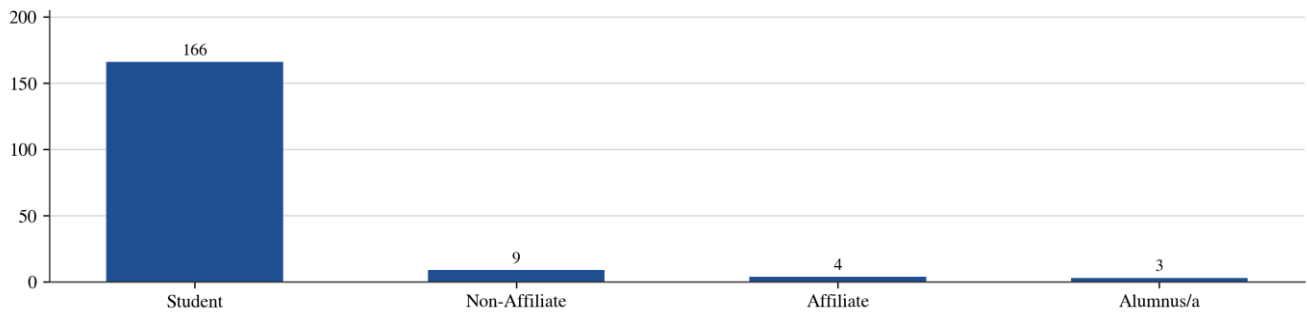
Across the 382 cases, there were 340 unique identified Complainants, 95% of whom were students. An additional 22 Complainants were unidentified or undisclosed.

Unique Complainants by Affiliation



There were 180 unique identified Respondents, the majority (92%) of whom were students. An additional 100 Respondents had unknown or undisclosed affiliations at the time of reporting.

Unique Respondents by Affiliation



In these matters, resolution options may be limited until a Respondent can be identified; however, Complainants continue to receive outreach, supportive measures, accommodations, and other available resources through the Case Management Division.

Formal Investigation Findings

As of the publication of this report, 11 cases reported during the 2025-2026 academic year remain open as Formal Investigations¹⁰.

During the reporting period, three (3) Respondent files originating from prior academic years were resolved through the Formal Investigation process. Findings included:

- Two (2) Respondent files closed without a finding of responsibility; and
- One (1) Respondent file closed with a finding of responsibility

Case Time Frame

Of all Respondent files closed during the reporting period that did not involve a Formal Investigation, 82% were resolved within 60 days of receiving the allegation(s), and 91% were resolved within 120 days. By contrast, Respondent files resolved through the Formal Investigation process required a median of 318 days to resolve. As of June 30, 2026, 42 Respondent files and 36 cases from the 2025-2026 academic year remain open.

Supportive Measures

During the 2025-2026 academic year, commonly implemented supportive measures included:

- NCDs;
- Referrals to University resources; and
- Academic accommodations

Sanctions & Other Measures

Because a number of Formal Investigations remained open as of June 30, 2026, the sanctions reported below reflect only those matters resolved during the reporting period. Among the cases resolved between July 1, 2025, and June 30, 2026, the following disciplinary sanction was imposed:

- Revocation of Alumni Privileges and Degree Suspension.

¹⁰ An additional 11 cases reported prior to July 1, 2025, remained open as of July 12, 2026. As a result, a total of 22 Formal Investigations were active at the time of this report.

Student Anti-Discrimination and Discriminatory Harassment

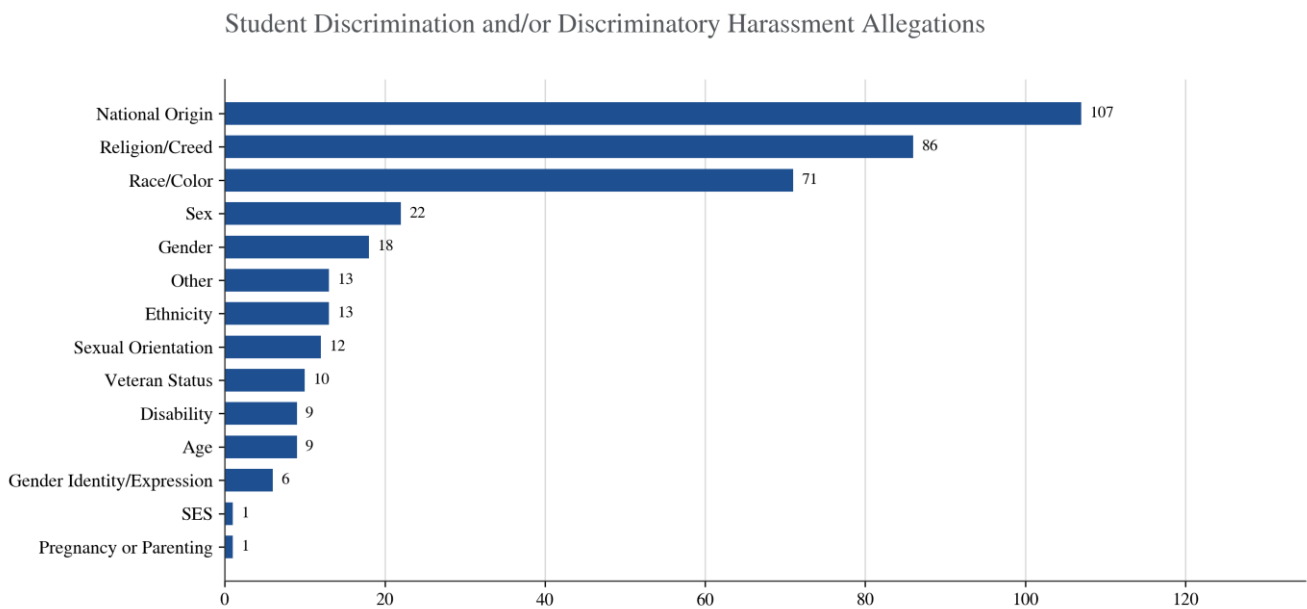
Oversight

The Student Anti-Discrimination and Discriminatory Harassment (SADDH) Division, in partnership with the Case Management Division, reviewed and responded to reports alleging that a student or Recognized Student Group engaged in conduct that may violate the [Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students](#).

The Division was led by the Director of Investigations and supported by a team of six (6) Associate Directors and two (2) Investigations Assistants, who worked closely with the Case Management and Operations Divisions.

Case & Allegation Overview

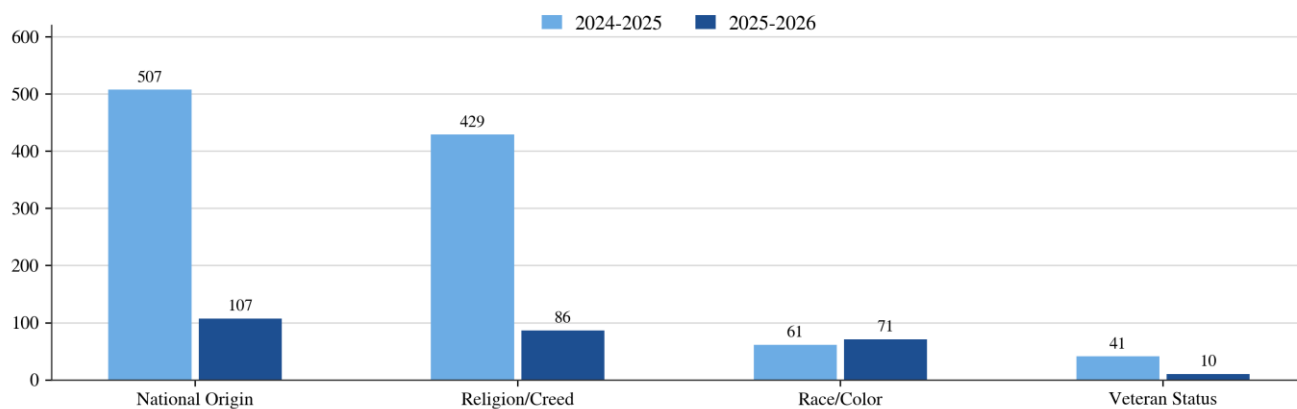
From July 1, 2025, to June 30, 2026, the SADDH Division reviewed **466 IRs**, resulting in **174 cases** involving **382¹¹ allegations** across the protected classes shown below:



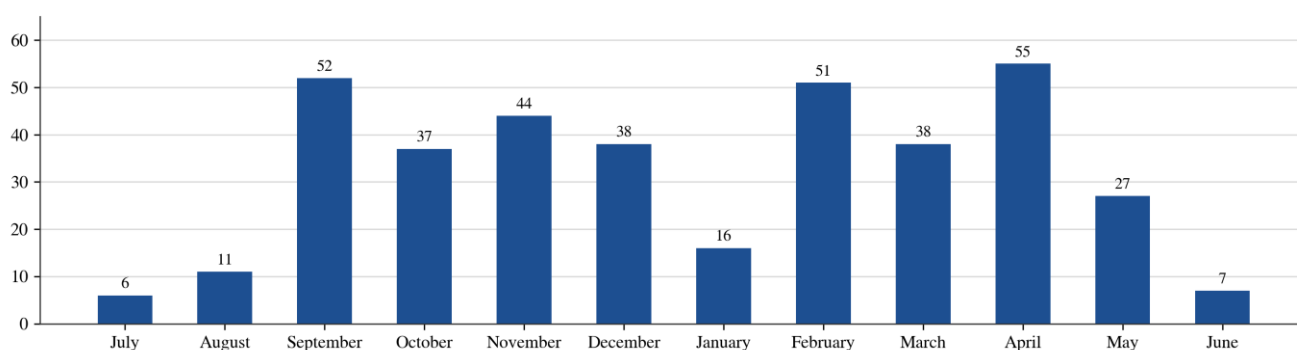
Reports alleging discrimination or discriminatory harassment based on National Origin and Religion/Creed accounted for 51% of all allegations received during the reporting period. Although these categories represented the largest proportion of allegations, both decreased significantly from the previous academic year. Allegations involving Veteran Status also declined, while reports involving Race/Color increased modestly.

¹¹ In addition to the allegations reflected in the chart above, there was one (1) allegation of Endangerment (Standards and Discipline), one (1) allegation of Disruptive Behavior (Standards and Discipline), one (1) allegation of sexual harassment, and one (1) allegation of stalking. In certain matters, the Student ADDH Policy allows OIE to consider related Standards and Discipline violations as part of its review of the reported conduct.

National Origin, Religion/Creed, Race/Color, and Veteran Status Allegations by Year



Student Discrimination and/or Discriminatory Harassment Allegations by Month

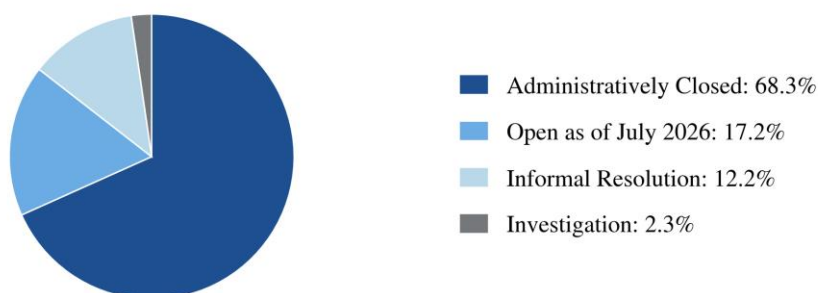


Case Resolution

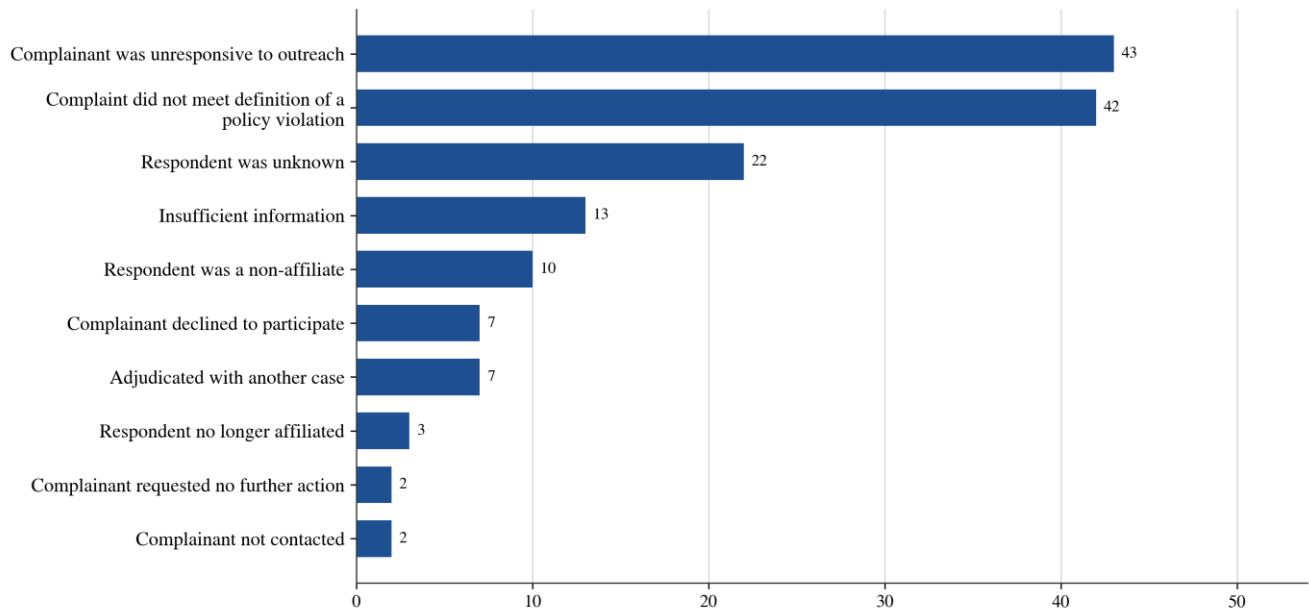
A majority (68%) of Respondent files were administratively closed. Of those matters, seven (7) were adjudicated together with another case. The most common reasons for administrative closure included:

- The Complainant was unresponsive to outreach (43);
- The reported conduct did not meet the definition of a policy violation (42); and
- The Respondent was unknown (22).

Respondent Files by Outcome



Reasons for Administrative Closure



Administrative and Mandatory Educational Resolution (32)

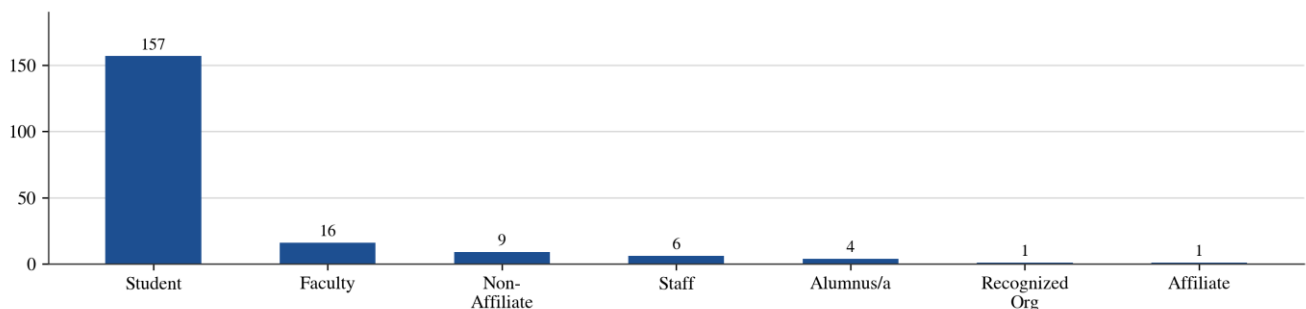
During the reporting period, 27 Respondent files opened during the 2025-2026 academic year were resolved through Administrative or Mandatory Educational Resolution. An additional 5 Respondent files carried over from the previous academic year were also resolved through these processes.

Involved Parties

Across the 174 cases, there were 194 unique identified Complainants and 133 unique identified Respondents.

Among identified Complainants, 81% were students, 8% were faculty, and 5% were non-affiliates. 24 Complainants were unidentified or undisclosed.

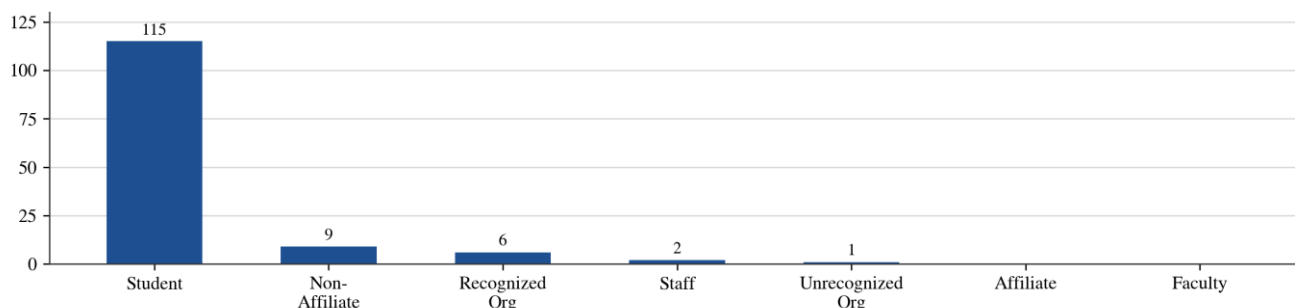
Unique Complainants by Affiliation



Among identified Respondents, 86% were students, 7% were non-affiliates, and six (6) Recognized Student Groups were Respondents.

The number of unique Recognized Student Group Respondents decreased 62%, from 16 during the previous academic year to six (6). Similarly, the number of cases involving Recognized Student Groups declined 84%.

Unique Respondents by Affiliation



Formal Investigation Findings

As of June 30, 2026, five (5) Formal Investigations opened during the 2025-2026 academic year had concluded with a formal determination. All five (5) resulted in findings of responsibility.

During the same period, an additional eight (8) Formal Investigations carried over from the previous academic year also concluded with findings of responsibility.

As of June 30, 2026, five (5) Formal Investigations remained open.

Case Time Frame

Of Respondent files managed by the SADDH Division that did not involve a Formal Investigation, 72% were resolved within 60 days of receipt of the allegation(s), and 83% were resolved within 120 days. Of the five (5) Formal Investigations opened and closed during the 2025-2026 academic year, the median time to resolution was 150 days, and all were completed within 180 days.

As of June 30, 2026, 38 Respondent files and 21 cases remained open.

Supportive Measures & Interim Measures

Supportive and Interim Measures provided during the 2025-2026 academic year included:

- Referrals;
- Wellness Outreach;
- Wellness Meetings;
- Interim Suspension;
- Access Restricted Student (ARS) – Interim; and
- Academic Accommodations

Sanctions & Other Measures

Sanctions and other measures imposed during the 2025-2026 academic year included, but were not limited to:

- Disciplinary Suspension of the Recognized Student Group;
- Freezing of a Recognized Student Group's Budgetary Allocation or Space Reservation;
- Targeted Educational Assignment;
- Conditional Disciplinary Probation;
- Disciplinary Probation;
- Degree Conferral Hold;
- Disciplinary Suspension;
- Persona Non Grata (PNG);
- Group Suspension;
- ARS;
- Expulsion;
- Referrals to Counseling;
- Written Letter of Apology;
- Warning Status of Recognition.

Faculty and Staff Anti-Discrimination and Discriminatory Harassment

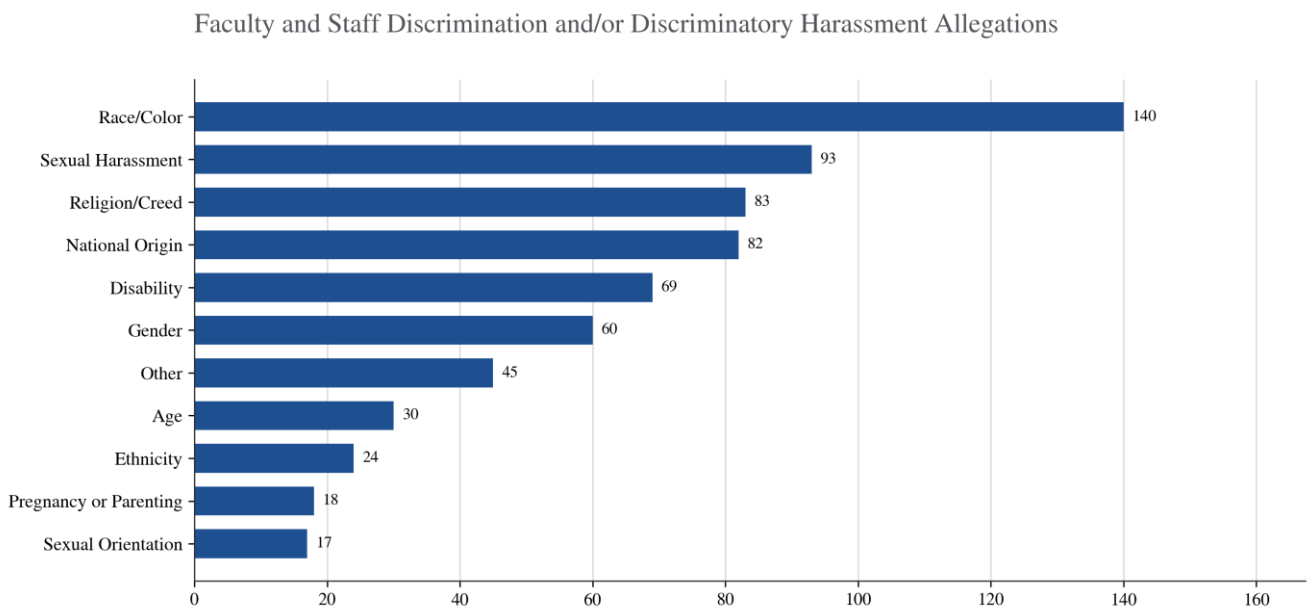
Oversight

The FSADDH Division, in partnership with the Case Management Division, reviewed and responded to reports alleging that a faculty member, staff member, third-party affiliate, or active alumni engaged in conduct that may violate the Anti-Discrimination and Discriminatory Harassment Policies and Procedures for Faculty and Staff.

The Division was led by the Senior Director of Investigations and supported by a team of seven (7) Associate Directors, and two (2) Investigations Assistants, who worked closely with the Case Management and Operations Divisions.

Faculty & Staff Discrimination & Discriminatory Harassment Allegations

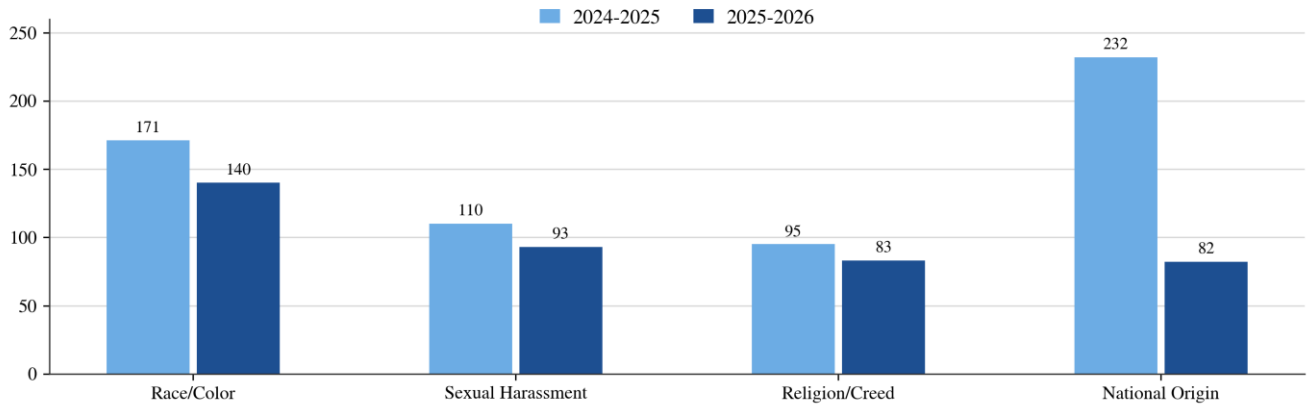
During the 2025-2026 academic year, the FSADDH Division reviewed **888 IRs**, resulting in **471 cases** involving **768 allegations** of discrimination or discriminatory harassment across the protected classes shown below: ¹²



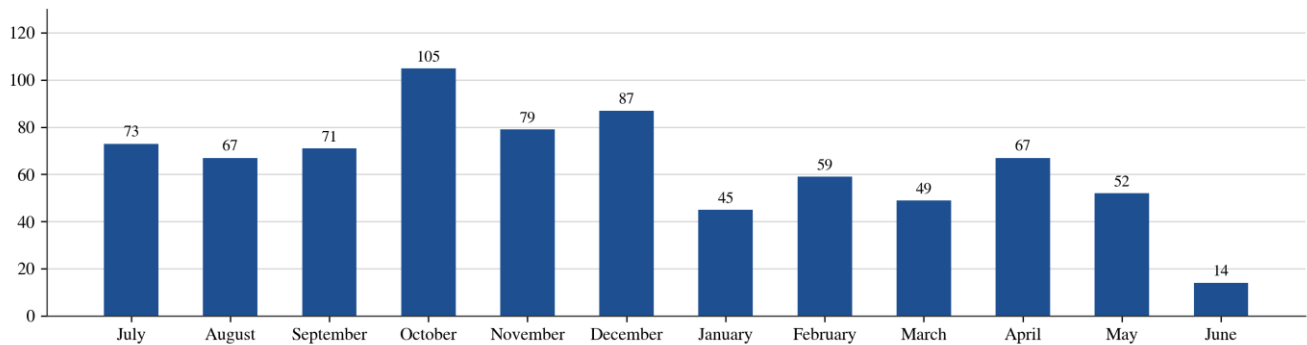
Allegations based on Race/Color, Sexual Harassment, Religion/Creed, and National Origin accounted for 52% of all allegations received during the reporting period. Although these categories represented the most frequently reported allegations, each declined compared to the previous academic year.

¹² In addition to allegations based on protected class, the FSADDH Division also reviewed 41 allegations of retaliation and the 14 allegations of failure to report. The Division also managed 27 allegations of faculty and staff Title IX and related misconduct and 17 allegations involving the Romantic Relationship Policies, which are discussed in the following section of this report.

Race/Color, Sexual Harassment, Religion/Creed, and National Origin Allegations by Year



Faculty and Staff Discrimination and/or Discriminatory Harassment Allegations by Month



Case Resolution

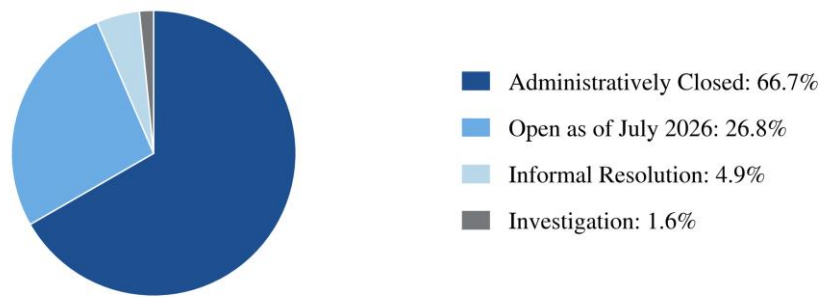
As of June 30, 2026, 67% of Respondent case files had been administratively closed.¹³ The most common reasons for administrative closure included:¹⁴

- The Complainant was unresponsive to outreach (136);
- The reported conduct, if substantiated, did not meet the definition of a policy violation (118); and
- Referral of the matter to another appropriate University Office.

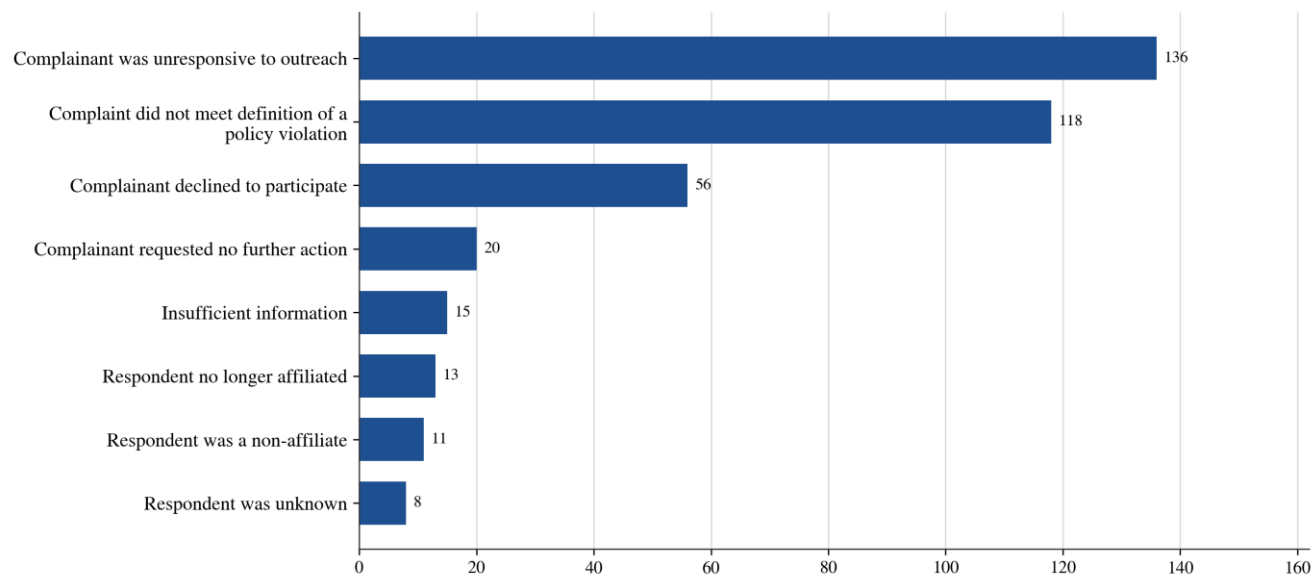
¹³ During the 2025-2026 academic year, the Division also administratively closed 183 Respondent files that had remained open from prior reporting periods.

¹⁴ Although a number of matters were administratively closed, OIE provided outreach and resources to each Complainant and, where appropriate, engaged with the Respondent's department, supervisor, or other relevant University offices for appropriate follow up.

Respondent Files by Outcome



Reasons for Administrative Closure



Informal Resolution (59)

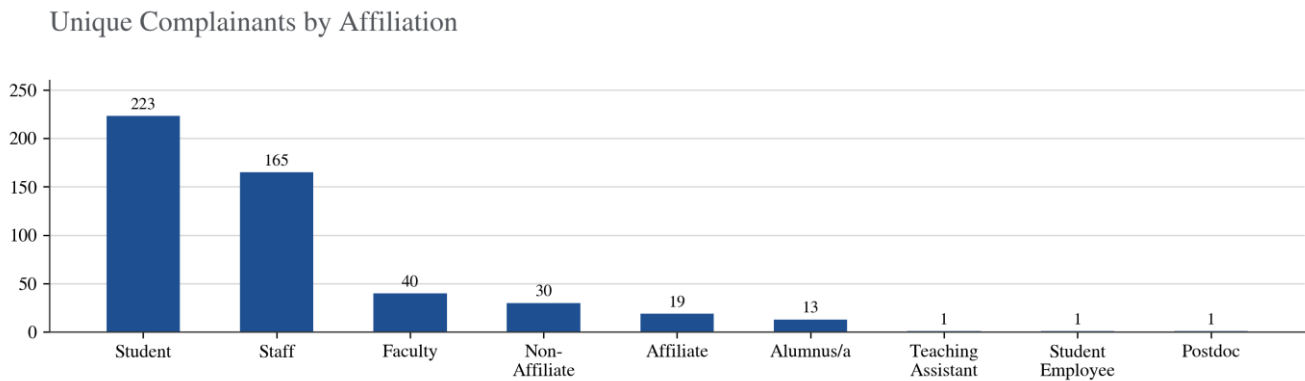
During the 2025-2026 academic year, 28 Respondent files opened during the reporting period were resolved through Informal Resolution. An additional 31 Respondent files carried over from previous academic years were also resolved through Informal Resolution

Involved Parties

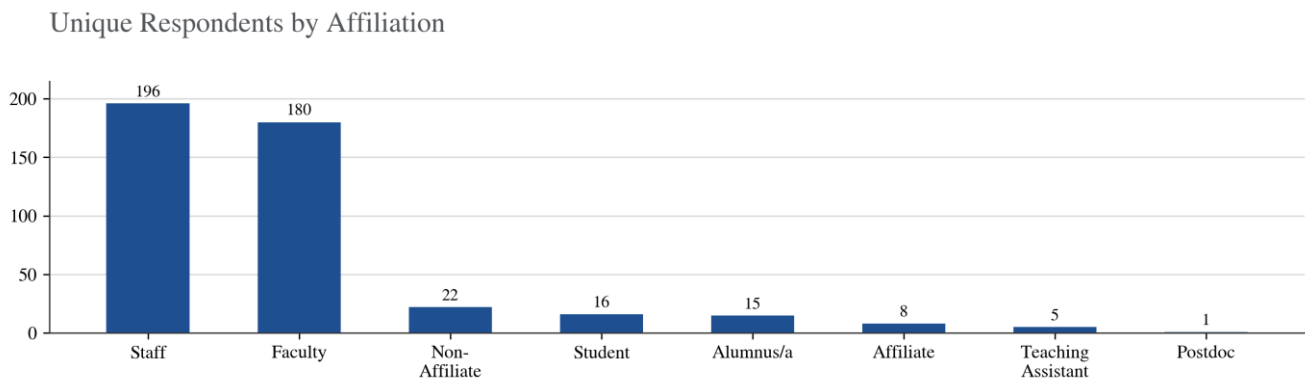
Across the 471 cases managed during the 2025-2026 academic year, there were 486 unique identified Complainants and 430 unique identified Respondents.

Among Complainants, the largest groups were students (46%) and staff (34%). Additional Complainants included 40 faculty members, 30 individuals with unknown or undisclosed identities or affiliations, 19 affiliates, 13 active alumni, two (2) postdoctoral students, one (1) Teaching Assistant, and one (1) student employee. Of the two (2) postdoctoral

students, one was associated with a matter carried over from a prior reporting period and resolved during the 2025–2026 academic year.



Among identified Respondents, the largest groups were staff (46%) and faculty (42%). Additional Respondents included 22 individuals with unknown or undisclosed identities or affiliations, 16 student employees, 15 active alumni, 8 affiliates, 5 Teaching Assistants, and 1 postdoctoral student.



In matters where a Respondent is unknown or cannot be identified, OIE continues to provide outreach, supportive measures, and referrals to available University resources, while assessing whether additional information may permit further review under the applicable policy.

Formal Investigation Findings

As of June 30, 2026, six (6) Formal Investigations opened during the 2025-2026 academic year had concluded with a formal determination. These Formal Investigations involved nine (9) Respondent files,¹⁵ resulting in the following outcomes:

- Four (4) Respondent files resulted in findings of Responsible;
- Five (5) Respondent files resulted in findings of Not Responsible

¹⁵ A Case may involve more than one Respondent, and Respondents within the same Case may have different resolution outcomes. Accordingly, certain data in this section are reported by Respondent file to more accurately reflect the resolution of matters involving individual Respondents. A single Formal Investigation may include more than one Respondent file.

During the same reporting period, an additional 39 Formal Investigations carried over from previous academic years also concluded. These Formal Investigations involved 50 Respondent files, resulting in the following outcomes:

- 13 Respondent files resulted in findings of Responsible; and
- 37 Respondent files resulted in findings of Not Responsible

As of June 30, 2026, 15 Formal Investigations opened during the 2025-2026 academic year, involving 18 Respondent files, remained pending. An additional four (4) Formal Investigations, involving four (4) Respondent files from prior academic years, also remained open.

Case Time Frame

Of the Respondent files managed by the FS ADDH Division, 59% of those resolved without a Formal Investigation were closed within 60 days of receipt of the allegation(s), and 70% were closed within 120 days. Among Respondent files resolved through a Formal Investigation, 26% were completed within 120 days¹⁶.

Supportive Accommodations & Interim Measures

During the 2025-2026 academic year, the following supportive accommodations and interim measures included:

- NCDs; and
- Referrals.

Sanctions & Other Measures

Under the Anti-Discrimination and Discriminatory Harassment Policies and Procedures for Faculty and Staff, disciplinary actions may include:

- Written reprimand or warning;
- Restricted or revoked access to University facilities or activities;
- NCDs;
- Modification of a Respondent's job duties or supervisory responsibilities;
- Revocation of honors or awards; and
- Prohibition on advising students or supervising student research for a defined period.

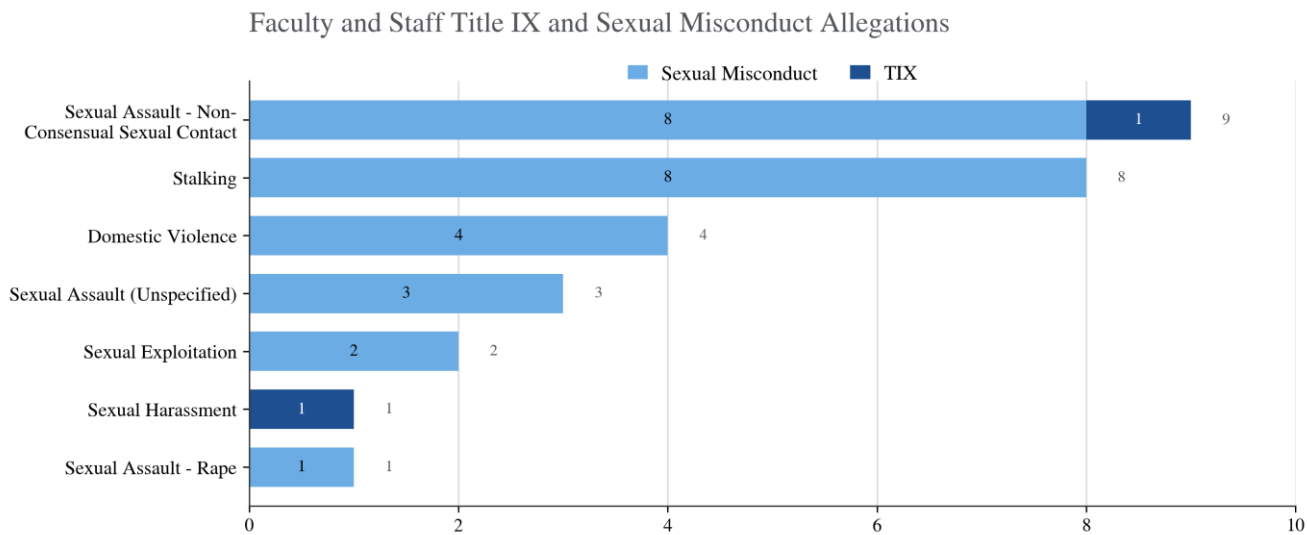
During the 2025-2026 academic year, sanctions and other disciplinary measures facilitated by OIE included:

- Termination;
- One-on-One Policy Training;
- One-on-One Policy Training;
- Educational Intervention;
- Group Policy Training;
- Relocation of Respondent's workplace or University-provided residence.

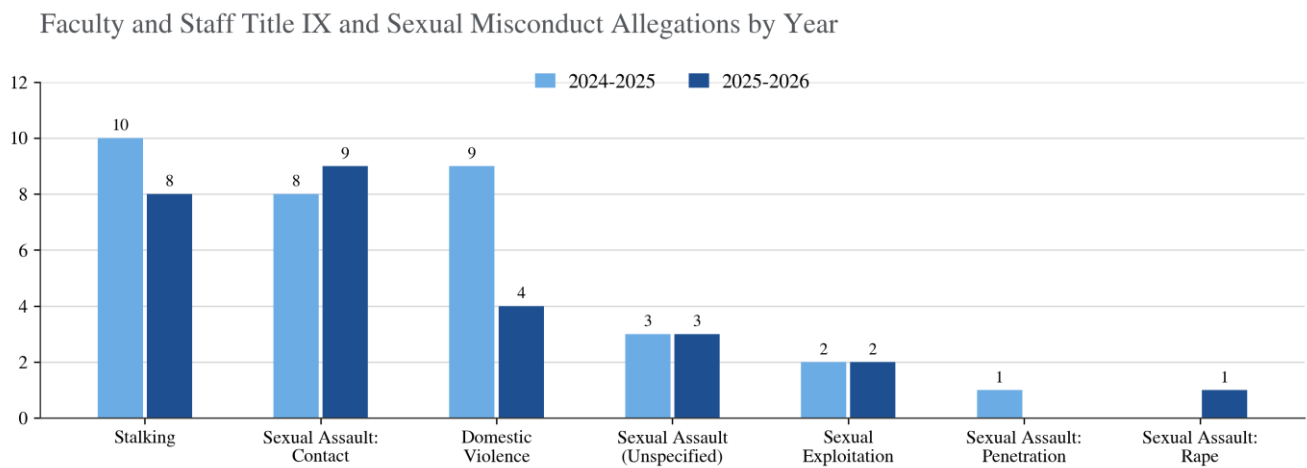
¹⁶ As of July 12, 2026, the 22 Respondent files remaining in Formal Investigation have been open for a median of 149 days.

Faculty and Staff Title IX and Sexual Misconduct Allegations

Title IX and sexual misconduct matters include Sexual Assault (penetration and contact), Domestic Violence, Dating Violence, Sexual Exploitation, Stalking, and Sexual Harassment. During the 2025–2026 academic year, OIE managed 23 cases involving 28 allegations of sexual misconduct involving faculty, staff, and third-party affiliates. This represents a slight decrease in reported allegations compared with the 2024–2025 academic year. Of the 28 allegations reported during the 2025–2026 academic year, two met the definition of Title IX Prohibited Conduct under the Policy.



Sexual Assault and Stalking based on sex accounted for a combined 61% of all Title IX and sexual misconduct allegations during the 2025–2026 academic year. Compared with the previous academic year, allegations of Stalking decreased slightly, while allegations of Sexual Assault: Contact increased by one (1).



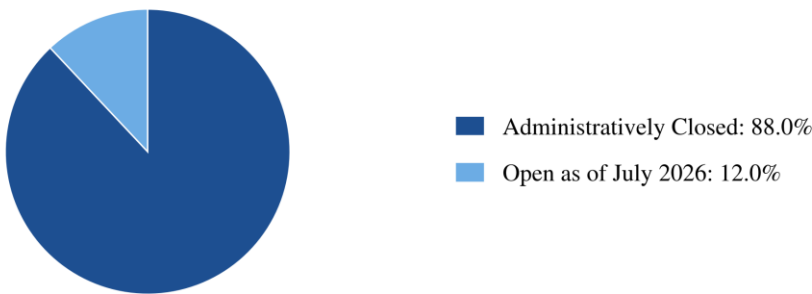
Across all allegation types, reports peaked in December 2025 and February 2026, which recorded the highest monthly totals during the 2025–2026 academic year.

Case Resolution

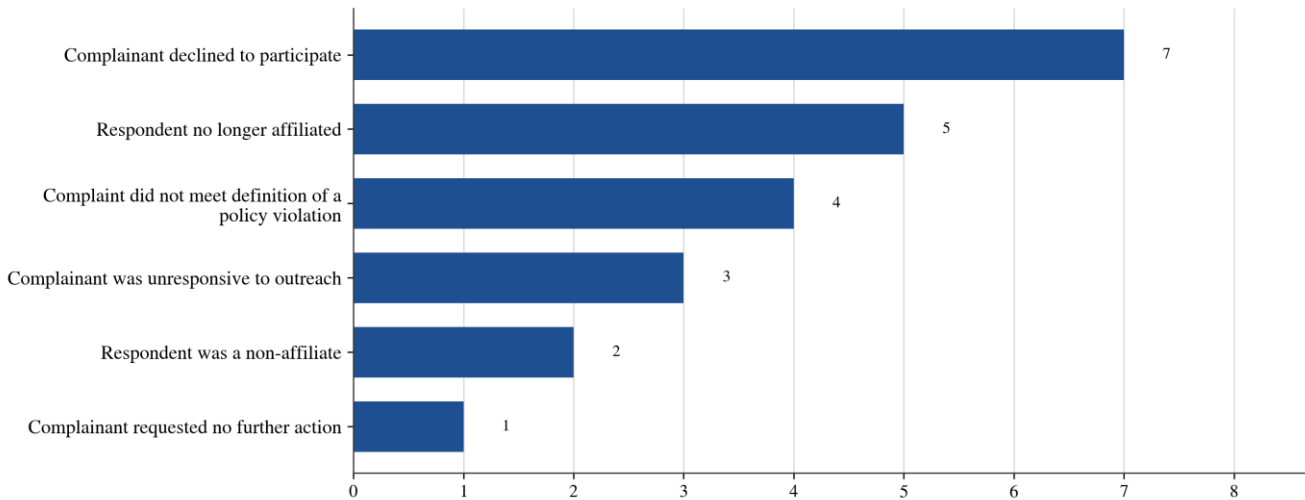
Cases were resolved through a variety of administrative and investigative outcomes, with Complainants playing an important role in determining how matters proceeded. The most common reasons Respondent case files were administratively closed during the 2025-2026 academic year were:

- The Complainant declined to participate (7);
- The Respondent was no longer affiliated with the University (5);
- The reported conduct, if substantiated, did not meet definition of a policy violation (4).

Respondent Files by Outcome



Reasons for Administrative Closure

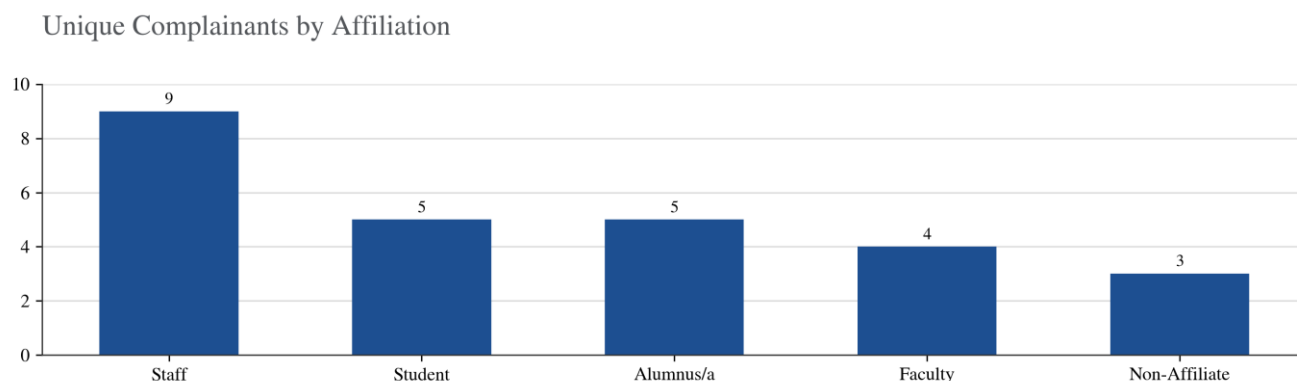


As of June 30, 2026, three (3) Respondent case files opened during the 2025–2026 academic year remained open, including one (1) active investigation.

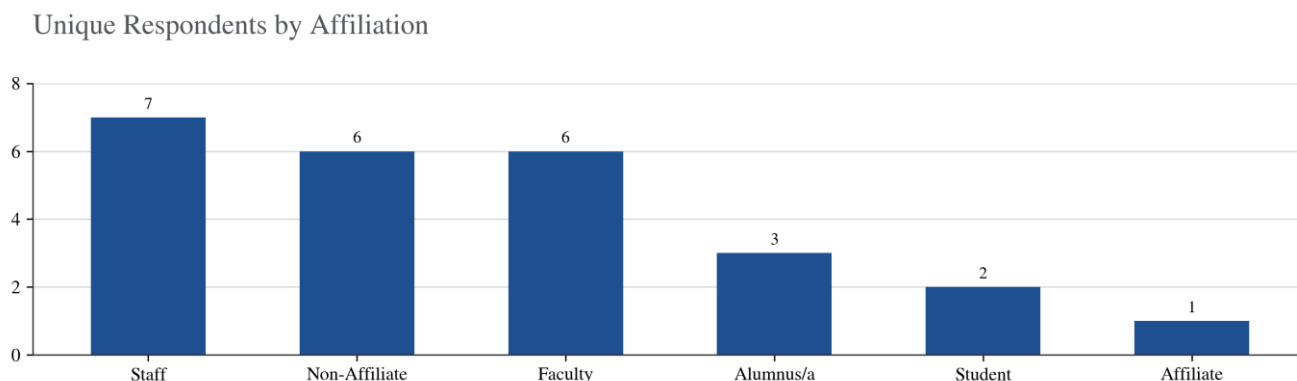
Involved Parties

Across these cases, there were 26 unique identified Complainants and 25 unique identified Respondents.

Among Complainants, the largest groups were staff (35%) and students (19%). Additional Complainants included 5 active alumni, 4 faculty members, and 3 non-affiliates.



Among Respondents, the largest groups were staff (28%), non-affiliates (24%), and faculty (24%). Additional Respondents included 3 active alumni, 2 student employees, and 1 affiliate.



Formal Investigation Findings

As of June 30, 2026, one (1) case reported during the 2025-2026 academic year remains open and in a Formal Investigation phase.

During the same period, two (2) Formal Investigations that had remained open from the previous years were closed with a determination. These two (2) Formal Investigations followed the Title IX Grievance Process and included two (2) Respondent files, both of which received a finding of responsibility.

Case Time Frame

Among all Title IX and sexual misconduct cases managed by the Faculty and Staff Anti-Discrimination and Discriminatory Harassment (FSADDH) Division, 76% were resolved within 60 days of receipt of the allegation(s), and 88% were resolved within 120 days.

As of June 30, 2026, three (3) cases, representing three (3) Respondent files, remained open.

Romantic and Sexual Relationship Policies

During the 2025–2026 academic year, the Division managed 15 cases involving alleged violations of the Relationship Policies.

The cases were resolved as follows:

- Nine (9) cases were administratively closed.
- Two (2) cases were resolved through an Administrative Resolution.

As of June 30, 2026, four (4) cases reported during the 2025–2026 academic year remained open.

Discrimination & Discriminatory Harassment

National Origin and Religion/Creed

During the 2023-2024 academic year, Columbia University experienced a significant increase in reports alleging discrimination or discriminatory harassment based on National Origin and Religion/Creed, particularly following the events of October 7, 2023. Elevated reporting continued during the 2024-2025 academic year.

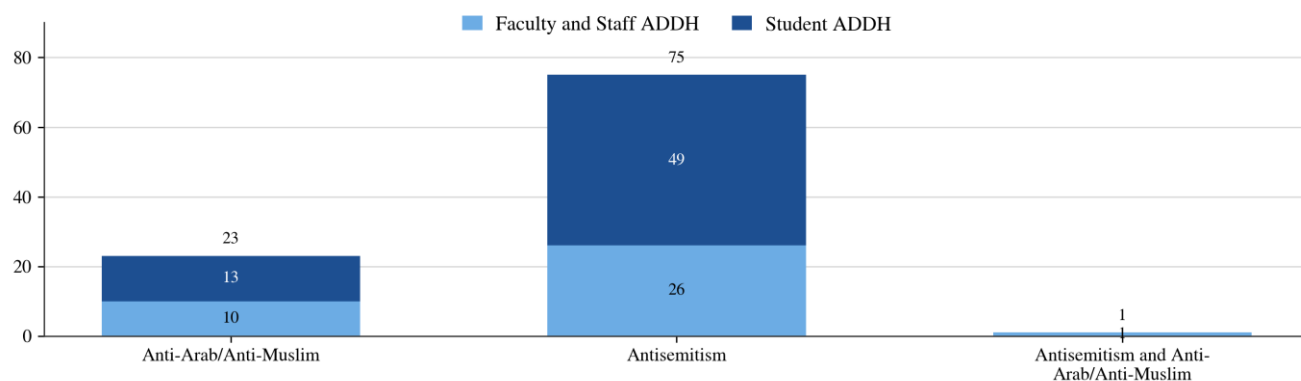
By the 2025-2026 academic year, reports involving these protected classes had declined, while OIE continued to strengthen its capacity to review, analyze, and respond to these matters through expanded staffing, revised policies and procedures, and the continued development of the SADDH Division.

Consistent with OIE's commitment to transparency and continuous assessment of campus climate, this report provides a more detailed analysis of allegations involving Antisemitism, Anti-Arab discrimination, Anti-Muslim discrimination, Anti-Palestinian discrimination, and Islamophobia. Because these allegations are generally reported under the protected classes of National Origin, Religion or Creed, Race, or Color, OIE developed internal case classifications to facilitate more detailed analysis and trend reporting. These classifications provide additional insight into the nature of reported concerns while maintaining consistency with the University's anti-discrimination policies.

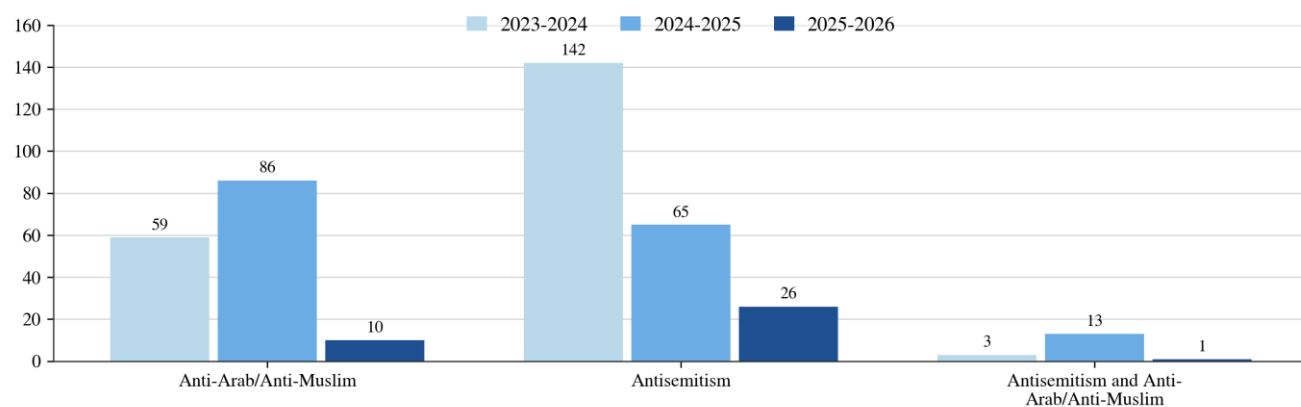
Case & Allegation Overview

During the 2025-2026 academic year, OIE identified approximately 99 cases involving allegations of Antisemitism, Anti-Arab discrimination, Anti-Muslim discrimination, Anti-Palestinian discrimination, or Islamophobia. This represents a 67% decrease from the 2024-2025 academic year and a 51% decrease from 2023-2024. Of these cases, 76% involved allegations Antisemitism, 23% involved allegations of Anti-Arab discrimination, Anti-Muslim discrimination, Anti-Palestinian discrimination, or Islamophobia, and 1% involved allegations spanning both categories.

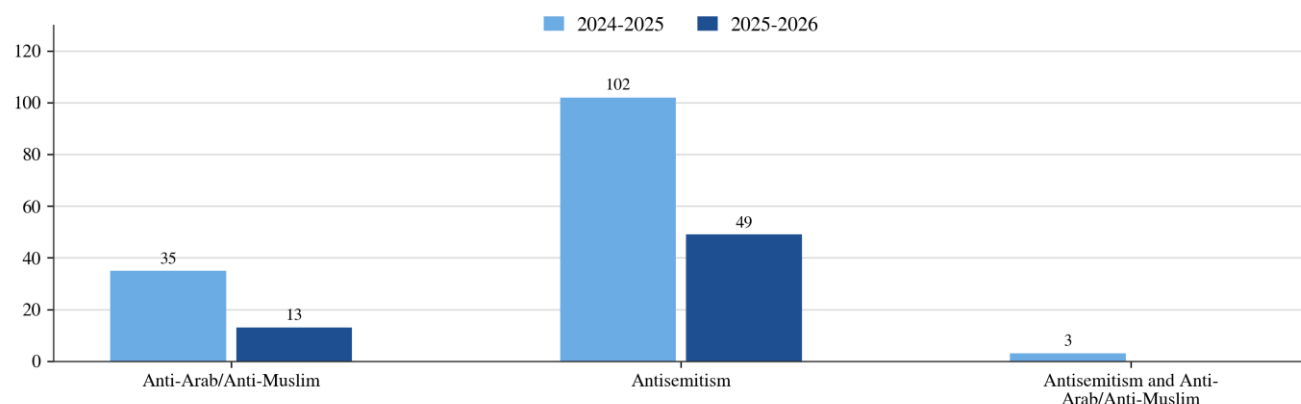
Total 2025-2026 Antisemitism and Anti-Arab/Anti-Muslim Cases by Division



Faculty and Staff ADDH Antisemitism and Anti-Arab/Anti-Muslim Cases by Year



Student ADDH Antisemitism and Anti-Arab/Anti-Muslim Cases by Year



Compared to the previous academic year, cases involving Antisemitism decreased by 65% within the FSADDH Division, and 53% within the SADDH Division. Cases involving Anti-Arab discrimination, Anti-Muslim

discrimination, Anti-Palestinian discrimination, or Islamophobia decreased by 89% within the FSADDH Division¹⁷ and 66% within the SADDH Division compared to the previous academic year.

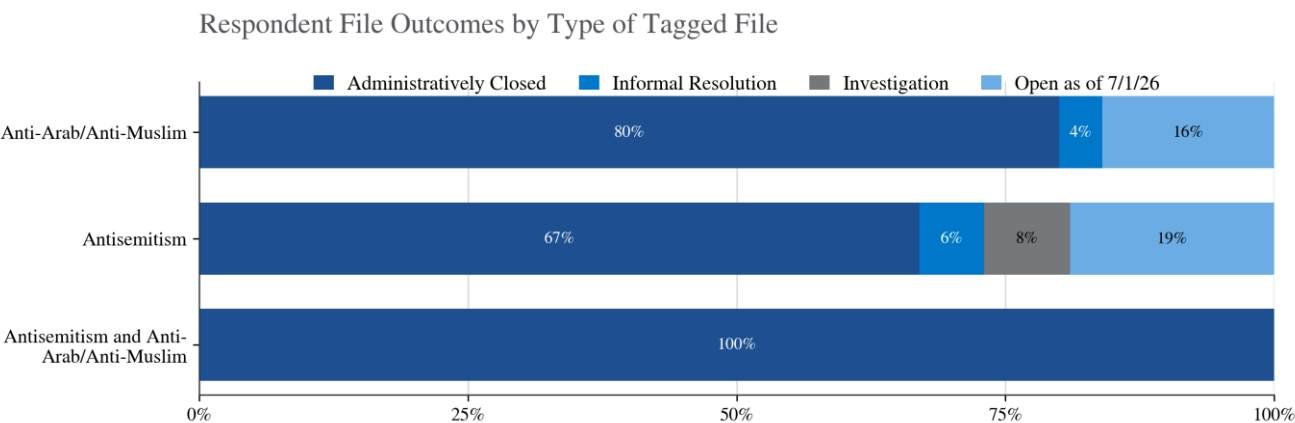
The 99 identified cases included 99 allegations based on National Origin, representing an 85% decrease from the previous academic year, and 125 allegations based on Religion/ Creed, representing a 75% from the previous academic year.

Within the SADDH Division, these cases accounted for 65% of all National Origin allegations and 88% of all Religion/Creed allegations during the reporting period. Within the FSADDH Division, they accounted for 35% of all National Origin allegations and 59% of all Religion/Creed allegations.

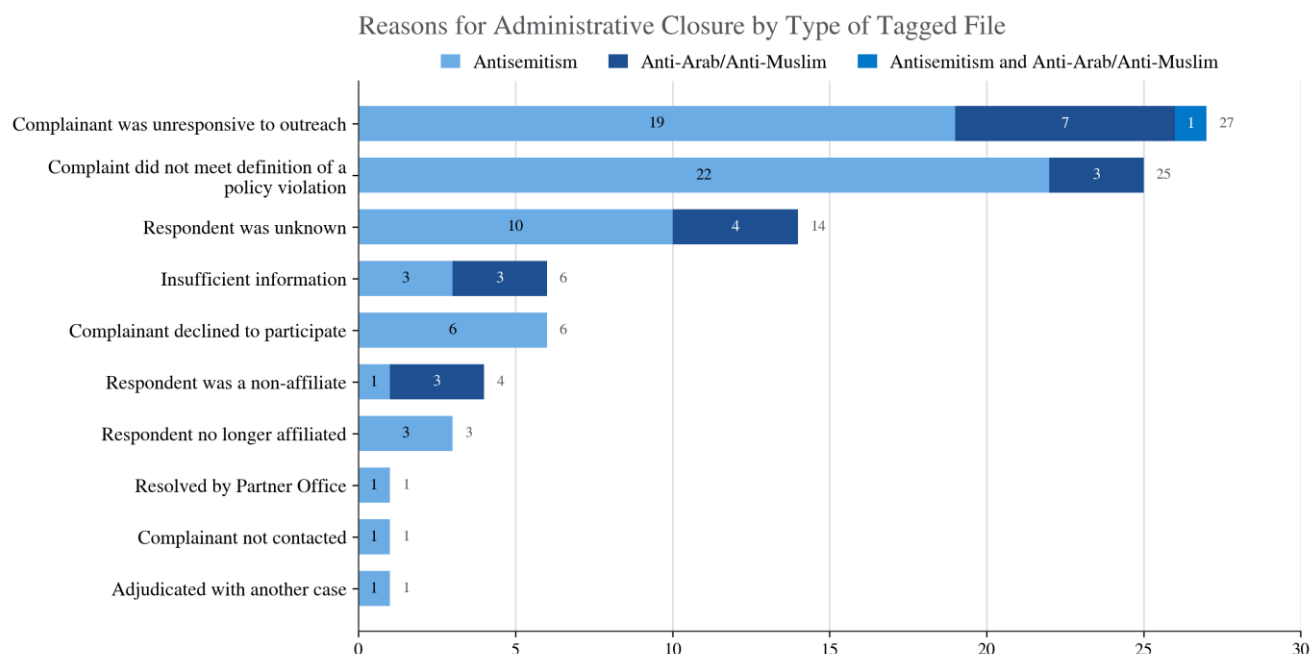
Case Resolution

The 99 identified cases included 126 Respondent files. Of these Respondent files, 67% of matters involving allegations of Antisemitism were administratively closed and 80% of matters involving allegations of Anti-Arab discrimination, Anti-Muslim discrimination, Anti-Palestinian discrimination, or Islamophobia were administratively closed. The most common reasons for administrative closure included:

- The Complainant was unresponsive to OIE’s outreach (27);
- The reported conduct, if substantiated, did not meet the definition of a policy violation (25);
- The Respondent was unknown (14); or
- OIE lacked jurisdiction under the applicable University policy.



¹⁷ The year-over-year decrease should be interpreted in context, as a significant portion of the 2024–2025 Faculty and Staff cases involving allegations of Anti-Arab discrimination, Anti-Muslim discrimination, Anti-Palestinian discrimination, or Islamophobia involved three Respondents who collectively accounted for 58 cases. Nevertheless, even after accounting for this concentration, case volume during the 2025–2026 academic year remained 83% lower than in the 2023–2024 academic year.



Among matters involving allegations of Antisemitism that were not administratively closed:¹⁸

- 6% were resolved through Informal Resolution;
- 8% proceeded to Formal Investigation; and
- Approximately 19% remained open as of June 30, 2026.

Among matters involving allegations of Anti-Arab discrimination, Anti-Muslim discrimination, Anti-Palestinian discrimination, or Islamophobia that were not administratively closed:¹⁹

- 4% were resolved through Informal Resolution; and
- Approximately 16% remained open as of June 30, 2026.

Involved Parties

Across the 99 cases, there were 95 unique identified Complainants and 86 unique identified Respondents.

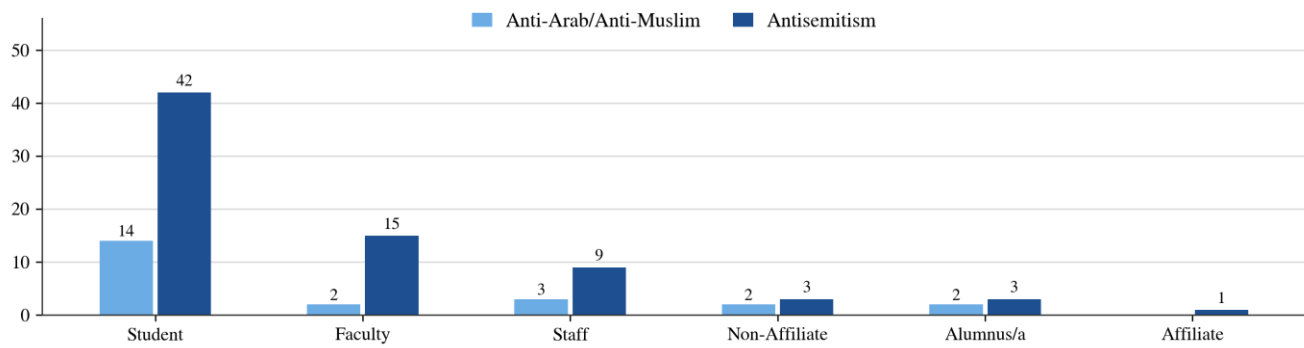
Among identified Complainants, the majority (58%) were students.

Among identified Respondents, 43% were students, 22% were faculty, 22% were staff, 8% were non-affiliates, and 32 Respondents had unknown or undisclosed identities. An additional 13 Complainants had unknown or undisclosed identities.

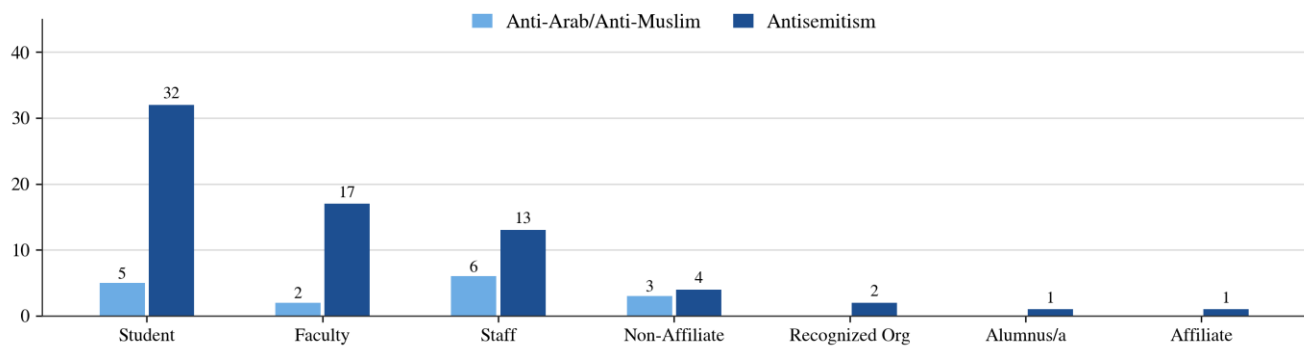
¹⁸During the 2025–2026 academic year, the Division also closed 43 Antisemitism Respondent files that had remained open from prior reporting periods. Of those files, 28 were administratively closed, four (4) were resolved through an Informal Resolution, and 11 were resolved through a Formal Investigation. Of the Formal Investigations, eight (8) resulted in findings of responsibility and three (3) resulted in findings of not responsible.

¹⁹ During the same reporting period, the Division also resolved 46 Anti-Arab, Anti-Muslim, Anti-Palestinian, and Islamophobia Respondent files that had remained open from prior reporting periods. Of those files, 42 were administratively closed and 4 were resolved through an Informal Resolution.

Unique Complainants by Affiliation and Tag



Unique Respondents by Affiliation and Tag



OIE Education & Engagement

Overview

OIE's Training and Education Division, in collaboration with the University's Title IX Coordinator and the Case Management Division, develops and delivers prevention, compliance, and educational programming for students, faculty, staff, administrators, and other members of the Columbia community. These efforts are designed to promote understanding of University policies, foster respectful learning and working environments, and ensure compliance with applicable federal, state, and local laws prohibiting discrimination, discriminatory harassment, and related misconduct.

In addition to delivering educational programming, the Division supports informal resolution processes, facilitates restorative practices, and partners with the Case Management Division to assist students returning to the University following periods of disciplinary separation.

Prevention

OIE's prevention efforts focus on educating members of the Columbia community about their rights, responsibilities, and the University's policies governing discrimination, discriminatory harassment, Title IX and related misconduct, retaliation, and other prohibited conduct. OIE provides training designed to increase awareness, encourage early intervention, and promote a respectful and inclusive campus environment.

Response

The Training and Education Division also supports OIE's response efforts by providing educational interventions, facilitating Policy Education, Mediation, and restorative practices, and collaborating with other OIE divisions to identify opportunities for education and accountability that address individual concerns while promoting lasting community impact.

Student Re-Entry

Students returning to Columbia University following a period of disciplinary separation receive individualized support through the Support Program for Returning Students (SPRS). Administered by the Case Management Division, SPRS provides structured guidance, resource coordination, and individualized support to facilitate a successful transition back to the University community.

During the 2025-2026 academic year, the Case Management Division facilitated five (5) student reentries through SPRS.

2025-2026 Accomplishments

During the reporting period, OIE:

- Introduced new University-wide training modules to strengthen community understanding of University policies and reporting processes.

- Expanded educational programming to reach undergraduate, graduate, professional, and pre-college populations.
- Increased institutional capacity to facilitate restorative practices, including advanced staff training in restorative justice approaches for addressing campus sexual harm.

Key Metrics

During the 2025-2026 academic year, OIE's Training and Education Division:

- Delivered 61,700+ asynchronous training completions.
- Reached 48,000+ unique participants through asynchronous programming.
- Conducted 166+ live in-person and virtual educational programs and interventions.
- Engaged 19,000+ participants through live educational programs and interventions

Training and Education Division

Overview

During the 2025-2026 academic year, the Training and Education Division developed and delivered a broad range of prevention, compliance, and educational programs for the Columbia University community. Programming focused on applicable federal, state, and local laws, University policies, and OIE's mission to promote learning, working, and living environments free from discrimination and discriminatory harassment.

Training topics included discrimination and discriminatory harassment, faculty and staff sexual harassment, faculty and staff Title IX and related misconduct, mandatory reporting obligations, the Romantic Policies, and best practices for recruitment committees. In addition to formal training, the Division supported OIE's Informal Resolution processes by facilitating Mediation, Restorative Justice circles, and individualized Policy Education. Programs were delivered through a combination of online and in-person formats to maximize accessibility and engagement across the University community.

The Division work included:

- Asynchronous programming delivered through the Enterprise Learning Management (ELM) system;
- Live virtual training programs for students, faculty and staff;
- In-person Mediations and Restorative Justice processes; and
- Individualized educational interventions and Policy Education sessions for faculty and staff.

Asynchronous Programming

During the 2025-2026 academic year, asynchronous programming managed by the Training and Education Division was completed 58,873 times by 47,798 unique Columbia University faculty, staff, researchers, librarians, student employees, and contractors.

Delivered primarily through ELM, training offerings included:

- Mandatory Anti-Discrimination and Discriminatory Harassment Policies and Procedures for Students Training;
- Mandatory Title VI Training for Columbia Employees; and
- New York Anti-Sexual Harassment Training for Columbia Employees and Contractors.

During the reporting period, the Division expanded both the scope and reach of its educational programming by introducing a new Anti-Discrimination and Discriminatory Harassment training for all University students and extending training opportunities to participants in Columbia's pre-college programs.

Live In-Person and Online Programs

In addition to asynchronous programming, the Division conducted 70 live educational programs and interventions, reaching 3,827 students, faculty, and staff, through orientation programs, educational workshops, Mediation sessions, Restorative Justice processes, individualized interventions, and facilitated group discussions.

This represents a 33% increase from the 47 live programs and interventions conducted during the previous academic year.

Mediations and Educational Interventions

During the 2025–2026 academic year, the Division facilitated:

- 26 orientation and educational training sessions;
- Three (3) Mediation sessions;
- 21 individual interventions; and
- 19 group interventions

Student Title IX

Overview

The University's Title IX Coordinator works to ensure a safe, welcoming, and learning environment free from sex discrimination, sexual harassment, and related misconduct for all members of the Columbia community. The Title IX Coordinator oversees the University's compliance with Title IX of the Education Amendments of 1972, which prohibits sex discrimination in federally funded educational programs and activities, and works to ensure that University policies and procedures remain consistent with applicable federal and state laws.

In addition to overseeing Title IX compliance, the Title IX Coordinator supports pregnant and parenting students by coordinating reasonable accommodations that enable students to continue participating fully in their academic programs. These accommodations may address pregnancy, childbirth, pregnancy-related medical conditions, fertility treatments, miscarriage, termination of pregnancy, lactation, and recovery from any of these conditions.

The Title IX Coordinator, in collaboration with the Student Title IX Division's Associate Directors, also develops and delivers educational programming for students, faculty, and staff. Training focuses on Title IX and related misconduct, reporting obligations, prevention strategies, and the rights and responsibilities of members of the Columbia community. The Title IX Coordinator also oversees annual training for Investigators, Hearing Officers, Appellate Officers, Deputy Title IX Coordinators, and other University personnel responsible for implementing the University's Title IX and Related Misconduct Policy and Procedures.

Training & Education

Consistent with New York State law and University policy, new students, student leaders, and student-athletes are required to complete annual education addressing Title IX and related misconduct. These programs provide information regarding affirmative consent, reporting options and obligations, confidential and non-confidential resources, sexual assault, dating violence, domestic violence, stalking, sexual exploitation, retaliation, and other forms of sex discrimination and harassment.

During the 2025-2026 academic year, the Title IX Coordinator, in collaboration with the Student Title IX Division, conducted:

- 80 training programs for students, reaching more than 15,358 students; and
- 16 training programs for faculty and staff addressing mandated reporting obligations, sexual harassment in academic settings, and workplace harassment.

Throughout the reporting period, the Title IX Coordinator also participated in town hall meetings and other community engagement initiatives with students, faculty, and staff to discuss reporting options, supportive resources, and concerns regarding retaliation and the University's response to reports of sexual harassment and related misconduct.

Pregnant & Parenting Accommodations

The Title IX Coordinator works closely with students, faculty, academic advisors, and school administrators to coordinate reasonable accommodations that enable pregnant and parenting students to continue participating fully in the University's educational programs and activities.

Reasonable accommodations are individualized and designed to support students while maintaining the essential requirements of their academic programs. Depending on a student's circumstances, accommodations may include modifications to assignment or examination schedules, excused absences for pregnancy-related medical appointments, medical leaves of absence, permission to complete coursework at a later date, lactation-related accommodations, or other adjustments necessary to ensure equal access to educational opportunities.

Accommodation requests are evaluated on a case-by-case basis in collaboration with the student's Dean of Students or other appropriate University officials, taking into account the student's individual circumstances, supporting documentation when appropriate, and the academic context in which the accommodation is requested.

During the 2025-2026 academic year, the Title IX Coordinator facilitated 99 pregnancy and pregnancy-related accommodation requests.

Protection of Minors

Overview

Each year, thousands of minors participate in Columbia University programs, including academic enrichment programs, research laboratories, athletic programs, summer camps, the School at Columbia University (K-8), medical clinics and practices, and affiliated childcare centers. The Division of Protection of Minors (POM) works to ensure that these programs provide safe environments for minors by promoting compliance with University policies, training individuals who work with minors, and supporting mandatory reporting obligations related to suspected child abuse and maltreatment.

The Division oversees the registration of all University programs involving minors, provides required training for faculty, staff, students, volunteers, and affiliates working with minors, and partners with schools and departments across the University to strengthen child protection practices and promote compliance with University policy.

Program Registrations & Compliance

During the 2025-2026 academic year, the Division registered 258 programs involving minors, including 186 returning programs and 72 newly established programs.

Collectively, these programs served an estimated 25,000+ minors—the highest number recorded to date—reflecting continued growth in youth programming across the University and Columbia’s expanding role in serving youth and adolescents through educational, research, athletic, clinical, and community-based initiatives.

Training participation also remained strong during the reporting period. A total of 3,583 unique individuals completed the Protection of Minors Boundaries and/or Duty to Report training.

In addition to asynchronous programming, the Executive Director of the POM Division delivered in-person training to approximately 1,406 participants, including faculty, staff, students, and affiliates.

Training topics included:

- Protection of Minors Boundaries and Duty to Report for Columbia University Public Safety, Sexual Violence Response, The School at Columbia University, the Columbia Scholastic Press Association, Tomkins Hall Nursery and Child Care Center, Engineering Staff;
- Consent and Title IX Training for Summer High School Programs, The School of Professional Studies, Double Discovery Center, Freedom & Citizenship, SHAPE participants;
- Protection of Minors Registration training for University Student Life staff and advisors, Athletics, Vagelos College administrative staff, and Columbia University Irving Medical Center Human Resources;
- Title IX Webinar for The School at Columbia University; and
- Little Lions Parent Webinar for families participating in University-sponsored youth programs.

Equal Opportunity Compliance & Recruitment

Overview

The Equal Opportunity Compliance and Recruitment (EOCR) Division partners with schools, departments, and academic programs to promote fair, equitable, and compliant faculty hiring practices across Columbia University. The Division provides guidance throughout the academic recruitment process by supporting hiring units in developing search plans, advising search committees on equitable recruitment practices, assisting with applicant evaluation, and strengthening outreach strategies to broaden candidate pools.

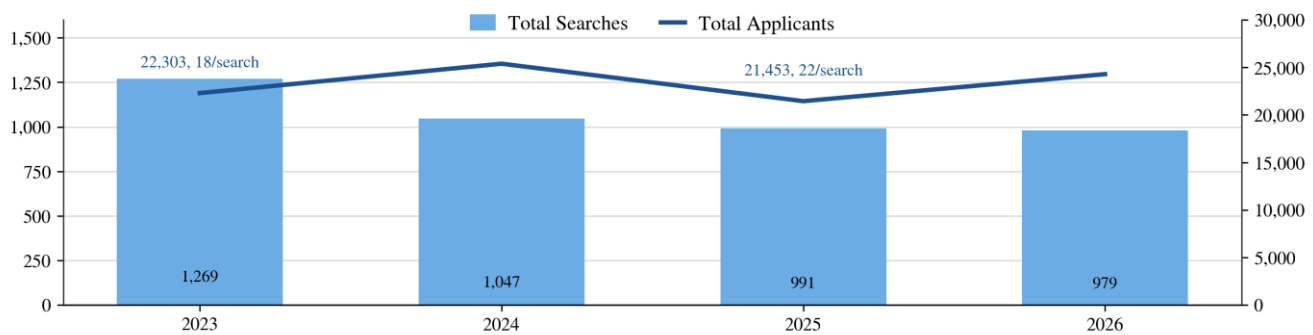
The Division also oversees the University’s Academic Search and Recruiting (ASR) system, ensuring consistency, transparency, and compliance throughout the academic hiring process while supporting data-informed decision-making across the University.

ASR Searches & Applicants

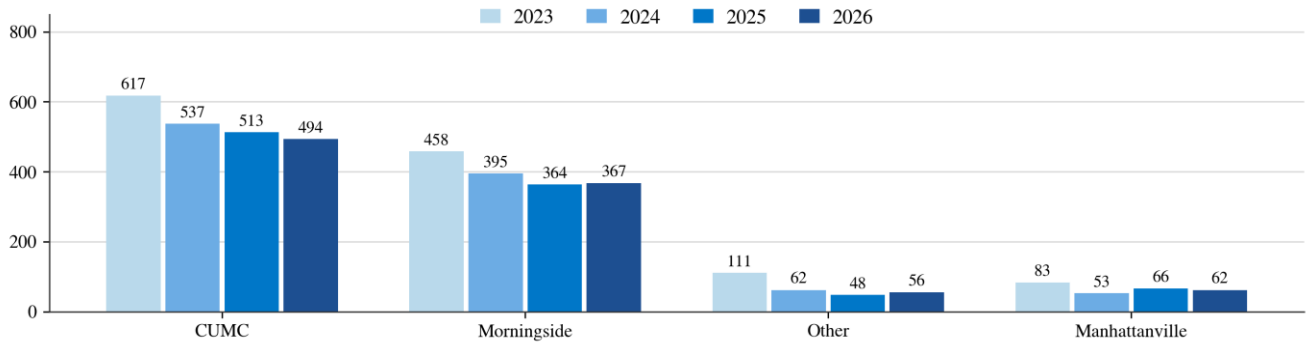
During the 2025-2026 academic year, the University conducted 979 academic searches through the ASR system, a 1% decrease from the previous academic year, reflecting continued stability in academic hiring following the larger decline experienced between the 2022-2023 and 2023-2024 academic years. Applicant volume continued to increase, with 24,294 applicants participating in academic searches during the reporting period—representing a 13% increase over the previous year.

Across University campuses, searches remained relatively consistent. Columbia University Irving Medical Center and Manhattanville experienced modest decreases in the number of searches conducted, while Morningside and other University locations experienced modest increases. By appointment category, searches for Officers of Instruction declined slightly, while searches for Officers of the Libraries and other academic appointment categories increased modestly.

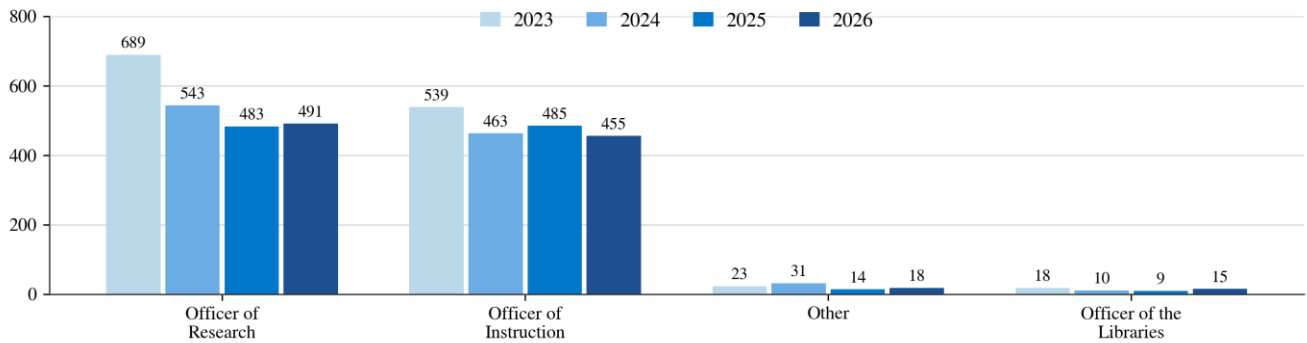
Total Searches and Total Applicants



Searches by Campus and Year

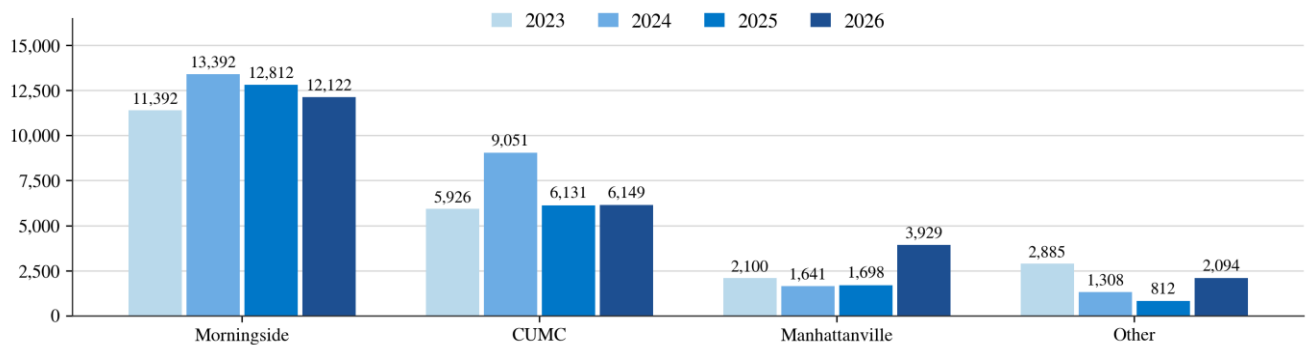


Searches by Role and Year

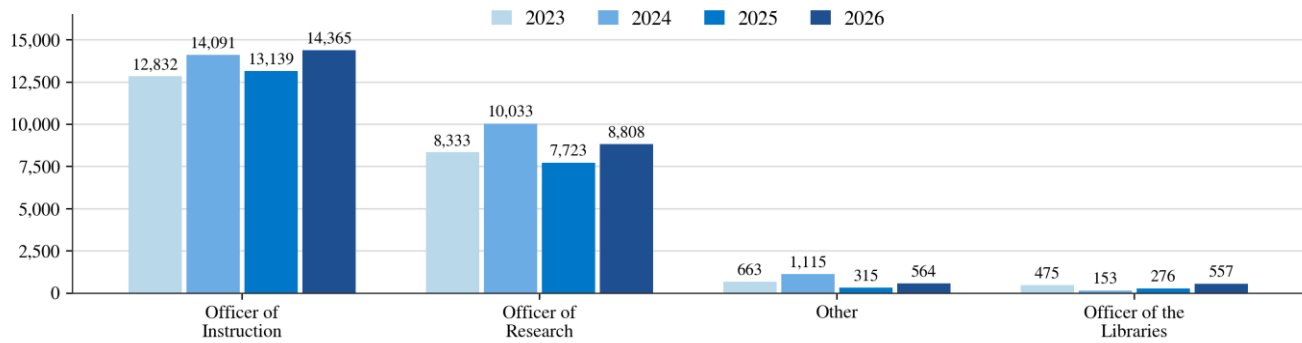


Overall, the average number of applicants per search increased from 22 to 25 applicants, representing a 14% increase and the highest average applicant volume observed during the past four (4) academic years. Average applicants per search increased across all campuses and appointment categories, reflecting continued interest in academic employment opportunities at Columbia University.

Applicants by Campus and Year



Applicants by Role and Year



Additional Engagement

During the 2025-2026 academic year, the EOCCR Division advanced several significant initiatives designed to strengthen academic hiring practices and improve the user experience within the ASR system. These accomplishments included:

- Completing a comprehensive revision of the Academic Search and Recruiting (ASR) Policies, Procedures, and Practices in November 2025.
- Launching a new ASR Policies, Procedures, and Practices training through the ELM system, with 399 individuals completing the program during the reporting period.
- Updating the ASR system user training within ELM and implemented a mandatory refresher requirement for all active users beginning in December 2025.
- Hosting the ASR Dossier Series during February and March 2026, providing hiring administrators and search committees with additional insight into the applicant experience.
- Developing a new Hiring and Promotion Policy Briefing, scheduled for release during summer 2026.

During the 2026–2027 academic year, the EOCCR Division will continue advancing several strategic initiatives designed to enhance academic hiring processes and strengthen institutional compliance, including:

- Continuing the integration of background check processes directly within the ASR system.
- Establishing a centralized repository for archival academic hiring data to promote greater consistency in search administration and evaluation practices.
- Expanding educational programming through in person workshops and virtual training sessions for ASR users across the University.

MNYSC HERC

During the 2025-26 fiscal year, the Metro New York and Southern Connecticut Higher Education Recruitment Consortium (MNYSC HERC) continued to advance its mission of supporting member institutions through professional development, strategic collaboration, and outreach designed to strengthen higher education recruitment and workplace practices across the region.

Throughout the year, MNYSC HERC expanded opportunities for member engagement, delivered timely educational programming addressing emerging issues affecting higher education, and implemented initiatives to strengthen regional recruitment efforts and member participation.

During the reporting period, the East Coast Collaborative presented a series of professional development programs focused on issues affecting higher education institutions, including leadership development, recruitment, workplace culture, crisis response, and legal developments. Programs included:

- Enhancing Emotional Agility (September 10, 2025)
- Succession Planning Workshop (October 16, 2025)
- Responsible and Effective Recruitment in a Shifting Legal Landscape (November 5, 2025)
- Cultivating Culturally Competent Crisis Response (January 28, 2026),
- The Future of American Higher Education (April 7, 2026),
- Dignity, Discrimination and Free Speech (May 14, 2026)
- How to Thrive in Stressful Times (June 14, 2026)

During the 2025-2026 fiscal year, MNYSC HERC implemented a multi-phased outreach strategy designed to strengthen membership engagement and support regional membership growth. These efforts included targeted outreach to prospective institutions and former members, as well as enhanced communications highlighting professional development opportunities, recruitment resources, and national HERC initiatives.

To support institutional membership renewals, the Director developed an enhanced budget justification memorandum for current and prospective member institutions. Monthly electronic newsletters also provided members with timely information regarding regional and national programming, recruitment initiatives, and professional development opportunities.

During the 2026-2027 fiscal year, MNYSC HERC will continue expanding regional recruitment initiatives by strengthening outreach to specialized talent pools through career fairs, informational sessions, and both virtual and in-person engagement opportunities. These efforts will continue to support member institutions in attracting and recruiting talented faculty and staff while advancing collaboration across the higher education community.

Continuing Commitments

The 2025-2026 academic year marked another significant year in the continued development of the Office of Institutional Equity. Throughout the year, OIE strengthened the University's capacity to prevent and respond to discrimination, discriminatory harassment, Title IX and related misconduct, and other forms of prohibited conduct through expanded staffing, enhanced training and education, strengthened policies and procedures, improved operational processes, and greater collaboration across the University.

Building upon this progress, OIE remains committed to continuous improvement and to advancing fair, equitable, timely, and transparent processes for all members of the Columbia community.

During the 2026-2027 academic year, OIE will continue to focus on the following priorities:

- Expand the University's Title VI compliance program.
- Ensure that all Parties engaged with OIE has access to individualized supportive measures and coordinated resources through the Case Management Division.
- Continue improving operational efficiencies to further reduce case resolution time frames while maintaining fair, thorough, and equitable review processes.
- Review and revise University policies and procedures to reflect changes in applicable federal, state, and local laws, as well as evolving best practices.
- Expand the use of data analytics and performance metrics to identify trends, evaluate outcomes, and strengthen institutional decision-making.
- Evaluate the impact of organizational growth, expanding staffing, and operational improvements implemented across OIE.
- Enhance Protection of Minors registration, training, and compliance efforts across the University.
- Expand community outreach, education, and engagement initiatives to increase awareness of OIE resources and responsibilities.
- Pilot a Restorative Justice Program for students, faculty, and staff as an additional pathway for education, accountability, and community healing.

As OIE continues to evolve, the Office remains committed to promoting a University community where all students, faculty, staff, affiliates, and visitors are treated with dignity, respect, and fairness, and where every member of the Columbia community has the opportunity to learn, live, and work in an environment free from discrimination and discriminatory harassment.