



COLUMBIA UNIVERSITY
IN THE CITY OF NEW YORK



Office of Institutional Equity Annual Report

2024-2025

Office of Institutional Equity 2024-2025 Annual Report

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Letter from the Vice Provost

Dear Colleague,

The Office of Institutional Equity (OIE) was established in August 2024 as a centralized resource for addressing all reports of discrimination and discriminatory harassment. OIE's jurisdiction includes matters arising under University's [Title IX and Related Misconduct Policy and Procedures for Students](#), the [Anti-Discrimination and Discriminatory Harassment Policies and Procedures for Students](#), the [Anti-Discrimination and Discriminatory Harassment Policies and Procedures for Faculty and Staff](#), and all other applicable federal, state, and local anti-discrimination laws. This Annual Report provides an overview of OIE's work and highlights progress achieved across key areas during the past year.

Since the summer of 2024, OIE has undergone significant structural and operational growth. What began as a small team spread across multiple divisions has grown into a robust office with expanded expertise and resources, now located at 80 Claremont Avenue, just minutes from campus. This growth reflects both the increasing complexity of OIE's work in a rapidly evolving social and political climate and the heightened compliance obligations facing higher education institutions. It also addresses the management of the high volume of reports and proceeding with investigations and resolutions in a timely manner. With additional staff capacity, OIE has been able to resolve cases more efficiently, broaden training opportunities for the community, and strengthen its data-driven approach to policy development and institutional decision-making.

OIE's work is more critical than ever. In the past year, OIE not only restructured and reorganized its existing divisions but also established new divisions to better meet the needs of the University. Major milestones included the publication of Columbia's Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students and the launch of new mandatory trainings: a Title VI training for faculty and staff, and a student-focused mandatory training on Columbia's Anti-Discrimination and Discriminatory Harassment Policy. These initiatives reflect OIE's commitment to ensuring that every member of the community understands their rights, responsibilities, and the resources available to them.

In this report, you will find information and data related to:

- OIE's work to prevent and respond to discrimination, discriminatory harassment, and gender-based misconduct.
- OIE's Investigative Process.
- Reported incidents of discrimination, discriminatory harassment, gender-based misconduct, and other allegations of violations of OIE's policies and procedures

I hope this report offers the Columbia community clear insight into how OIE works to support students, faculty, and staff, reflects the growing impact of our efforts to foster an inclusive, respectful, and nondiscriminatory campus environment, and provides information about the scope and reach of the Office's work.

Sincerely,

Laura Kirschstein, JD

Vice Provost for the Office of Institutional Equity

Office of Institutional Equity

Advancing Columbia University's commitment to ensuring a learning, living, and working environment free from unlawful discrimination and harassment.

Review and Resolution

OIE oversees the review, investigation, resolution, and coordination of supportive resources for all reports of discrimination and discriminatory harassment at Columbia University, whether the Respondent is a student, faculty member, staff member, affiliate, or a Recognized Student Group.

This oversight includes:

- Alleged violations of the [Anti-Discrimination and Discriminatory Harassment Policies and Procedures for Students](#)
- Alleged violations of the [Anti-Discrimination and Discriminatory Harassment Policies and Procedures for Faculty and Staff](#)¹
- Alleged violations of the [Title IX and Related Misconduct Policy and Procedures for Students](#)
- Alleged violations of the [Romantic and Sexual Relationships Policies](#)
- Alleged violations of the [Protection and Treatment of Minors Policy](#)
- Alleged violations of the [Anti-Doxing and Online Harassment Policy](#)

Policy, Compliance, Education and Prevention

In addition to incident oversight and support, OIE develops and implements University-wide policies and procedures that address all forms of discrimination and discriminatory harassment based on protected class, as well as prohibited romantic and/or sexual relationships. OIE also monitors reporting obligations to ensure compliance with federal, state, and local anti-discrimination laws and delivers comprehensive training programs for students, faculty, staff, and affiliates. OIE maintains the University's Equal Opportunity portfolio, which includes oversight of the academic hiring process and federal and state EEO compliance reporting. In addition, OIE serves as host of the Metro New York and Southern Connecticut Higher Education Recruitment Consortium (HERC).

Organizational Overview

OIE carries out this work through its specialized divisions: Case Management; Equal Opportunity Compliance and Recruitment; Faculty and Staff Anti-Discrimination and Discriminatory Harassment; HERC; Operations; Protection of Minors; Student Anti-Discrimination and Discriminatory Harassment; Student Title IX; and Training and Education.

Title IX Coordinator

The Title IX Coordinator works to ensure a safe, welcoming, and harassment-free environment for Columbia's students, faculty, and staff. The Title IX Coordinator oversees the prompt and fair investigation and resolution of all complaints related to sexual assault, sexual harassment, intimate partner violence, stalking, and sexual

¹ These policies also include the University's Duty to Report and Managers & Supervisors Duty to Report & Act policies, Columbia's Romantic & Sexual Relationship policies, accommodation policies, and the Interim Title IX Grievance Process. Conduct that may violate Title IX includes sexual harassment, sexual assault, stalking, dating violence, and domestic violence as defined by Title IX.

exploitation and ensures that Columbia is in compliance with Title IX and state laws prohibiting sex discrimination. In addition, the Title IX Coordinator provides guidance on investigations, oversees Deputy Title IX Coordinators at the University, and is responsible for training University students, staff and others on Title IX issues. In addition, to ensure compliance with Title IX, she also works to guarantee that Columbia's programs and classrooms remain accessible to all pregnant and parenting students.

Divisions

Case Management

The Case Management Division provides neutral, trauma-informed support to students, faculty, staff, and affiliates involved in matters of discrimination, discriminatory harassment, or gender-based misconduct. Case Managers coordinate supportive measures, reasonable accommodations, interim protective measures, and referrals to campus and community resources. They also help parties understand and navigate their rights and responsibilities under University policies. As non-confidential University resources, Case Managers adhere to the Family Educational Rights and Privacy Act (FERPA) and assist both Complainants and Respondents in reviewing resolution options including Mediation, Restorative Justice, Training and Education, No-Contact Directives, and Formal Investigations. They provide support throughout both informal and formal processes, working in close collaboration with all OIE divisions and University partners.

Equal Opportunity Compliance and Recruitment

The Equal Opportunity Compliance and Recruitment Division partners with schools, departments, and programs to advance the University-wide goal of attracting, recruiting, and retaining a faculty and staff community. The Division assists hiring units in developing plans that recognize and address organizational and procedural bias, equips search committees with effective tools and guidance, and supports the use of applicant evaluation and interview metrics. It also works proactively with departments to strengthen candidate pipelines and expand outreach efforts. In addition, the division is also responsible for the Academic Search and Recruiting (ASR) system.

Faculty and Staff Anti-Discrimination and Discriminatory Harassment

The Faculty and Staff Anti-Discrimination and Discriminatory Harassment Division is responsible for preventing and responding to discrimination, discriminatory harassment, and retaliation involving University faculty, staff, or affiliates. The Division develops and administers policies and procedures addressing prohibited conduct in accordance with applicable federal, state, and local anti-discrimination laws, including Title VI, VII and IX. It provides support to individuals seeking to bring complaints against University faculty, staff, or affiliates, and oversees resolution processes including Informal Resolutions, Formal Investigations, and the enforcement of the University's Anti-Discrimination and Discriminatory Harassment Policies and Procedures for Faculty and Staff.

Higher Education Recruitment Consortium

The Metro New York and Southern Connecticut Higher Education Recruitment Consortium (HERC) is a nonprofit consortium of colleges, universities, and related groups committed to improving higher education recruitment practices and workplace culture to strengthen our institutions and better serve the communities they support.

Operations

The Operations Division provides administrative, operational, and financial support across all OIE divisions. It manages sensitive and confidential inquiries; maintains OIE databases, software, reporting mechanisms, and

compliance tracking; and oversees OIE's websites. The Division also conducts research and data analysis to produce actionable insights that inform strategic planning, policy development, and continuous improvement.

Protection of Minors

The Protection of Minors Division ensures that all individuals involved with Columbia programs that engage minors adhere to standards of conduct and comply with all applicable University policies. Its responsibilities include overseeing the registration of programs involving minors, providing required training for individuals who work with minors, and ensuring compliance with mandatory reporting obligations related to suspected abuse and maltreatment. The Division also serves as a resource to safeguard the well-being of minors participating in University programs and investigates issues or concerns involving minors.

Student Anti-Discrimination and Discriminatory Harassment

The Student Anti-Discrimination and Discriminatory Harassment Division addresses discrimination, discriminatory harassment, and retaliation involving students and Recognized Student Groups. The Division develops and implements policies and procedures governing prohibited conduct in alignment with applicable anti-discrimination and discriminatory harassment laws. It provides support to individuals seeking to bring complaints against University students or Recognized Student Groups and oversees the full range of resolution processes including investigations, facilitated alternative resolutions, and the enforcement of the University's Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students.

Student Title IX

The Student Title IX Division addresses sex discrimination and sexual harassment, sexual assault, domestic and dating violence, stalking, sexual exploitation, and retaliation involving students. The Division develops and enforces policies and procedures that address prohibited conduct in accordance with Title IX, New York State's Enough is Enough law, and other relevant laws and policies. It provides support to students, faculty, staff, affiliates, and non-affiliates seeking to bring complaints against University students and oversees a range of resolution processes including investigations, facilitated alternative resolutions, and the administration of the Gender-Based Misconduct and Interim Title IX Policies and Procedures for Students. In addition, the Division delivers training on Title IX and New York State law requirements, facilitates accommodations for pregnant and parenting students, and promotes awareness of rights and responsibilities.

Training and Education

The Training and Education Division develops and delivers prevention, compliance, and educational programs for students, faculty, staff, administrators, and other University stakeholders. It ensures that all members of the community receive training under federal, state, and local laws; provides educational programs throughout the University; and is responsible for ensuring that all students, faculty, and staff receive training in accordance with applicable federal, state, and local laws governing discrimination and discriminatory harassment, including sex-based harassment and discrimination. The Division also facilitates policy education for faculty and staff, and, when appropriate, supports mediations and restorative processes for students, faculty and staff.

Year in Review

Organizational Growth

- **Establishment of OIE:** Consolidation and centralization of several previously established University Divisions, including the Divisions of Student Title IX and Gender Based Misconduct (now referred to as Student Title IX), the Office of Equal Opportunity and Affirmative Action (now referred to as Faculty and Staff Anti-Discrimination and Discriminatory Harassment), Equal Opportunity Compliance, and Recruitment HERC, and the Office of the Protection of Minors. Now housed at 80 Claremont, OIE has incorporated safety upgrades, implemented new technology, and introduced cost-saving measures to enhance its operations and better serve the Columbia community.
- **Establishment of New Divisions:** OIE created the Case Management, Student Anti-Discrimination and Discriminatory Harassment, and Operations Divisions.

Outcomes and Benefits

As a result of these efforts, OIE:

- Strengthened our response capacity to manage the increasing volume and complexity of incident reports, particularly those shaped by external events.
- Accelerated case resolution, ensuring that incidents are addressed both efficiently and equitably.
- Improved communication and engagement with community members.
- Expanded student and staff engagement through advisory boards and outreach initiatives.
- Enhanced data analytics and transparency, fostering greater trust in the community by enabling more informed decision-making and continuous improvement.

Engagement and Collaboration

Through the establishment of the Case Management Division, OIE expanded its capacity to provide supportive measures for faculty, staff, and students, while strengthening outreach and collaboration across schools and departments. These efforts ensure timely communication, creates clear pathways to support, and fosters consistent engagement with all parties involved in resolution processes.

- Case Management provided outreach and resources to over 1,832 Complainants and Respondents across Divisions.
- Reporters received a personalized confirmations of report receipt within a median of 3 days.
- A University-wide hearing panel pool was established to enhance Title IX's adjudication capacity.

Policy and Compliance

OIE advanced University-wide compliance through comprehensive policy development, monitoring, and annual certification processes.

- Released the Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students on September 23, 2024, accompanied by extensive [FAQs](#) and [case scenarios](#) to promote understanding and accessibility.

- Prepared draft revisions to the Student and Faculty and Staff Title IX Policies in response to the now-vacated 2024 regulations and the reinstated 2020 regulations (January 2025), including tailoring policies for minors and for The School at Columbia, while continuing to monitor ongoing legal challenges.
- Oversaw organizational changes to strengthen compliance capacity, including the establishment of the Student Anti-Discrimination and Discriminatory Harassment Division.

Proactive Measures

OIE expanded institutional capacity and implemented new measures to enhance prevention, education, and responsiveness. These initiatives demonstrate a sustained commitment to timely resolution, data-driven improvements, and community-wide education.

- Introduced new University-wide mandatory trainings for faculty, staff, and students on Title VI and the [Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students](#).
- Launched a redesigned [OIE website](#) in August 2024, streamlining access to [resources](#), [FAQs](#), [case scenarios](#), [infographics](#), and tailored content for faculty, staff, and students.

Key Definitions

Reporting Period: The reporting period for this Annual Report is the academic year from **July 1, 2024, through June 30, 2025**.

Incident Report: Incident Reports (IRs) are submitted through the University’s online Maxient database. Emails received by OIE reporting incidents are converted into IRs for processing, recordkeeping, and tracking purposes. It is important to note the following:

- **Multiple Reports per Incident:** Several IRs may be submitted regarding the same underlying incident. This can result in the total number of IRs being significantly higher than the number of unique incidents or cases.
- **One Report, Multiple Cases:** A single IR may generate multiple cases, depending on the nature of the conduct described or the number of individuals identified as Respondents.
- **Tracking Function:** IRs serve as the University’s formal intake and tracking mechanism for potential violations of the Anti-Discrimination and Discriminatory Harassment Policy and other related policies.

As a result, the number of IRs should not be confused with the number of actual incidents, investigations, or cases. Instead, IRs provide the administrative foundation from which cases are assigned, investigated, and resolved.

Case: A case refers to a file in the University’s case management database that is created in connection with a specific incident or, in some circumstances, multiple related incidents. Key features of a case include:

- **Scope of the File:** A case may encompass multiple allegations arising from the same or related incidents.
- **Parties Involved:** A case can involve one or more Complainants, Respondents, and other relevant participants such as witnesses, mandatory reporters, or third-party reporters.
- **Organizing Function:** The case serves as the primary organizational unit for processing allegations, documenting investigative steps, applying interim measures, and ultimately reaching resolutions under University policies.

Because a single IR can give rise to multiple cases, and conversely, multiple IRs can be linked to a single case, the number of cases tracked in the database will not match the total number of IRs received.

Allegation: An allegation is counted separately for each claim of discrimination, harassment, or gender-based misconduct. For example, if a single Complainant alleges that a Respondent discriminated on the basis of age, disability, and race, this is counted as three allegations, one in each protected category. Accordingly, the total number of allegations will often exceed the total number of cases.

Involved Parties

Complainant: A person who makes a report of prohibited conduct pursuant to this Policy. In cases where the reporter is someone other than the individual who was subjected to the alleged prohibited conduct, that individual, rather than the reporter, will be referred to as the Complainant for purposes of this Policy.

Reporter: A person who makes a report of alleged prohibited conduct.

Respondent: A person or group alleged to have engaged in prohibited conduct.

University Affiliate: A current University student, employee, contractor, active alum, or student group, including students and employees on a leave of absence, and regardless of a student’s current registration status or a student group’s current recognition status.

Witness: An individual who may have observed or otherwise have relevant information concerning alleged prohibited conduct.

Case Data Overview

The OIE Policies, Procedures, and Process section outlines case data in detail for cases reported in the 2024-2025 academic year and resolutions of matters from prior years that were resolved within the reporting period. The table below is an overview of Incident Reports (IRs), Cases, and Allegations that were reported in the 2024-2025 academic year.

Division	Incident Reports (IRs)	Cases	Allegations
Faculty & Staff Anti-Discrimination and Discriminatory Harassment (FSADDH)	1,392	724	1,140
Student Anti-Discrimination and Discriminatory Harassment (SADDH)	909	228	907
Student Title IX / Gender-Based Misconduct (TIX)	803	471	510
Total	3,104	1,423	2,557

OIE Policies, Procedures, and Process

Policies

The Office of Institutional Equity (OIE) oversees the review, investigation, resolution, and coordination of supportive resources for all reports of discrimination and discriminatory harassment at Columbia University, whether the Respondent is a student, faculty member, staff member, affiliate, or Recognized Student Group.

The policies that were in effect during the reporting period included:

- [Gender-Based Misconduct & Interim Title IX Policies and Procedures for Students](#)
- [Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students](#)
- [Anti-Discrimination and Discriminatory Harassment Policies & Procedures for Faculty and Staff](#)

Reporting Methods

Any individual, whether a University affiliate or not, may report alleged violations of OIE policies.

A report may be submitted through the following channels:

- By online form at <https://cm.maxient.com/reporting.php?ColumbiaUniv>. A streamlined form method to facilitate ease of reporting
- By e-mail at institutionalequity@columbia.edu. Title IX matters may also be emailed directly to the title IX Coordinator at TitleIX@columbia.edu and/or Mdf2166@columbia.edu
- By phone at (212) 854-5511
- By mail at 80 Claremont Avenue, 4th Floor, MC 9620, New York, NY 10027
- In-person at 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, 2024, through June 30, 2025. Data in this report is accurate as of August 16, 2025. As a result, cases that were resolved after this date are not included in the findings sections.

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 file a complaint under OIE’s policies. Likewise, individuals who speak only with friends, family, medical professionals, faith leaders, or law enforcement outside the University are not reflected in the data presented here. This distinction is important to understanding the scope of the report, which includes only those cases reported and received by OIE.

Reports may be filed at any point during an individual’s association with Columbia, regardless of when the alleged incident occurred. Consequently, this report may include cases that were reported during the 2024-2025 academic year, but concern conduct from earlier years.

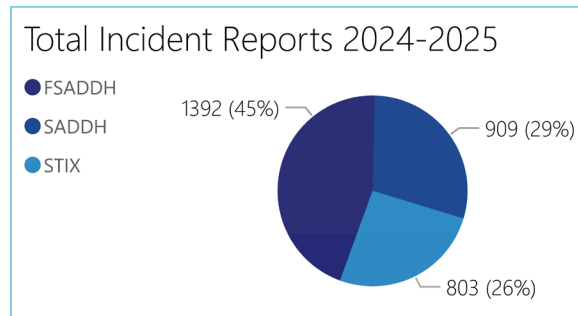
Readers familiar with the Campus Crime Statistics Act (Clery Act) should note that the data presented in this report differs from the statistics released pursuant to the Clery Act. The Clery Act requires the University to record and report certain crimes occurring on or near campus, while OIE’s policies and procedures address a broader range of

criteria. Differences include data collection, the geographic scope of covered incidents, the affiliation of the parties involved, and other case-specific factors. For additional information regarding Columbia University's Clery Report, please visit publicsafety.columbia.edu.

Incident Reports Received

In total, OIE received 3,104 IRs during the reporting period. These reports are categorized into three broad areas based on OIE's governing policies and throughout the document, for ease of reading, are referred to using the acronyms detailed below:

- Faculty & Staff Discrimination or Discriminatory Harassment (**FSADDH**);
- Student Discrimination or Discriminatory Harassment (**SADDH**); and
- Student Gender-Based or Title IX Misconduct (**STIX**).

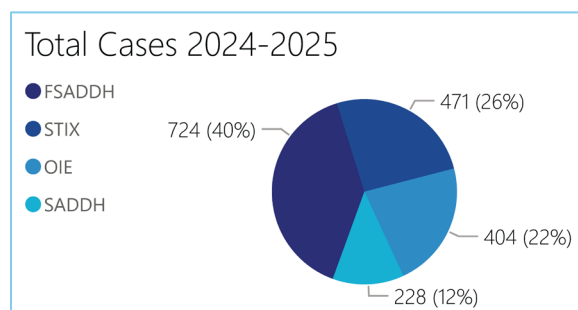


Cases Managed

After an incident report has been assessed, a case is created under the Division whose policy it implicates. If no specific policy is implicated, the case is created under OIE for tracking and appropriate follow up. In total, OIE created 1,827 cases during the reporting period. These cases were managed by one of the following four groups, based on the applicable policy:

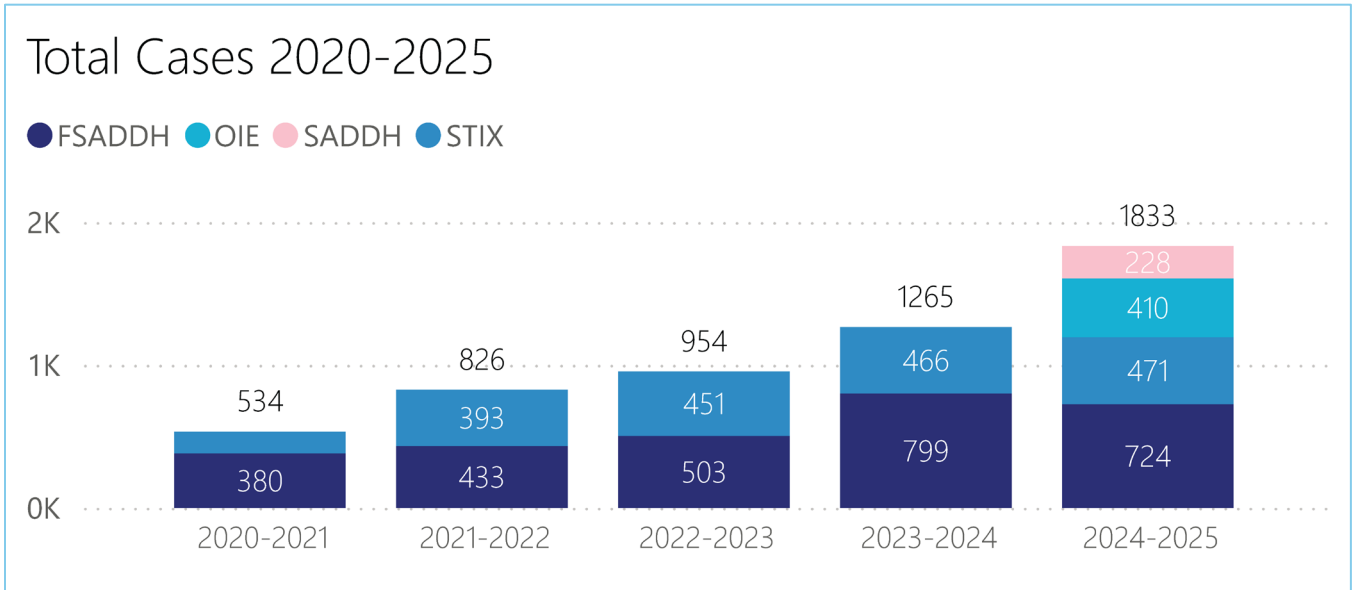
- FSADDH;
- SADDH;
- STIX; and
- Non-OIE.

OIE received 404 cases that, upon preliminary review, did not fall within OIE's jurisdiction or did not meet the policy definitions of prohibited conduct. In such cases, OIE notified the reporter that the complaint could not proceed under OIE's policies, but provided appropriate resources and/or referrals to other University offices as needed.



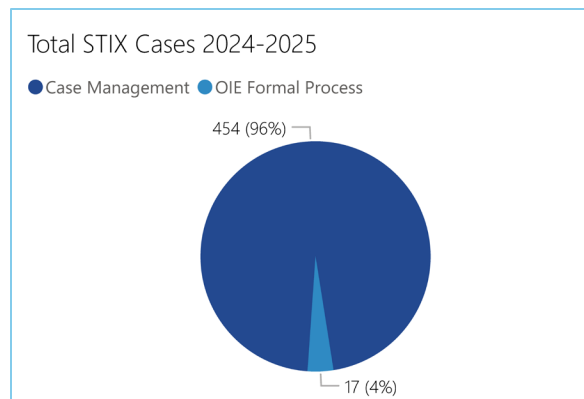
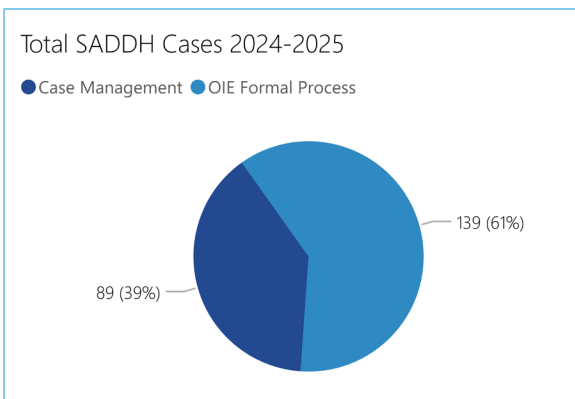
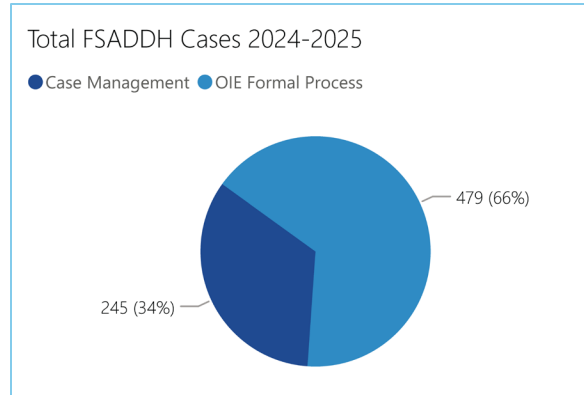
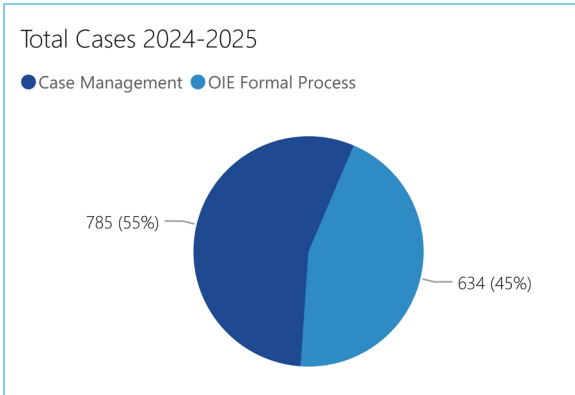
Cases Over the Years

The chart below illustrates the progression of cases managed by the relevant offices since 2020, reflecting changes in scope, structure, and name. Prior to August 2024, the Student Title IX Division, formerly known as the Gender-Based Misconduct Office, oversaw all reports of gender-based or Title IX misconduct with students as Respondents, and the FSADDH Division, formerly the Office of Equal Opportunity and Affirmative Action, managed all reports of discrimination and discriminatory harassment with faculty, staff, or affiliate Respondents.



Case Management

In most cases, Complainants receive outreach directly from a Case Manager, although in some situations, particularly involving faculty and staff, the initial contact may come from an Investigator. At present, 55% of all OIE cases remain



in Case Management. This includes the vast majority of Student Title IX cases (96%), Student Anti-Discrimination and Discriminatory Harassment cases (39%) and faculty and staff (34%) cases. When a case moves to a formal or Informal Resolution, the assigned Case Manager continues supporting the complainant, while a separate Case Manager is assigned to the Respondent or Respondents.

Informal Resolutions

Informal Resolutions may include Mediation, Facilitated Dialogue, Restorative Justice, Administrative Resolution, Educational Resolution, or Training and Education. These are voluntary processes mutually agreed upon by the parties or, in some cases determined by a Respondent's supervisor as the appropriate intervention. Informal Resolutions are designed to address concerns and promote accountability without imposing disciplinary or punitive action.

Investigations

Investigations conducted by OIE are complex and resource-intensive, often extending over several months. Each investigation involves interviews with Complainants, Respondents, and witnesses; comprehensive review of evidence and applicable policy; and the preparation of formal communications and detailed reports, which may exceed 100 pages. In matters involving Title IX allegations, a Formal Investigation may conclude with a hearing, requiring additional coordination, resources, and procedural oversight. The resolution time frame also encompasses the appeal process, which involves coordination among multiple Deans and Appellate Officers. For these processes, investigations typically take longer to conclude than other resolution processes.

Case Managers

Case Managers are non-confidential University resources who adhere to the Family Educational Rights and Privacy Act (FERPA) and strive to protect privacy to the greatest extent possible. They share essential information only as needed to appropriately assist the parties involved.

Case Managers collaborate closely with the TIX Division, the SADDH Division, the FSADDH Division, and the Division of Training and Education to provide coordinated support to students, faculty, and staff who may be Complainants or Respondent. Case Managers are deeply knowledgeable about the University policies administered by OIE, including the [Title IX and Related Misconduct Policy and Procedures for Students](#), [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 serve as neutral resources, helping parties understand their rights within the scope of these policies.

Case Managers are cross-trained professionals who engage with parties through a trauma-informed lens and collaborate extensively with campus partners to ensure comprehensive support and coordinated care. Partner offices include 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, and Office of Professionalism (OOP). Through these partnerships, Case Managers help individuals navigate a wide range of challenges by facilitating timely referrals, ensuring appropriate outreach, and connecting community members with needed interventions and resources.

What to Expect

When meeting with Complainants and Respondents, Case Managers carefully review the range of resolution options available for consideration, which may include Mediation, Restorative Justice, Training and Education, No Contact Directives (NCDs), including an explanation of their scope and parameters, and formal investigation. Case Managers also discuss supportive resources, reasonable accommodations, interim protective measures, and may facilitate dialogue to gather clarifying information about the reported incident and the needs of the parties involved.

Case Managers may also facilitate the following functions and supports on behalf of all Divisions within OIE:

- Academic support, including notifying academic advisors regarding class absences, dropping classes, withdrawal, exam extensions;
- Referrals to confidential and non-confidential supportive resources on campus;
- Emergency housing and/or exploring housing options;
- Referrals to Attorney-Advisors, where applicable;
- Identification of other supportive services on and off campus to meet students' needs, including No-Contact Directives;
- Support for navigation of OIE processes from filing a complaint to resolution, as appropriate and applicable, including:
 - Support throughout resolution processes, including through the investigative and/or hearing process;
 - Support and assistance in executing Informal Resolutions such as Training and Policy Education, Mediation, and Restorative Justice;
 - Support throughout the time of a student's enrollment at the University, including after the resolution process has concluded; and
 - Execution of Informal Resolution options.

Associate Directors (Investigators)

Associate Directors, who serve as Investigators within OIE, are responsible for managing OIE investigations. All Associate Directors are trained attorneys and subject-matter experts in the University policies they administer. Investigations are conducted with meticulous attention to detail to ensure a fair, consistent, and impartial process. The specific procedures followed in each investigation are determined by the policy under which the matter is reviewed. The summary below provides a general overview of the investigative process; policy-specific procedures are detailed in the respective OIE Policies.

Each matter begins with an initial review to determine whether the allegations fall within OIE's jurisdiction. In some instances, Associate Directors are able to resolve concerns by collecting determinative evidence, such as Human Resources records or Public Safety surveillance, and issuing a summarized report. When Formal Investigations are warranted, Investigators conduct in-depth interviews with parties and witnesses, review documentary and electronic evidence, and prepare comprehensive Investigative Reports. These reports provide factual summaries, detailed analyses, and findings based on the preponderance of the evidence standard.

The responsibilities of Associate Directors extend well beyond individual cases. They brief University leadership on complex legal issues, draft policy updates to reflect evolving federal and state regulations and prepare memoranda on time-sensitive matters such as emergency removals. They also facilitate Informal Resolutions, NCDs and adjustments to reporting lines or class assignments when needed.

In collaboration with the Division of Training and Education, Associate Directors identify cases appropriate for Mediation, Restorative Justice, Training or Facilitated Dialogue that may be appropriate, approaches that allow for responsive outcomes addressing the concerns of all parties when avoiding the need for a formal hearing when applicable.

In addition to casework, Associate Directors provide ongoing training to students, faculty, and staff throughout the academic year on topics including consent, bystander intervention, and University policies governing discrimination and discriminatory harassment.

Student Title IX

Oversight

The Student Title IX Division, in collaboration with the Case Management Division, received and responded to reports alleging that an individual student engaged in misconduct that may violate the [Gender-Based Misconduct and Interim Title IX Policies and Procedures for Students](#).

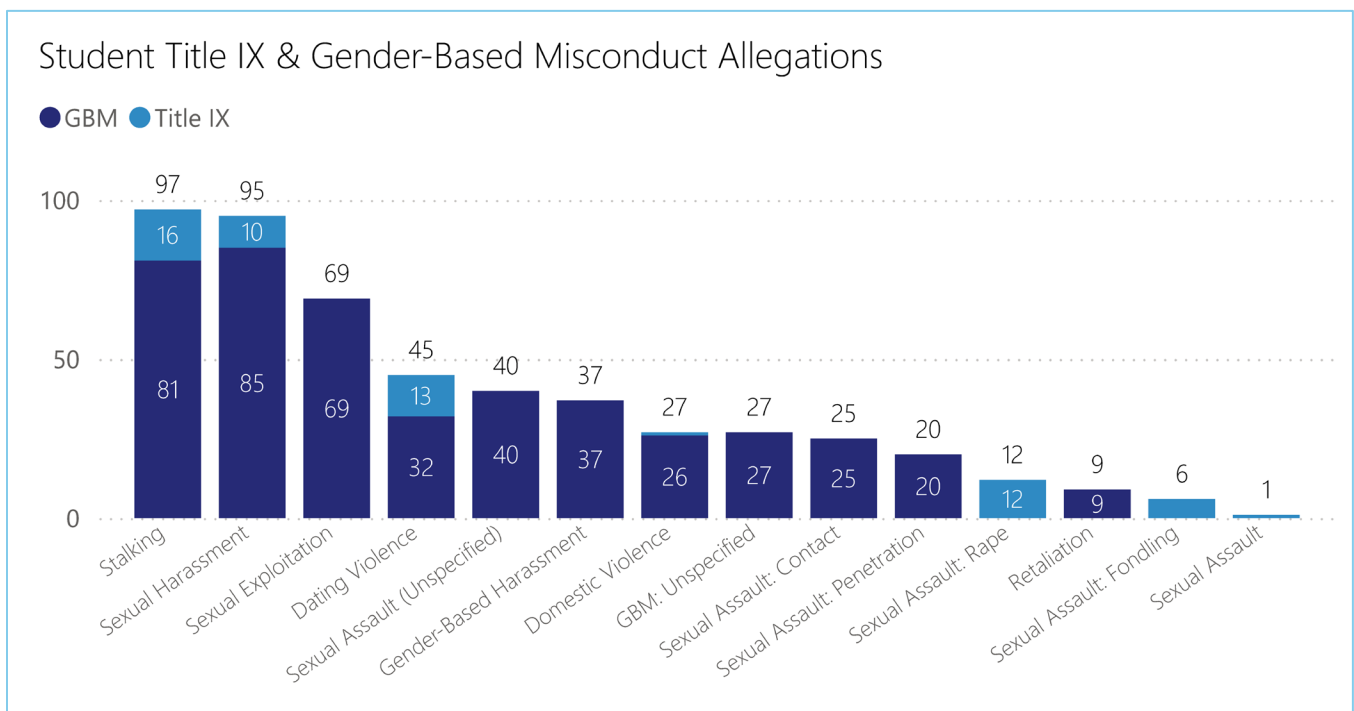
The Senior Director of Investigations oversaw the response to these reports with a team of 5 Associate Directors, and 2 Investigations Assistants, who worked closely with the Case Management and Operations Divisions of OIE.

Two distinct procedures were used to adjudicate complaints: the Gender-Based Misconduct Grievance Process and the Interim Title IX Grievance Process.

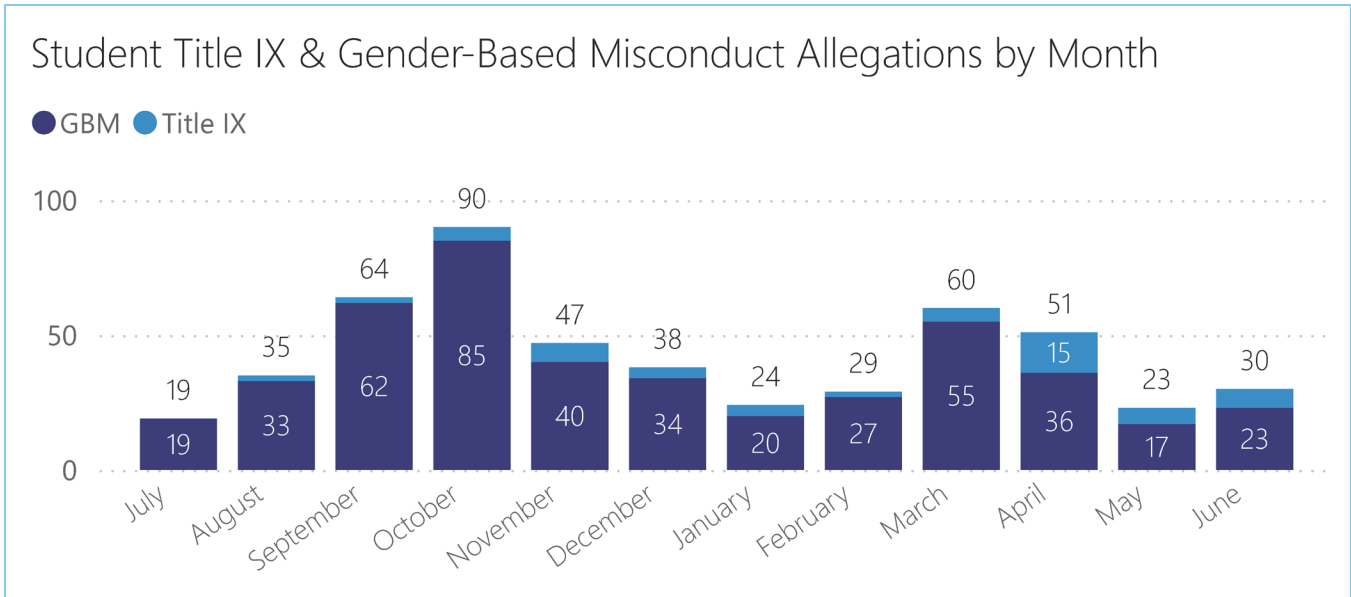
Additional resources, including infographics outlining how a case progresses through each process, are available on the University's [OIE website](#).

Case & Allegation Overview

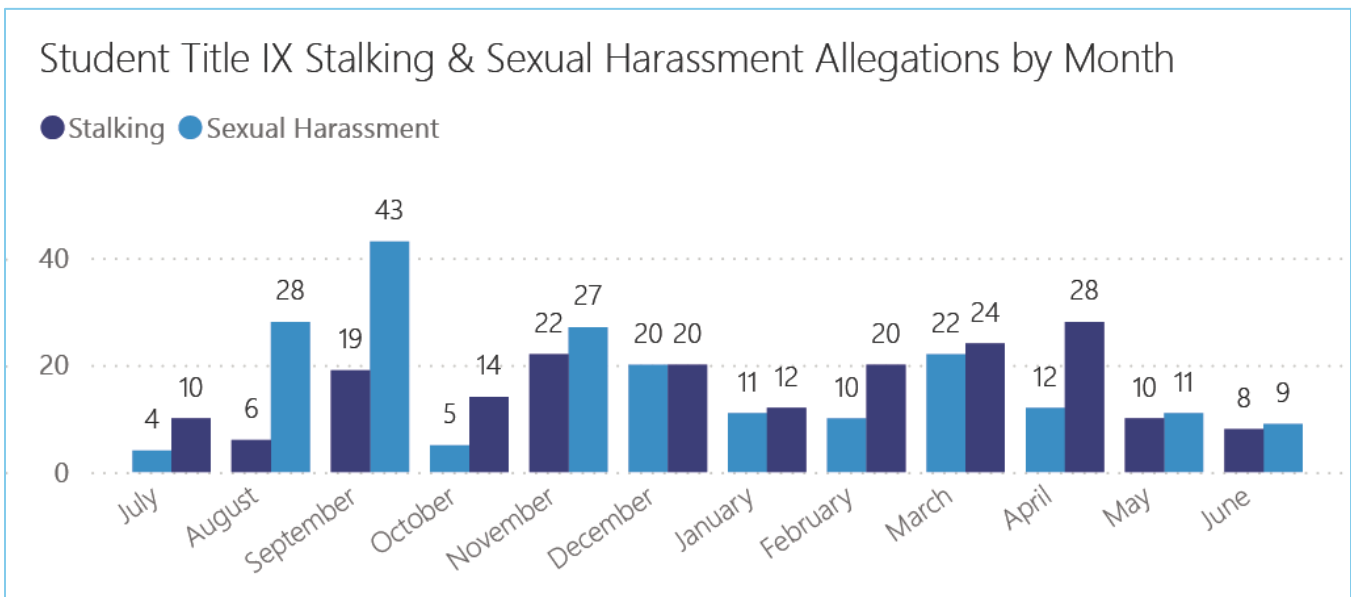
The Student Title IX Division reviewed a total of 803 incident reports in the 2024-2025 academic year. These incident reports led to 471 cases managed by the Student Title IX Division in partnership with Case Management. These 471 cases included a total of 510 allegations which fell into the following categories:



Reports of Stalking, Sexual Harassment, and Sexual Exploitation accounted for 51% of all allegations received during the reporting period. Notably, 50% of Sexual Exploitation allegations arose from a single incident that occurred in October 2024.



Allegations overall peaked in October 2024, largely due to the same incident, which involved multiple Complainants and an unidentified Respondent, and had a significant impact on the Columbia community. September 2024 and March 2025 had the second and third highest number of allegations, respectively.



Sexual Harassment allegations peaked during the fall semester of 2024, while Stalking allegations remained relatively consistent throughout the academic year.

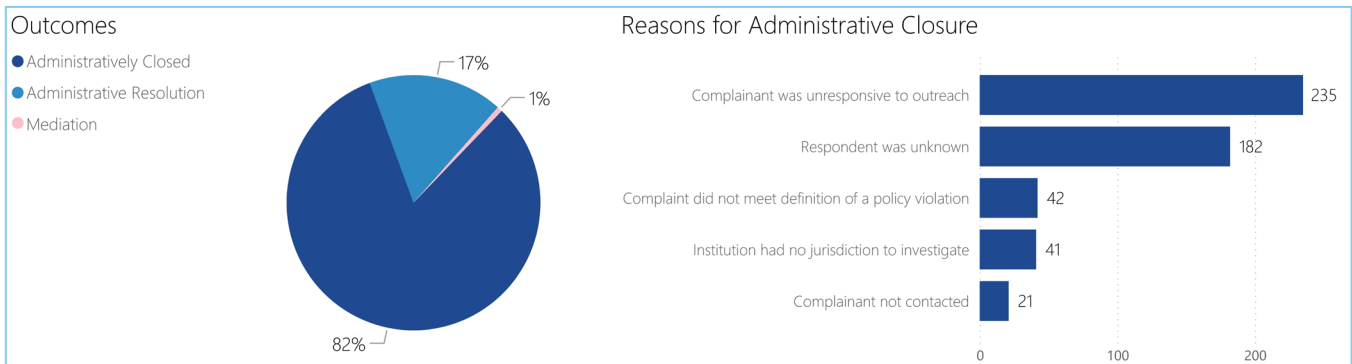
Case Resolution

Under the Gender-Based Misconduct and Interim Title IX Policy and Procedures for Students, several factors determine how a case is managed. Cases fall under this Policy when the Respondent is a student. The status of the Complainant (e.g., affiliate or non-affiliate) influences whether the matter proceeds under Title IX or the Gender-Based Misconduct Policy. Additional factors include where the conduct occurred and the nature of the alleged misconduct, both of which determine which policy and procedures apply.

During their initial meeting with a Case Manager and/or Investigator, and again at the conclusion of the initial assessment, the relevant resolution options are discussed with each Party. Informal and Formal Resolution options may include Administrative Resolution, Mediation, Restorative Justice, or a Formal Investigation.

A majority of Respondent case files, 82%, were administratively closed. The most common reasons for administrative closure included:

- The Complainant was unresponsive to outreach (235);
- The Respondent was unknown (182); and
- The complaint did not meet definition of a policy violation (42).



Administrative Resolution (84)

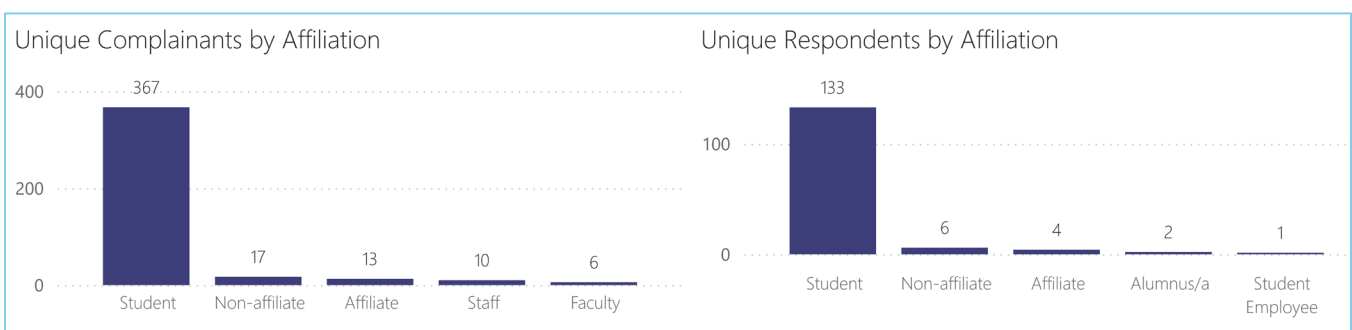
Administrative Resolution is a supportive, non-disciplinary resolution option that may be utilized when a reporting Party does not wish to engage in other resolution processes, or when the TIX Division determines there is insufficient information to initiate an investigation through the Gender-Based Misconduct and Interim Title IX Policies and Procedures for Students. This form of resolution may include No-Contact Directives, no-contact terms mutually agreed upon by the parties, implementation of safety measures, referrals to counseling, and targeted education and training.

Mediation (4)

Mediation requires the consent of both parties and the approval of the TIX Coordinator. This form of resolution is a party-driven process in which the Complainant and the Respondent have the opportunity to share their perspectives on the reported incident(s), propose and discuss potential outcomes, and work collaboratively toward an agreed-upon resolution.

Involved Parties

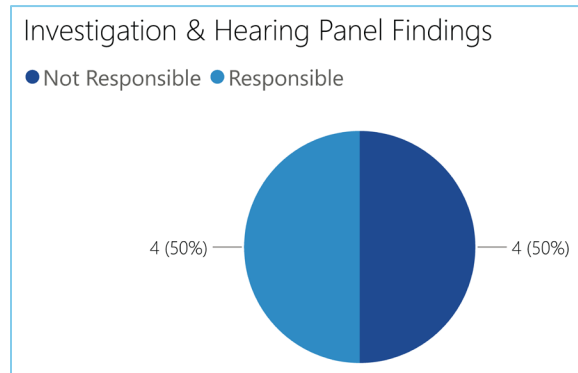
Across the 471 cases, there were 413 unique, identified Complainants. A majority of these Complainants were students (89%). There were also 31 Complainants who were unknown or undisclosed. Of the 146 unique, identified Respondents, most were also students (91%), though there was a significant number of Respondents whose affiliations were unknown or undisclosed affiliations (183).



When a Respondent’s affiliation is unknown or undisclosed, resolution options may be limited. However, the Complainant is still assigned a Case Manager to explore accommodations, and supportive measures that may be appropriate.

Formal Investigation Findings

As of the time of this report, 2 cases reported during the 2024-2025 academic year remain open as Formal Investigations. Since July 1, 2024, an additional 8 cases reported in prior academic years have been resolved through a Formal Investigation. The findings of these 8 Formal Investigations were as follows:



Case Time Frame

Several factors may affect the time frame for resolving cases, including:

- Allowing a Complainant time to determine whether they would like to pursue a complaint;
- Working with a Complainant and Respondent on an Informal Resolution;
- Arranging for interim measures so that all involved individuals are in a safe learning and working environment before proceeding with an investigation;
- Difficulty contacting parties or witnesses;
- Coordinating with parties’ attorney advisors; and
- Large numbers of witnesses or voluminous evidence.

Of all cases managed by the Student TIX Division that did not involve a Formal Investigation, 71% were resolved within 60 days of receiving the allegation(s), and 82% were resolved within 120 days. By contrast, cases resolved through a Formal Investigation take a median of 393 days to resolve. As of August 16, 2025, 23 cases from the 2024-2025 academic year remain open.

Supportive Accommodations & Interim Measures

Accommodations are implemented or facilitated by the Case Manager to support and protect students following a report of gender-based misconduct. Students may request accommodations independent of the investigative or disciplinary process. The term “interim measures,” often used interchangeably with “accommodations,” refers specifically to measures put in place during an investigation or disciplinary proceeding.

Under appropriate circumstances, accommodations may include but are not limited to moving a student’s residence; adjusting a student’s work schedule for University employment; changing a student’s academic schedule; allowing a student to withdraw from or retake a class without penalty; providing access to tutoring or other academic support; and issuing a No-Contact Directive.

During the 2024-2025 academic year, the following accommodations and interim measures were implemented:

- No-Contact Directives
- Referrals
- Academic accommodations

Sanctions & Discipline

A number of cases reported during the 2024-2025 academic year are still in-progress. Amongst the cases resolved between July 1, 2024, and June 30, 2025, the following sanctions or disciplinary measures were imposed:

- Expulsion
- Disciplinary Suspension

Student Anti-Discrimination and Discriminatory Harassment

Oversight

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

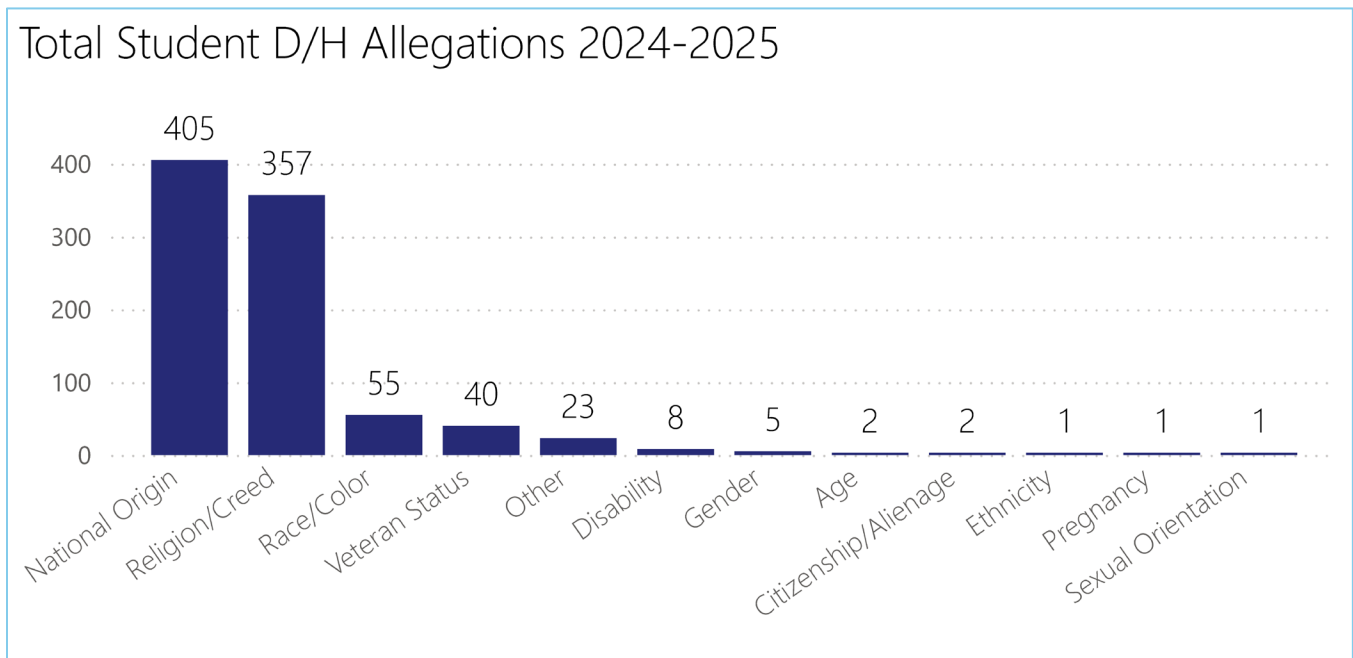
The Director of Investigations oversaw all such matters from case inception through resolution. The SADDH Division is staffed by a team of 6 Associate Directors and 2 Investigations Assistants, who work closely with the Case Management and Operations Divisions to ensure thorough, timely, and equitable responses.

Additional resources, including infographics that outline how a case progresses through each stage of the process, are available on the OIE website.

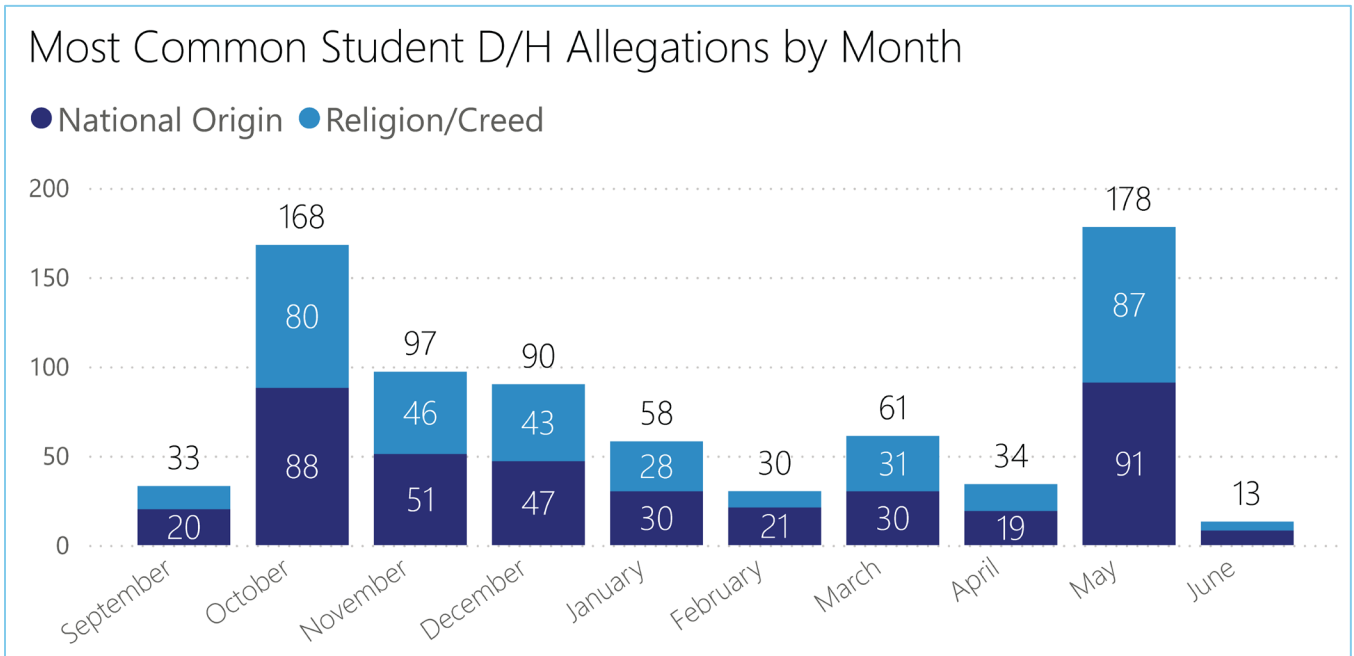
Case & Allegation Overview

The flow of reports through the Division’s case management system is not strictly one-to-one; rather it often follows a many-to-many relationship that reflects that complexity of how incidents are reported, reviewed and resolved. Different individuals may report the same incident (e.g., two students and a staff member submit separate reports about the same event). A single IR may also describe conduct involving multiple Respondents. In such cases, the Division may create separate cases, one for each Respondent. At other times, several IRs may reference the same Respondent or the same underlying incident. In those situations, the Division may consolidate them into a single case file to ensure that all relevant information is considered collectively together and to avoid duplicative proceedings.

From September 23, 2024, to June 30, 2025, the Student Anti-Discrimination & Discriminatory Harassment Division reviewed 909 IRs. These led to the creation of 228 cases, which contained a total of 900 allegations, which were categorized by the following protected classes:



Reports of discrimination or discriminatory harassment based on National Origin and Religion/Creed accounted for 85% of all allegations. Allegations in these categories spiked in response to on-campus events in October 2024, and May 2025, reflecting the impact of external events on campus climate.



Case Resolution

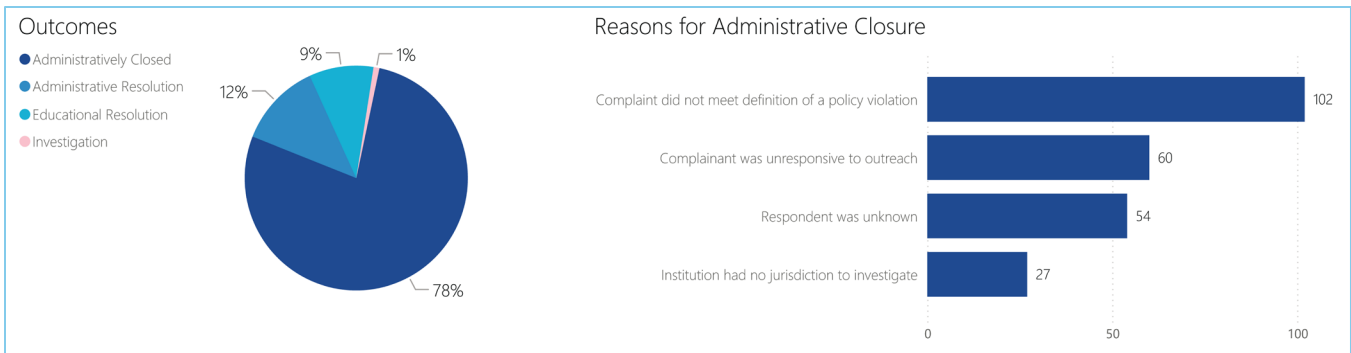
Under the Anti-Discrimination & Discriminatory Harassment Policy and Procedures for Students, case resolution is determined by multiple factors. In many instances, an initial assessment is required to gather additional facts, determine jurisdiction, and identify the appropriate resolution pathway in accordance with the Policy. When allegations, if true, fall within the Policy’s jurisdiction, the case proceeds through the appropriate resolution process, which may include a Formal Investigation, Administrative Resolution, or Educational Resolution.

During their initial meeting with a Case Manager and/or Investigator—and, if applicable, again at the conclusion of the initial assessment—parties are informed of the relevant resolution options. Informal and Formal Resolution options include Administrative Resolution, Educational Resolution, Mediation, Restorative Justice, or a Formal Investigation. While these options are discussed with the parties, the Division retains ultimate discretion to determine the appropriate resolution.

A majority of Respondent case files were administratively closed (78%). Of these cases, 44 were adjudicated with another case. The most common reasons cases were administratively closed included:

- The Complaint did not meet definition of a policy violation (102);

- The Complainant was unresponsive to outreach (60); and
- The Respondent was unknown (54).



Administrative Resolution (25)

Administrative Resolution occurs when a reporting party does not wish to engage in other resolution processes, or when the Office—at its discretion and based on available information—determines that this approach is necessary and/or sufficient to ensure that all members of the University community can access programs and activities free from prohibited conduct. This form of resolution may include:

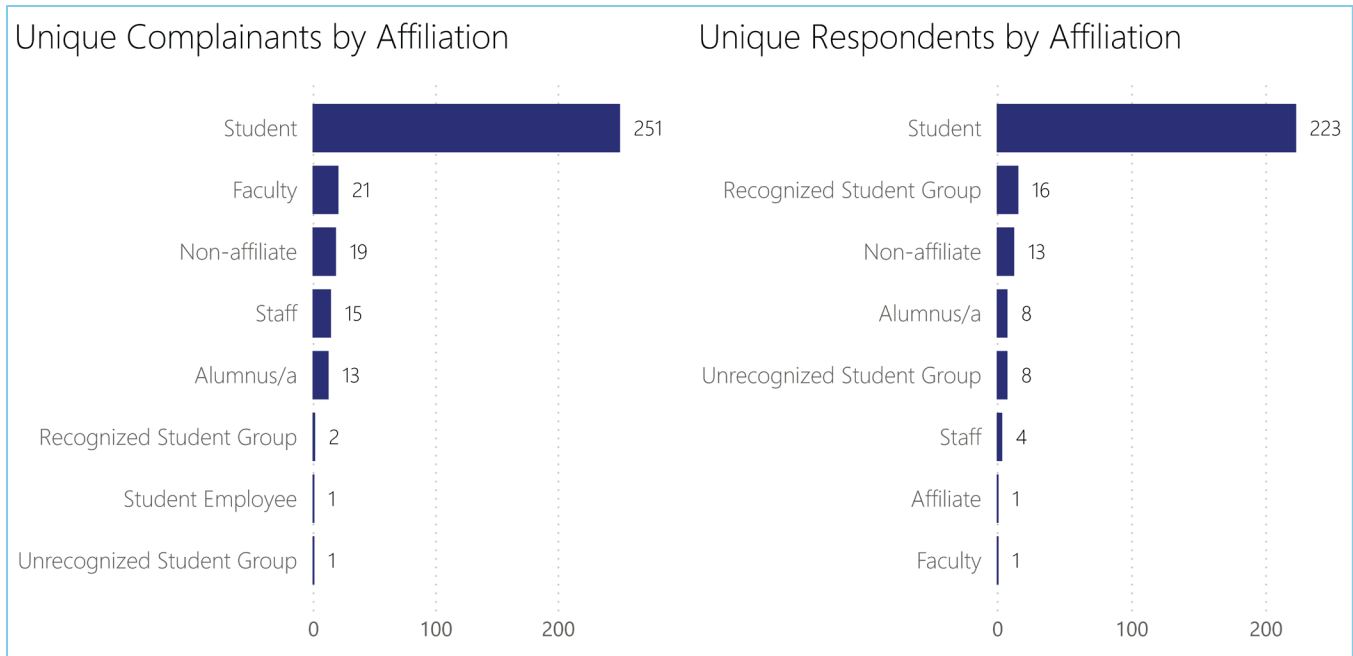
- Issuing No-Contact Directives
- Implementing safety measures
- Referring parties to counseling or support services
- Holding meetings that provide policy reminders
- Delivering targeted education and training

Educational Resolution (16)

The Educational Resolution program was initiated and implemented by an Associate Director of Investigations and Case Manager. Educational Resolution is available for allegations of prohibited conduct that would typically result in sanctions no more severe than a warning or reprimand. This process requires the Respondent to accept responsibility for their actions and meet with Office personnel to review the conduct at issue, as well as their understanding of University policy. Failure to participate in this meeting may result in further proceedings and the imposition of sanctions, as appropriate.

Involved Parties

Across the 228 cases, there were 323 unique, identified Complainants and 274 unique, identified Respondents. Among these Complainants, the majority were students (78%), followed by faculty (7%) and non-affiliates (6%). There were also 17 Complainants who were unknown or undisclosed. Respondents were most often students (81%) or Recognized Student Groups (6%), though a significant number of Respondents' whose identities were unknown or undisclosed (66). Unrecognized Student Groups accounted for 3% of reported Respondents.



Formal Investigation Findings

Between September 23, 2024, and June 30, 2025, a total of 9 Formal Investigations were opened. As of August 14, 2025, 3 Formal Investigations had concluded with a formal determination of responsible or not responsible. Of these, 2 Formal Investigations resulted in findings of responsible, while 1 Formal Investigation resulted in findings of not responsible. The remaining 6 Formal Investigations were still ongoing at the time of reporting.

Case Time Frame

Several factors can affect the time frame for resolving cases, including:

- Allowing a Complainant time to decide whether to pursue a Formal Complaint;
- Engaging Complainants and Respondents in an Informal Resolution process;
- Implementing interim measures to ensure a safe learning and working environment before moving forward with a Formal Investigation;
- Difficulty contacting parties or witnesses, particularly when reports are submitted prior to summer recess;
- Respondents being unresponsive or delays in scheduling interviews;
- Coordinating with parties' advisors;
- Amending complaints to include additional allegations; and
- Managing cases with large numbers of witnesses or extensive evidence.

These factors can lengthen case timelines; however, they reflect OIE's commitment to conducting fair and thorough processes.

Of the cases managed by the SADDH Division that did not involve a Formal Investigation, 64% were resolved within 60 days of receipt of the allegation(s), and 81% were resolved within 120 days.

By contrast, Formal Investigations require significantly more time. Investigators conduct multiple interviews with Complainants, Respondents, and witnesses, as well as review evidence, apply relevant policy, and prepare detailed determination letters outlining findings. For these reasons, investigations take longer than those resolved through other means. Of the 3 Formal Investigations closed, 66% were closed within 120 days.

Supportive Accommodations & Interim Measures

In certain circumstances, it is appropriate to provide supportive accommodations or impose interim measures before a case is closed or adjudicated. These measures are designed to promote the well-being of students and other individuals affected by the alleged misconduct, ensuring their safety and continued access to academic programs and activities. Case Managers play a key role in helping individuals understand their rights, navigate the process, and connect with resources such as academic accommodations, emergency housing, and confidential support. While Case Managers do not make final decisions about all supportive measures, they coordinate requests with the appropriate University offices to ensure timely and effective responses. In some situations, the University may implement interim measures—such as No-Contact Directives, housing changes, or temporary suspensions—to protect the safety of the community and maintain the integrity of the process. These supports are individualized, equitable, and available regardless of whether an individual chooses to participate in a formal resolution process.

Supportive accommodations and interim measures provided during the 2024-2025 academic included, but were not limited to:

- Referral
- Wellness Outreach
- Wellness Meeting
- Interim Suspension
- ARS (Access Restriction) - Interim
- Academic Accommodations

Sanctions & Other Measures

The University may, consistent with applicable law and Columbia's policies, impose one or more sanctions on any student, Recognized Student Group, or active alum found responsible for violating the Policy. When determining sanctions, the University considers a range of factors, including the nature and severity of the prohibited conduct, the context and circumstances surrounding the incident, the impact on affected individuals and the broader community, and any relevant disciplinary history. Sanctions are also informed by the University's approach to comparable cases to ensure consistency and equity in outcomes. Additional considerations may include the Respondent's intent, prior behavior, and any aggravating or mitigating circumstances identified during the process.

Sanctions & other Measures imposed during the 2024-2025 academic year included, but were not limited to:

- Policy Education Directive
- Policy Reminder
- No Contact Directive
- Restricted Participation

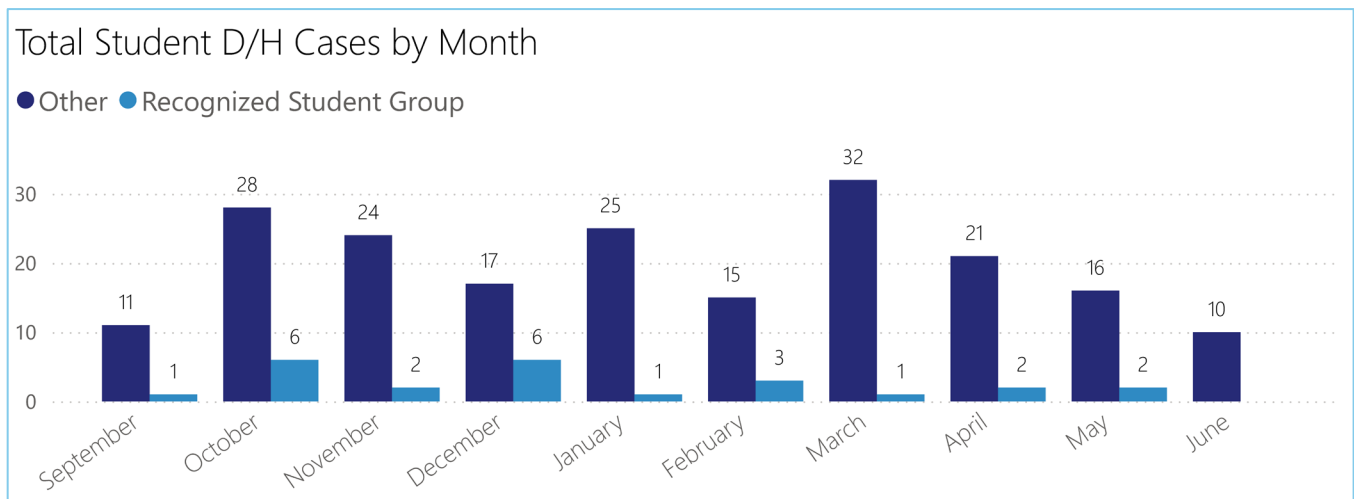
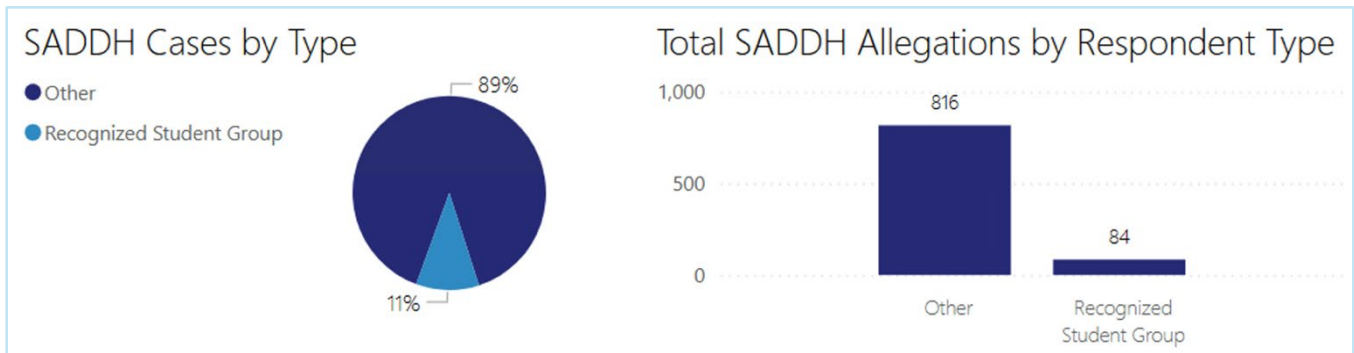
- PNG (Persona Non Grata): a ban from all University owned buildings/property.
- Group Suspension
- Access Restricted Student (ARS)
- Conditional Disciplinary Probation
- Disciplinary Suspension (& Probation)
- Expulsion
- Warning Status of Recognition

Student Groups

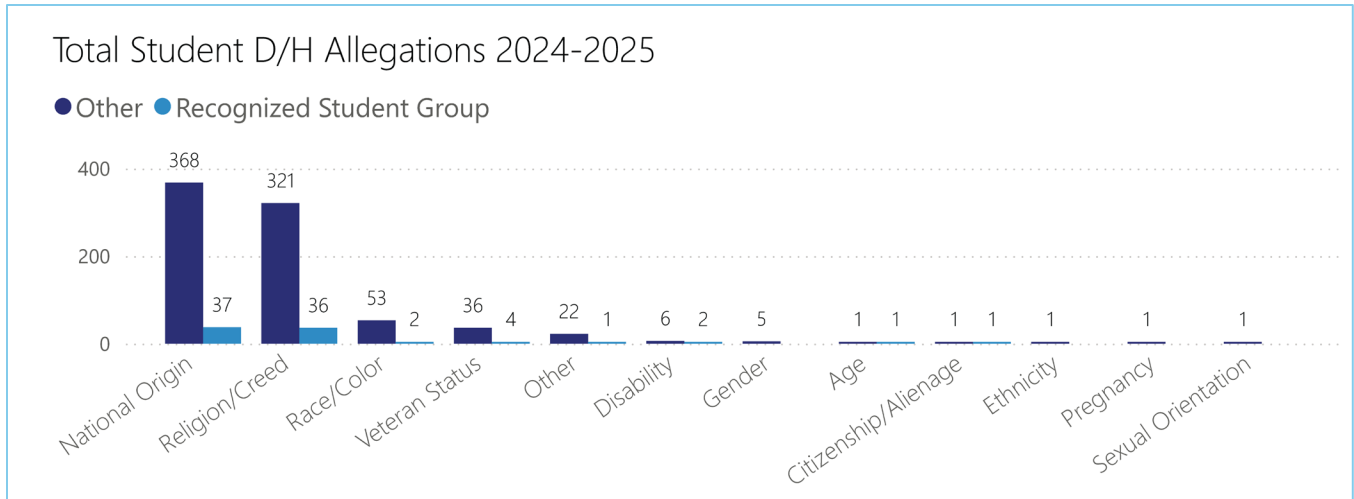
When OIE reviews a report of alleged prohibited conduct involving a Recognized Student Group, OIE determines on a case-by-case basis whether the Recognized Student Group, individual members, or both should receive notification of alleged violations. Distinguishing between cases involving individual students and those involving Recognized Student Groups allows OIE to identify variations and emerging trends across the University community. The data in this section relates only to cases involving the student group.

Case & Allegation Overview

From September 23, 2024, to June 30, 2025, the SADDH Division managed a total of 24 cases involving 16 Recognized Student Groups. At the Division level, these cases accounted for 11% of all cases and 9% of all allegations handled during the reporting period.



The chart below illustrates that most student group-related reports of discrimination and discriminatory harassment occurred during the Fall of 2024, with total cases per month peaking in October. Reports involving individual students also spiked in October before gradually declining and then rising again to a secondary peak in March 2025. Overall, allegations of discrimination based upon a protected class followed a similar pattern across both individual and Recognized Student Group cases.



Case Resolution

A significant number of Recognized Student Group allegations were administratively closed, most commonly because the complaint did not implicate a policy violation or the Respondent was unknown or unidentifiable. Many of these allegations involved social media activity, which presented unique challenges in identifying responsible Parties. Of the cases that were not administratively closed, 1 was resolved through Administrative Resolution, 1 was resolved through Educational Resolution, and 1 was resolved through Formal Investigation.



Investigation Findings

Between September 23, 2024, and June 30, 2025, a total of 5 Formal Investigations were opened involving 4 unique Recognized Student Groups. As of August 14, 2025, 1 Recognized Student Group investigation concluded with a finding of responsibility. At the time of this report, an additional 4 Recognized Student Group Investigations remain ongoing.

Interim Measures

Interim measures implemented in relation to Recognized Student Group cases included:

- Interim Suspension
- Interim Status of De-recognition

Sanctions & Resolutions

Sanctions and resolutions imposed in relation to Recognized Student Group cases could apply either to the Recognized Student Group as an entity or to individual members. These included, but were not limited to:

- Policy Education Directive
- Policy Reminder
- Group Suspension

Faculty and Staff Anti-Discrimination and Discriminatory Harassment

Oversight

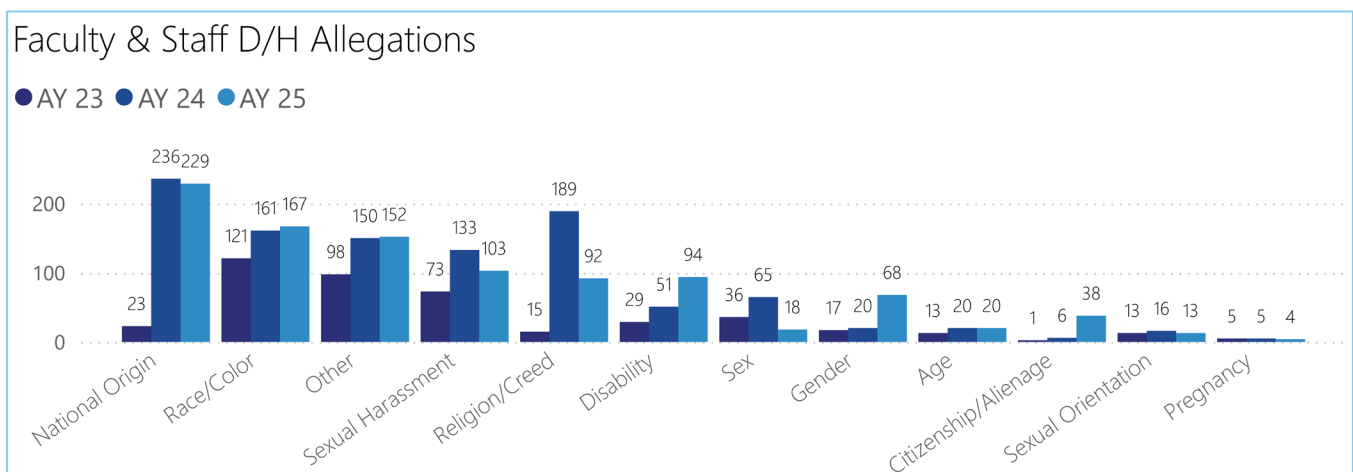
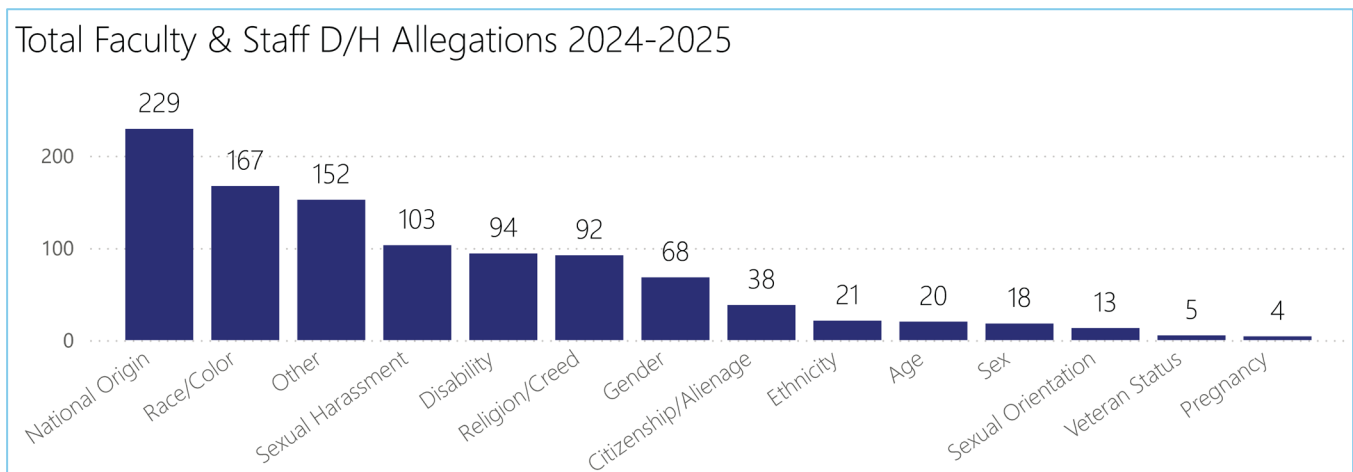
The Faculty and Staff Anti-Discrimination and Discriminatory Harassment Division (FSADDH), in collaboration with the Case Management Division, received and responded to reports alleging that faculty, staff, or a third-party affiliate engaged in misconduct that may violate the Anti-Discrimination and Discriminatory Harassment Policies and Procedures for Faculty and Staff.

The Senior Director of Investigations oversaw the response to these reports with a team of 5 Associate Directors, and 2 Investigations Assistants, who partner closely with OIE’s Case Management and Operations Divisions.

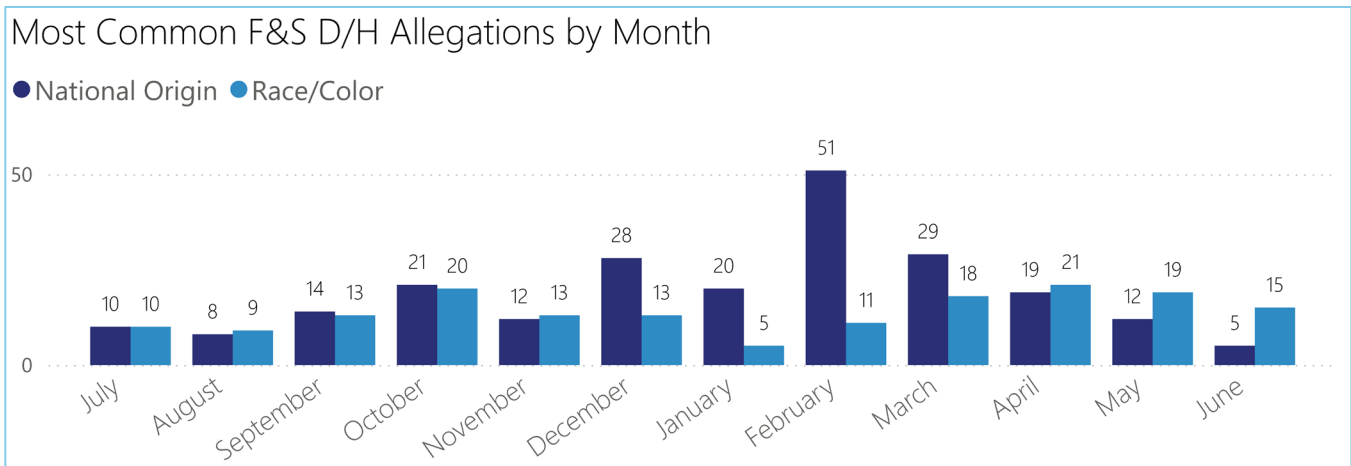
Two sets of procedures were used to adjudicate complaints: the Anti-Discrimination and Discriminatory Harassment Policies and Procedures for Faculty & Staff and the Interim Title IX Grievance Process.

Faculty & Staff Discrimination & Discriminatory Harassment Allegations

The FSADDH Division reviewed a total of 1,392 IRs during the 2024-2025 academic year. These reports led to 724 cases, which included 1,024 allegations of discrimination or discriminatory harassment based on the following protected class².



² The FSADDH Division also managed 34 allegations of faculty and staff Title IX-related misconduct and 8 allegations of Prohibited Relationships which are addressed in the next section of this report.



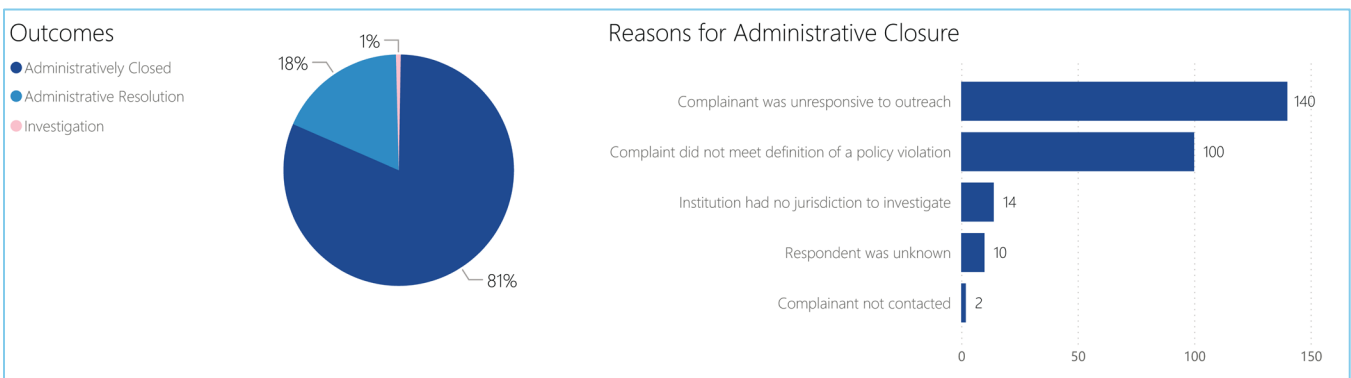
Reports of discrimination or discriminatory harassment based on National Origin, Race, or Color were the most frequently reported, together accounting for 39% of all allegations. National Origin allegations peaked in February 2025, while Race or Color allegations reached their highest point in April 2025.

The FSADDH Division also received the following allegations: Retaliation (48), Intimidation (13), Failure to Report (8), and Reported Interference (5).

Case Resolution

There were several ways in which cases could be closed or adjudicated, with Complainants playing an essential role in determining how each matter proceeded. A majority of Respondent case files (81%) were administratively closed. The most common reasons for administrative closure were:

- The Complainant was unresponsive to outreach (140);
- The Complainant’s allegations, if true, did not meet the definition of a policy violation (100); and
- Other cases were administratively closed following a referral to another University Office.



Informal Resolution (116)

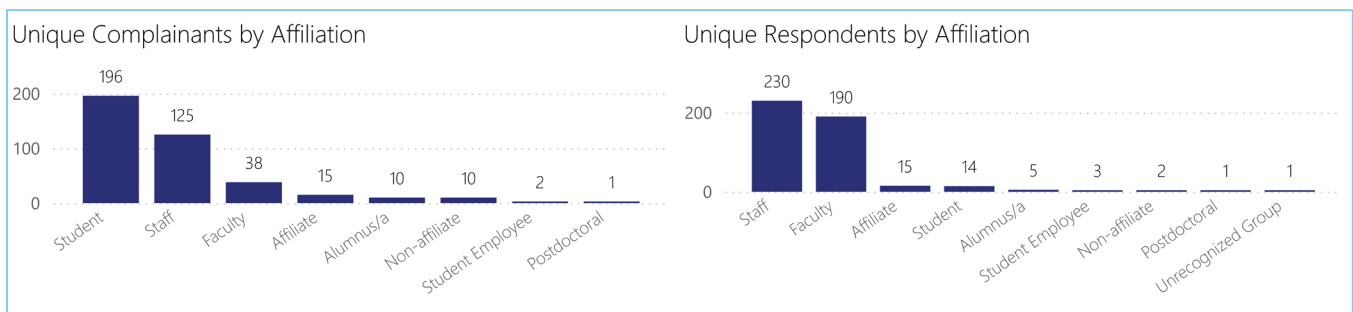
Cases could also be resolved between the parties through Informal Resolution. Informal Resolution includes Administrative Resolution, as well as processes facilitated by the Training and Education Division, such as Training and Education, Mediation or Facilitated Dialogue. These resolution options are either voluntary processes agreed upon by the parties, or, in some cases, determined by the Respondent’s supervisor to be the appropriate intervention and do not involve disciplinary or punitive action.

Administrative Resolution (4)

An Administrative Resolution may occur when the Complainant does not wish to engage in other resolution processes or an investigation, and when OIE determines that a Formal Investigation is not required. This form of resolution may include No-Contact Directives, the implementation of Safety Measures, Referrals to Counseling, and Targeted Education and Training. These resolution options are voluntary processes, either agreed upon by the Parties, or determined by the Respondent’s supervisor to be the appropriate intervention and they do not involve disciplinary or punitive action.

Involved Parties

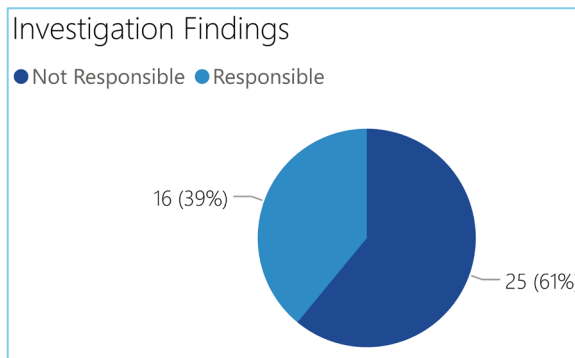
Across these cases, there were 461 unique, identified Respondents, and 397 unique, identified Complainants. Most identified Respondents were staff (50%) and faculty (41%). There was also a significant number of unknown or undisclosed Respondents (180). Among identified Complainants, the majority were students (49%), followed by staff (31%). There were a total of 70 complainants whose identities were unknown or undisclosed.



Formal Investigation Findings

Between July 1, 2024, and June 30, 2025, the Division opened 42 Formal Investigations, of which 4 were closed with a determination as of August 13, 2025. These 4 Formal Investigations resulted in the following outcomes:

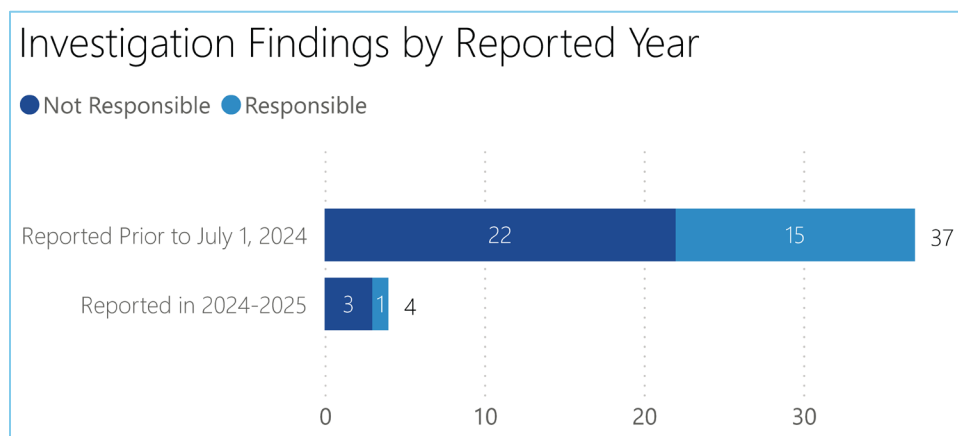
- 1 case resulted in a finding of responsible
- 3 cases resulted in a finding of not responsible



In addition, 37 Formal Investigations that were opened prior to July 1, 2024, were also closed during the 2024-2025 academic year. These Formal Investigations yielded the following results:

- 15 Formal Investigations included a finding of responsible

- 22 cases included a finding of not responsible



Case Time Frame

Several factors affect the time frame for resolving cases, including:

- Allowing a Complainant time to determine whether they wish to pursue an OIE-assisted resolution process;
- Working with Parties on an Informal Resolution;
- Arranging interim measures to ensure all individuals are in a safe learning and working environment prior to an investigation;
- Delays in responses from parties or witnesses, particularly when reports are made before summer recess;
- Coordinating with parties’ advisors;
- Amending complaints to include additional allegations; and
- Managing cases involving numerous witnesses or extensive evidence.

During the 2023–2024 academic year, OIE experienced a significant increase in the number of cases under management, with more than 200 cases remaining open and requiring resolution in the current year. This backlog directly affected resolution time frames during the 2024-2025 academic year. To strengthen case resolution processing times and address the increased volume, OIE implemented several process improvements in 2024–2025, including:

- Expanding Case Management services to faculty and staff, enhancing responsiveness and providing clearer explanations of procedures and resolution options;
- Increasing the number of Investigators, enabling more timely case review and completion; and
- Hiring 2 Investigations Assistants to support the administrative needs of Investigators such as note transcription, review and redaction of evidence, and meeting coordination with parties.

As a result of these improvements:

- 39% of cases managed by the FSADDH Division without a Formal Investigation were resolved within 60 days of receipt of the allegation(s);
- 53% of cases without a Formal Investigation were resolved within 120 days; and
- 50% of cases with a Formal Investigation were resolved within 120 days³.

³ 37 Formal Investigations that were opened prior to July 1, 2024 and were also closed during the 2024-2025 academic year took an average of 252 days to resolve.

As of August 16, 2025, 125 cases from the 2024-2025 academic year remain open.

Supportive Accommodations & Interim Measures

In certain circumstances, it is appropriate to provide supportive accommodations or impose interim measures before a case is closed or adjudicated. OIE works with employees and other individuals affected by the alleged misconduct to ensure safety, promote well-being, and preserve access to University programs and activities. Supportive accommodations are designed to assist or protect an individual who has experienced alleged prohibited conduct, enabling them to continue fulfilling their professional or academic responsibilities. These measures may include referrals to the Employee Assistance Program (EAP) or Sexual Violence Response (SVR), re-assignment or removal of a Respondent from an individual's workplace or supervision, or adjustments to work schedules, assignments, or transportation arrangements while a resolution, investigation, or a disciplinary action is pending.

In addition, the University may impose interim measures, based on the facts known at the time, to ensure the safety of the University community, prevent the escalation of a conflict, or to protect the integrity of the process. Interim measures may include No-Contact Directives, restricted access to campus buildings or University property, temporary separation from the University, relocation of an on-campus residence, or suspension from specific activities. All supportive accommodations and interim measures are tailored to the needs and circumstances of each case and are available regardless of whether an individual chooses to participate in a Formal Resolution process.

During the 2024-2025 academic year, the following supportive accommodations and interim measures implemented:

- No-Contact Directives
- Referrals

Sanctions & Discipline

When the Division determined that a Respondent had violated FSADDH Policy, the finding was communicated to the Respondent's supervisor or to the appropriate Sanctioning Officer. The Division itself did not serve as a sanctioning body, but collaborated with supervisors, Human Resources, or Faculty Affairs to identify the appropriate disciplinary measures. Sanctions were designed to be fair and appropriate given the facts of the particular case, consistent with the University's handling of similar matters, and adequate to protect the safety and well-being of the campus community while reflecting the seriousness of the conduct.

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 (including involvement in any university activities or organizations)
- No-Contact Directive
- Change of Respondent's job duties
- Revocation of honors/awards
- Prohibition from advising students or having students as research assistants for a defined period of time

Sanctions and other disciplinary measures facilitated by OIE during the 2024-2025 academic included:

- 1:1 Policy Training

- Group Policy Training (May include training for a group of supervisors/ managers on the topics raised by Complainants)
- Relocation of Respondent’s workplace or University-provided residence
- Demotion
- Suspension
- Termination
- Educational Intervention

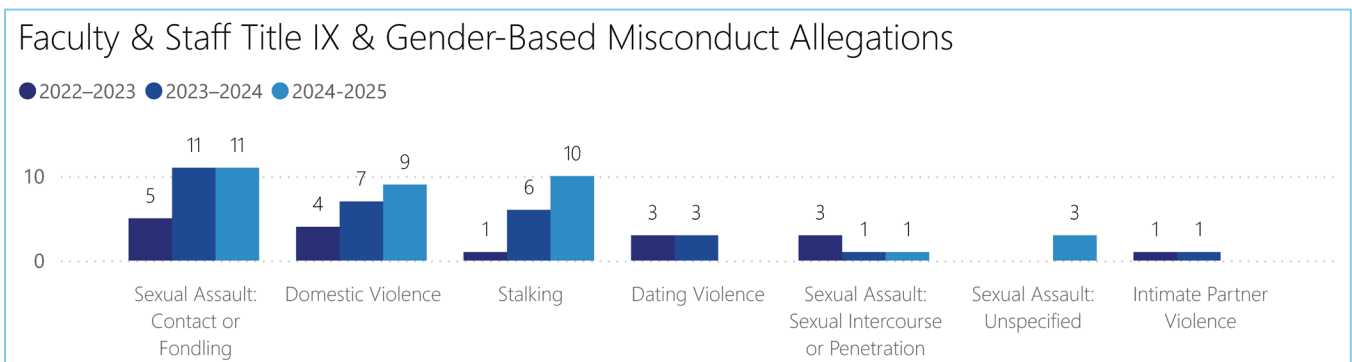
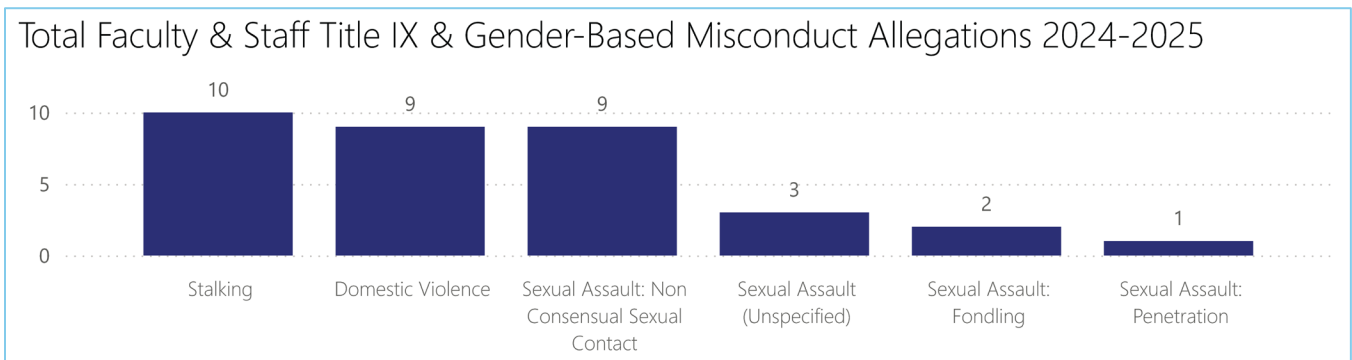
OIE also facilitated the following measures for cases opened prior to July 1, 2024, but resolved during the 2024-2025 academic year:

- 1:1 Policy Training
- No-Contact Directive
- PNG (Persona Non Grata): A ban from all University owned buildings/property.
- Educational Intervention

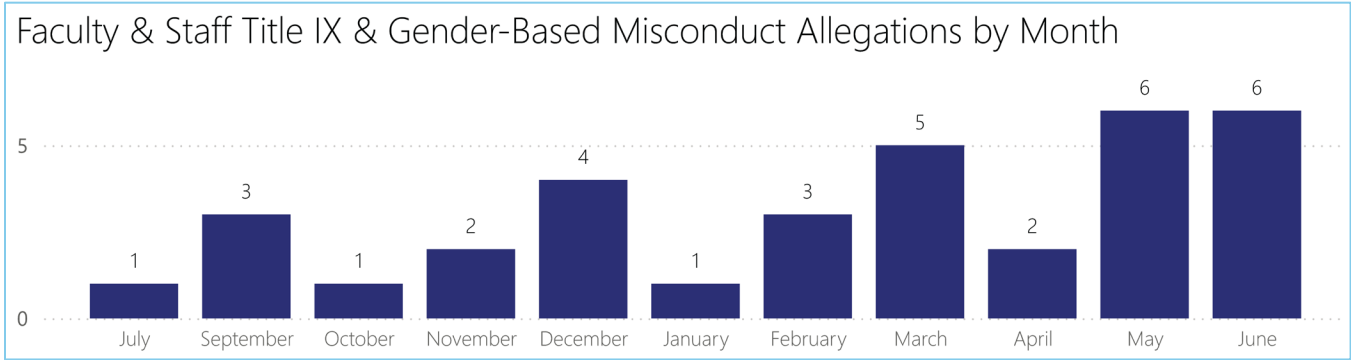
Faculty and Staff Title IX and Gender-Based Misconduct Allegations

Gender-based misconduct includes Sexual Assault (penetration and contact), Domestic Violence, Dating Violence, Sexual Exploitation, and Stalking. During the 2024-2025 academic year, there were 30 cases and 34 allegations of gender-based misconduct involving faculty, staff, and third-party affiliates. This represents a 17% increase in reported allegations compared to the 2023-2024 academic year.

Reports of Stalking and Domestic Violence accounted for a combined 59% of all gender-based misconduct allegations. Both categories increased compared to the 2023-2024 academic year, with Stalking allegations increasing from 6 to 10 and Domestic Violence allegations increasing from 7 to 9.



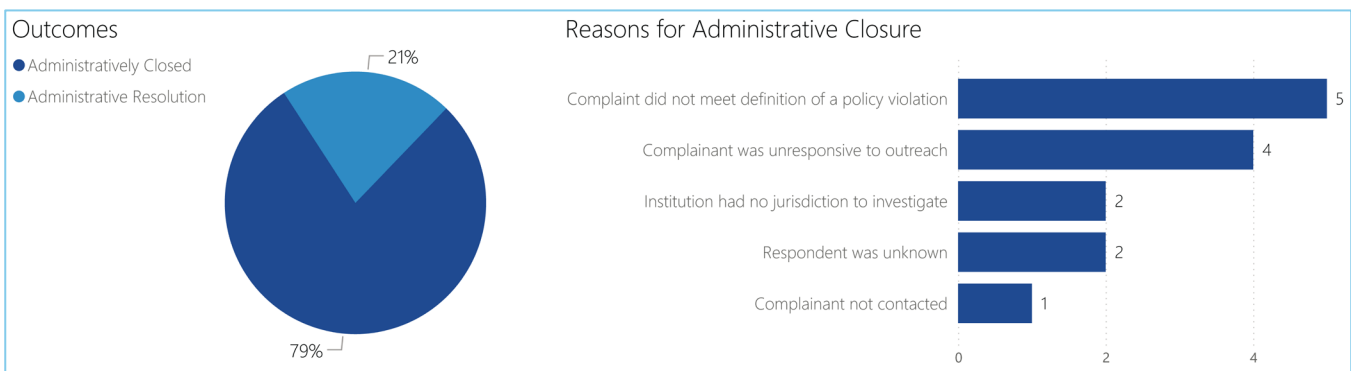
Across all allegation types, reports peaked in May and June 2025, marking the highest monthly totals of the academic year.



Case Resolution

There were several ways in which cases could be closed or adjudicated, with Complainants playing an essential role in determining how each matter proceeded. A majority of Respondent case files were closed for the following reasons:

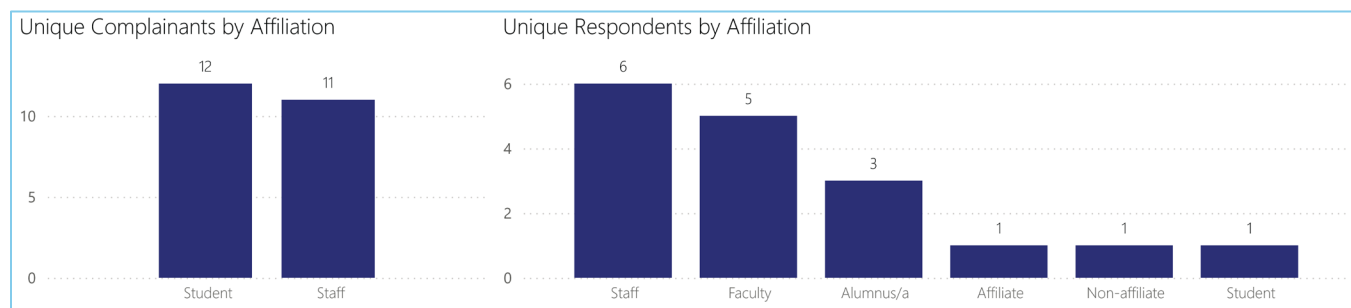
- Complaint did not meet definition of a policy violation (5)
- The Complainant was unresponsive to outreach (4);
- The Respondent was unknown (2); or
- Other cases were administratively closed following a referral to another University office.



Although a number of reports were administratively closed, each Complainant received outreach and resources, and the office may have engaged with the individual’s department, supervisor department, supervisor, or other relevant party to address the concerns. One case was resolved through Informal Resolution, and as of this date, 6 cases remain open.

Involved Parties

Across these cases, there were 17 unique, identified Respondents, and 23 unique, identified Complainants. Most identified Respondents were staff (35%) or faculty (29%). There were an additional 17 Respondents whose identities



were unknown or undisclosed. All identified Complainants were staff or students, though there were two additional Complainants whose identities were unknown or undisclosed.

Case Time Frame

Among all gender-based misconduct cases managed by the FSADDH Division, 55% were resolved within 60 days of receiving the allegation(s), and 68% of cases were resolved within 120 days.

Romantic and Sexual Relationship Policies

The Romantic and Sexual Relationship Policies (the “Relationship Policies”) prohibit faculty, staff, and graduate students holding positions of authority from engaging in romantic or sexual relationships with anyone over whom they have academic authority or supervisory capacity. Each of the Relationship Policies can be found here: <https://institutionalequity.columbia.edu/content/policies>. During the 2024–2025 academic year, the Division managed 8 cases involving alleged violations of Columbia’s Relationship Policies. When the Division received a report that the Relationship Policies may have been violated, the Office provided the student or employee over whom the Respondent had academic or supervisory authority an opportunity to share their perspective with the Division regarding the relationship. The student or employee was not accused of violating the Policy. They were considered a Complainant or a witness in the case of a potential Relationship Policy violation by the faculty member or other employee holding authority. The cases were resolved in the following manner: 2 cases were administratively closed, 1 case was resolved through an administrative resolution, and 1 Formal Investigation was closed with a finding of not responsible. As of August 16, 2025, 4 cases from the 2024-2025 academic year remain open.

Discrimination & Discriminatory Harassment

National Origin and Religion Protected Classes

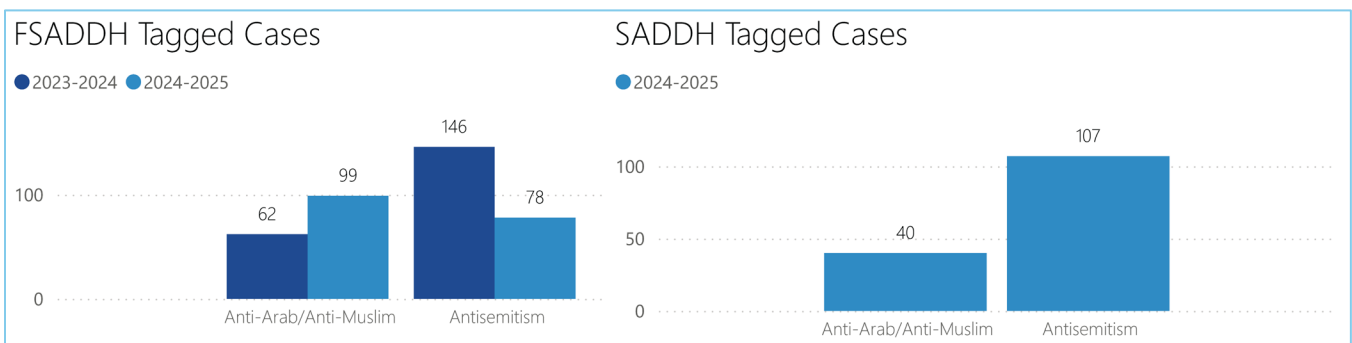
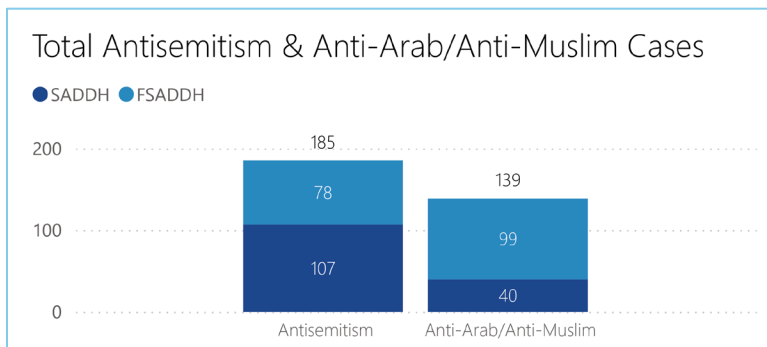
In the 2023-2024 academic year, Columbia University experienced a significant increase in cases alleging discrimination or discriminatory harassment based on National Origin, Religion or Creed, particularly following the events of October 7, 2023. This trend continued through 2024-2025; however, OIE was better equipped to capture, analyze, and respond to these reports due to expanded staffing, new and revised policies, and the creation of the SADDH Division.

Consistent with OIE’s commitment to transparency and to better understanding campus climate, this report provides a more detailed breakdown within the National Origin, Religion or Creed protected class categories. Specifically, OIE identified and tracked allegations that involved Antisemitism, Anti-Arab, Anti-Muslim, Anti-Palestinian, and Islamophobia.

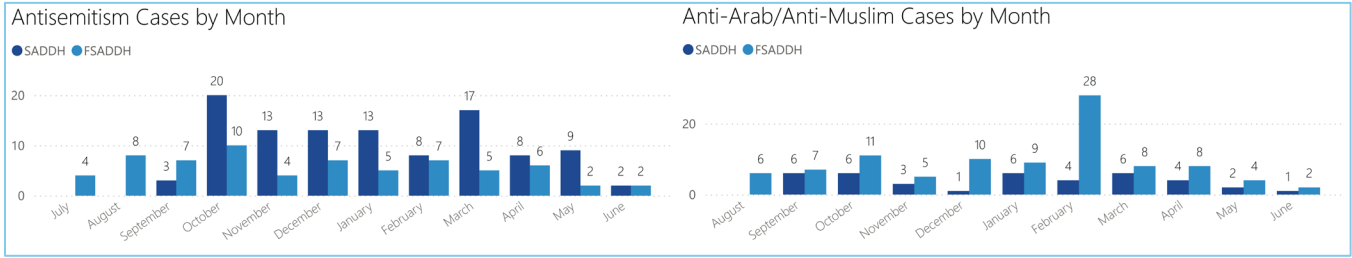
To achieve this, OIE implemented internal tagging mechanisms in its case management system to flag allegations that may involve these forms of discrimination. This level of specificity is not typically available through standard protected class categorization, as such incidents are ordinarily classified under National Origin, Religion, Race, Color, or Creed. The data presented in this section offers a detailed breakdown of both allegations and cases related to these subcategories, providing greater insight into how the University is addressing complex and evolving concerns within the Columbia community.

Case & Allegation Overview

As an initial matter, during the 2024-2025 academic year, approximately 305 cases were tagged as involving Antisemitism or Anti-Arab, Anti-Muslim, Anti-Palestinian, or Islamophobia. Of these, roughly 55% were tagged as Antisemitism, 30% were tagged as Anti-Arab, Anti-Muslim, Anti-Palestinian, or Islamophobia, and 6% were tagged as involving all forms.



Of the 185 cases tagged for Antisemitism, the majority occurred in October 2024 and March 2025.



Cases alleging Anti-Arab, Anti-Muslim, Anti-Palestinian, or Islamophobia involving faculty and staff increased from 62 to 99, a 60% rise from the previous year. This increase is primarily attributable to 3 individual Respondents, who together accounted for 58 cases (59%). Excluding those 3 individuals, the number of such cases decreased slightly from 62 to 56.

These 305 tagged cases included a total of 546 allegations of discrimination and discriminatory harassment based on National Origin and 433 allegations based on Religion/ Creed.

- Within the SADDH Division, tagged cases accounted for 95% of all National Origin allegations and 99% of all Religion/Creed allegations.

Within the FSADDH Division, tagged cases accounted for 74% of all National Origin allegations and 85% of all Religion/Creed allegations.

Case Progression

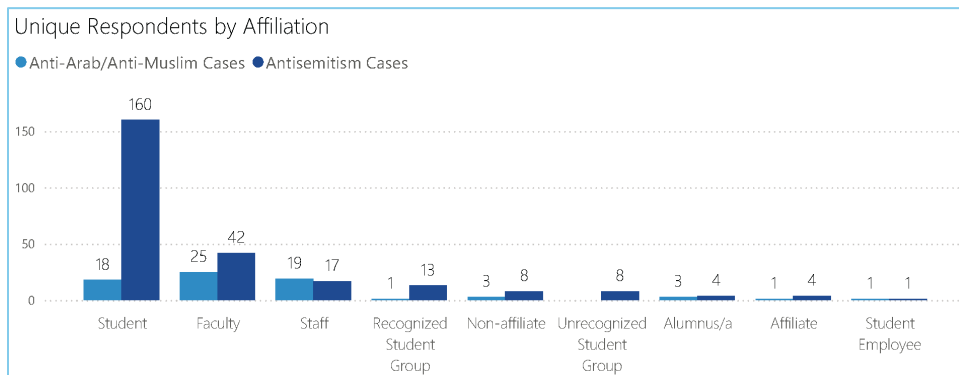
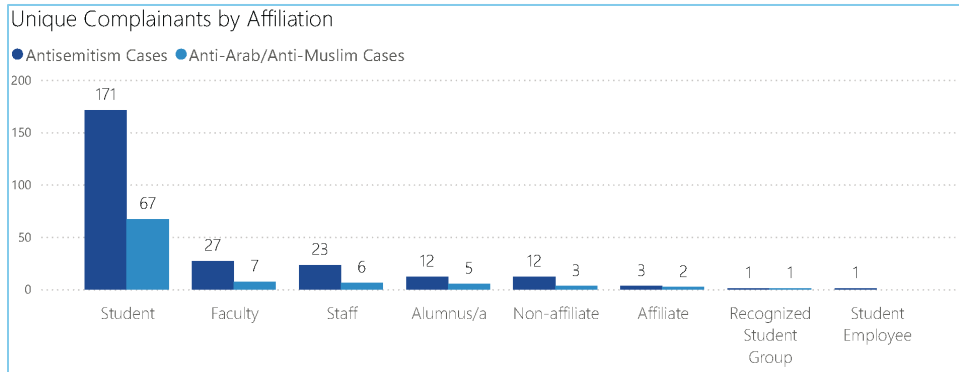
65% of Antisemitism cases and 71% of Anti-Arab/Anti-Muslim/Anti-Palestinian/Islamophobia cases were administratively closed. Notably, most cases were administratively closed because Complainants did not respond to OIE’s outreach. In many other cases, the complaint did not meet the definition of a policy violation, the Respondent was unknown, or the institution had no jurisdiction to investigate.



Cases that were not administratively closed resulted in the following resolutions: Educational Resolution (8), Administrative Resolution (32), or Formal Investigation (6).

Involved Parties

Across the 305 cases, there were 293 unique, identified Respondents, and 286 unique, identified Complainants. Among identified Respondents, the majority were students (59%), followed by faculty (18%), and Recognized Student Groups (5%). Unrecognized Student Groups accounted for 3% of identified Respondents. There were an additional 106 Respondents whose identities were unknown. Among identified Complainants, the majority were students (76%). There were an additional 46 Complainants whose identities were unknown.



OIE Education & Engagement

Overview & Highlights

Training and education efforts at Columbia University are coordinated by the University's Title IX Coordinator and the Director of Training and Education. These initiatives are designed to ensure that all members of the University community understand the policies and procedures governing community behaviors, as well as the federal, state, and local laws addressing discrimination and discriminatory harassment. Programs also provide clear guidance on conduct that aligns with, or violates, University policies. In collaboration with the Case Management Division, the Training and Education team delivers prevention programs, facilitates alternative resolution processes, and supports the reentry of students returning to the University following a period of separation.

Prevention

Preventive efforts include educating the Columbia community about University policies and procedures, and about conduct that complies with, or violates, laws and policies prohibiting discrimination and discriminatory harassment. These efforts are carried out through both in-person and online trainings to students, faculty, and staff.

Response

Response efforts include Policy Education, Mediation, and the facilitation of restorative processes designed to address behaviors and cultural dynamics that impact the Columbia community.

Re-Entry

Students separated from Columbia University as a result of disciplinary action are supported through the Support Program for Returning Students (SPRS). Administered by Case Management, SPRS provides structured guidance, resources, and individualized support to promote a successful and seamless reintegration into the University community.

Accomplishments

- Introduced new University-wide training modules to strengthen community understanding of University policies.
- Increased engagement and participation, expanding training to reach undergraduate, graduate, and pre-college populations.
- Expanded restorative practices capacity, including staff participation in a year-long advanced training program on restorative justice for addressing campus sexual harm.

Key Metrics

- 88,000+ Asynchronous Programmed Trainings
- 97% Student Participation
- 58,000+ Unique Participants
- 179+ Live In-Person and Online Programs and Interventions
- 18,000+ Participants in Live In-Person and Online Programs and Interventions

Training and Education Division

Overview

During the 2024-2025 academic year, the Training and Education Division developed and delivered a wide range of programs for the University community focused on relevant laws, University policies, and OIE's mission. Training topics included discrimination, discriminatory harassment, faculty and staff sexual harassment, faculty and staff gender-based misconduct, mandatory reporting obligations, policies on romantic and sexual relationships, and best practices for recruitment committees. In addition to formal training, the Division supported Informal Resolution processes by facilitating Mediation sessions, Restorative Justice circles, and individualized Policy Education Training. These efforts were delivered both online and in person, ensuring broad access and continued effectiveness across the Columbia community.

This work included:

- Asynchronous programming delivered through Enterprise Learning Management (ELM).
- Live online group programs for students, faculty and staff via Zoom.
- Live in-person mediations and restorative processes.
- Live online one-on-one educational interventions with faculty and staff via Zoom.

During the 2024-2025 academic year, asynchronous online programming was completed 83,989 times by 58,071 unique Columbia University personnel and contractors, including faculty, staff, researchers, librarians, and undergraduate and graduate student workers. Delivered primarily through ELM, these trainings and briefings included:

- Mandatory Anti-Discrimination and Discriminatory Harassment Policies and Procedures for Students Training Students (New).
- Mandatory Title VI Training for Columbia Employees (New).
- Anti-Discrimination and Discriminatory Harassment Policy and Procedures Training Students (New).
- Mandatory Title VI Training for Columbia Employees (New).
- New York Anti-Sexual Harassment Training 2024-2025 for Columbia Employees, and Contractors.

Notably, the Division expanded both their training offerings and its reach, introducing a new Anti- Discrimination and Discriminatory Harassment training for all University students, and extending training to include participants in pre-college programs.

Live In-Person and Online Programs

The Division also conducted 47 live in-person and online programs and educational interventions, reaching 659 faculty, staff, and students through a combination of individual education sessions, mediation sessions, restorative processes, and group facilitations. This represents an 81% increase from the 26 programs and interventions conducted in the prior year.

Mediations and Interventions

- 28 Departments/Schools
- 9 Mediations
- 23 Group Interventions
- 15 Individual Interventions

Title IX

Overview

Columbia University's Title IX Coordinator works to ensure a safe, welcoming and harassment-free environment for all members of the Columbia community. The Title IX Coordinator is responsible for ensuring that University policies and procedures are in compliance with Title IX, the federal law that prohibits sex discrimination in federally funded educational institutions. In addition, the Title IX Coordinator works to guarantee that Columbia's programs and classrooms remain accessible to all pregnant and parenting students. This includes supporting students experiencing pregnancy-related conditions and who may need accommodations, such as pregnancy, fertility treatments, termination of pregnancy, or medical conditions related to miscarriage.

The Title IX Coordinator, together with Title IX Investigators, provides training for University staff who interact with students and serve as mandated reporters of gender-based misconduct. The Title IX Coordinator also oversees annual training for Investigators, adjudicators, appellate officers, and first responders who play a critical role in the University's response to these cases.

Under New York State law governing sexual assault on campus, as well as Columbia's own requirements, new students, student leaders, and athletes must complete annual training on key issues related to gender-based misconduct. These sessions provide education on affirmative consent, reporting options and obligations, sexual assault, dating and domestic violence, stalking, sexual exploitation, and gender-based and sexual harassment. The Title IX Coordinator in collaboration with the Student Title IX Division conducted:

- 115 trainings for students, reaching over 17,895 participants.
- These trainings included 258 student athletes, 2,181 student leaders, and 10,295 graduate students.
- 17 trainings for staff and faculty on mandated reporting obligations, sexual harassment in academic settings, and workplace harassment.

The Title IX Coordinator also continued to participate in town hall meetings with students, faculty, and staff to address issues related to reporting sexual harassment, as well as concerns regarding the risk of retaliation.

Accommodations for Pregnant Students

The Division supports pregnant students in arranging reasonable accommodations, working in collaboration with faculty and academic advisors to ensure full participation in their academic programs.

Reasonable accommodations are designed to help students maintain their educational plans without fundamentally altering the nature of academic programs or requirements. Common examples include adjustments to assignment or exam dates, excused absences for medical appointments, medical leaves of absence, or taking an incomplete in a class with the opportunity to complete the work at a later date.

Reasonable accommodations are assessed on a case-by-case basis by Title IX staff in coordination with the student's Dean of Students or other student life staff, taking into account the student's individual circumstances, medical documentation of what is medically necessary, and the academic context in which the accommodation is sought. During the 2024-2025 academic year, the Title IX Coordinator facilitated 89 pregnancy accommodation requests.

Protection of Minors

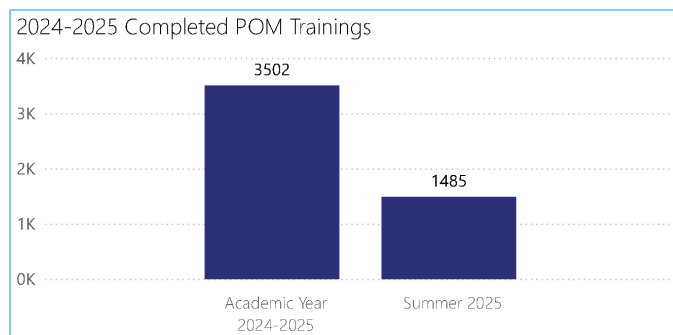
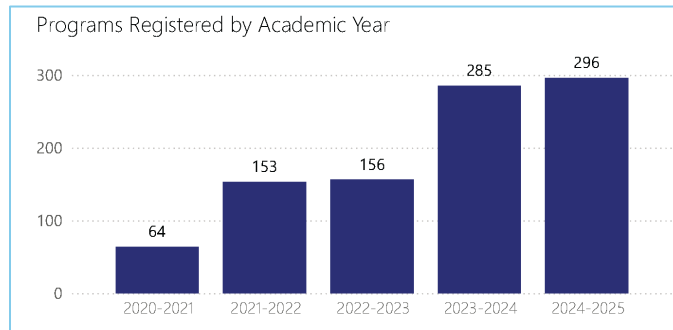
Columbia welcomes minors to our campus every day as participants in academic programs and activities, research laboratories, athletic programs, summer camps, the (K-8) School at Columbia University, medical clinics and practices, and affiliated childcare centers. The Division of Protection of Minors (POM) ensures that all individuals involved in these programs uphold the highest standards of conduct and comply with all University policies when interacting with minors. The Division’s responsibilities include registering all programs involving minors, providing required training for individuals working with minors, and ensuring compliance with mandatory reporting obligations related to suspected abuse and maltreatment.

Program Registrations & Compliance

During the 2024–2025 academic year, a total of 296 programs involving minors were registered with the Division, marking a continued upward trend from previous years. Of these programs, 93 were newly established and 203 were returning programs. Collectively, these initiatives engaged an estimated 25,000+ minors, the highest number recorded to date, reflecting a significant increase in participation and underscoring Columbia’s growing role in programs that serve youth.

Training completion also remained strong, with a total of 4,822 unique individuals completing the Protection of Minors Boundaries and/or Duty to Report training through ELM.

The Executive Director for the Protection of Minors also conducted several in-person trainings, including:



- Sexual Violence Response (The School at Columbia, Columbia Scholastic Press Association, The School for Professional Studies, Mailman School of Public Health Environmental Health Sciences, Tomkins Hall Nursery and Child Care, Parents of Cubs Camps/Little Lions kids)
- Consent/Title IX Training for Summer High School Programs
- Protection of Minors Boundaries and Duties (Public Safety)

Equal Opportunity Compliance & Recruitment

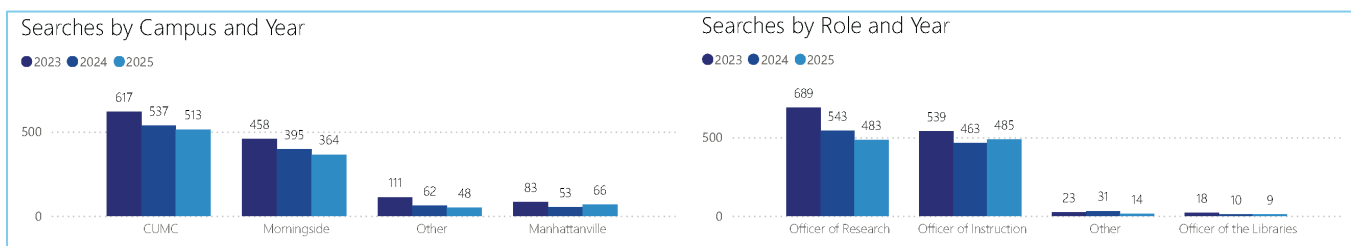
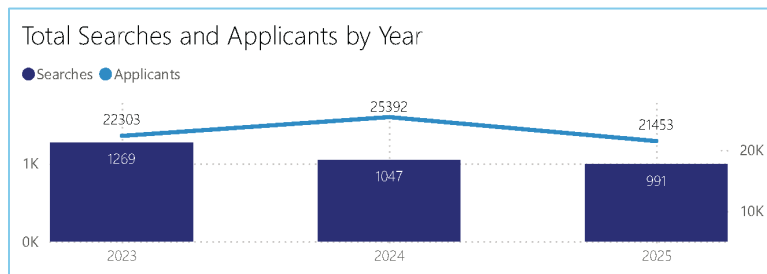
Overview

The Equal Opportunity Compliance and Recruitment (EOCR) Division partners with schools, departments, and programs to achieve the University-wide goal of attracting, recruiting, and supporting faculty and staff. The Division assists hiring units in developing hiring plans; equips search committees with tools and resources; and provides guidance on applicant evaluation and interview metrics.

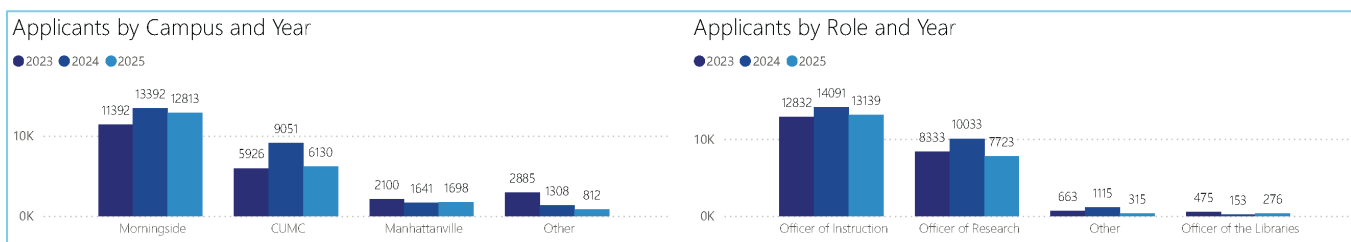
It also works with departments to strengthen candidate pipelines and expand outreach efforts. The Division is also responsible for the Academic Search and Recruiting (ASR) system, ensuring consistency, transparency, and compliance across academic hiring processes.

ASR Searches & Applicants

During the 2024–2025 academic year, the total number of searches conducted in the ASR decreased 5%, to 991 searches, continuing a downward trend from 1,047 in 2024 and 1,269 in 2023. Applicant volume also decreased 16%, to 21,453 applications, following a peak of 25,392 the prior year. CUMC and Morningside remained the most active campuses for searches, though both experienced modest declines. By role, searches for Officers of Research, Officers of the Libraries, and other positions decreased, while searches for Officers of Instruction rose slightly from 463 to 485, indicating sustained demand in instructional positions. This overall decrease in searches reflects reductions in research budgets across the University.



Applicant patterns generally reflected the distribution of search activity, with Officers of Instruction attracting the highest number of applicants (13,139), followed by Officers of Research (7,723). However, when measured by average applicants per search, most roles and campuses experienced declines. Officers of Instruction dropped from 30 to 27 applicants per search, and Officers of Research declined from 18 to 16. The notable exception was Officers of the



Libraries, where the average more than doubled, from 15 to 31 applicants per search. Among campuses, Morningside experienced a modest increase in applicants per search, while CUIMC, Manhattanville, and other locations all saw decreases. These shifts indicate a slight reduction in applicant interest relative to the number of available opportunities.

Additional Engagement

Web-based trainings, lunch-and-learn sessions, and drop-in workshops were offered to support ASR users, ensuring consistent guidance across schools and departments. Enhancements to the system included the addition of the Pay/Salary Grade field and the Pay Transparency Statement, aligning with compliance requirements. The site was also upgraded to automatically cross-post job postings to Circa Jobs (DiversityJobs.com). In addition, short-form instructional videos were introduced for ASR users to provide quick, on-demand support. Collectively, these efforts streamlined processes for departments and significantly improved access and transparency for applicants.

EOCR also hosted a series of professional development sessions that covered the following topics:

- Identifying and Remediating Illegal Discrimination: A Resource Guide.
- Dignity, Discrimination and the Limits of Free Speech.
- Psychological Safety in the Workplace.
- Sexual Harassment: A Closer Look at Trends on Campus.
- What's next? HERC's Resources and Support of Our Collective Mission.
- The Future of OFCCP & Implications for Higher Education.

In the upcoming year, EOCR will complete several key projects, including:

- Integrating background checks within ASR.
- Building a database of archival academic hiring data, including standard search and evaluation procedures.
- Publish an updated ASR user training.

MNYSC HERC

In 2024–2025, MNYSC HERC continued to deliver strong value to its 31 institutional members through consistent engagement, strategic programming, and targeted outreach. Member support included monthly e-newsletters, customized information sessions, and quarterly recruitment campaigns designed to strengthen membership retention and growth. To address rising technology costs, a modest dues increase was implemented, while the region maintained a healthy carry-forward balance and operated within budget.

MNYSC HERC continued its outreach to job seekers and community organizations by participating in a wide range of career fairs, including RecruitMilitary Virtual Fairs, EOP STEM, Columbia's School for Professional Studies Career Fairs, and the Public Health and Graduate School Consortium events. The Division also supported HERC's national pilot of Branded Virtual Career Fairs by marketing the event to members and job seekers and assisting regional members with event preparation. Ongoing job seeker outreach campaigns connected community-based organizations to the HERCJobs website, expanding access to its resources and national job board. In addition, the Director led informational sessions for NYC's Access VR organization, served as a panelist for three United Spinal Workforce Readiness programs, and appeared on a national podcast hosted by Our Ability's CEO to promote disability inclusion and accessibility in higher education hiring. Collectively, these efforts demonstrate the consortium's sustained commitment to inclusive workforce development and increased visibility for HERC's mission and resources.

Looking ahead to 2025–2026, MNYSC HERC will continue to strengthen strategic engagement with both current and prospective members by implementing personalized outreach, offering value-driven programming, and developing new communications that clearly convey the benefits of membership. The Regional Executive Committee will be engaged more actively in recruitment and programming efforts, creating additional opportunities for collaboration and leadership. Programming will remain focused on timely and relevant topics including legal compliance, inclusive hiring, and emerging workplace trends while continuing regional collaboration through the East Coast Collective series. MNYSC HERC will also deepen partnerships with community-based organizations by co-hosting workshops and expanding access points for job seekers. Finally, MNYSC HERC remains committed to ongoing professional development and policy monitoring to position HERC as a trusted resource for recruitment and retention across higher education.

Continuing Commitments

The 2024-2025 academic year marked meaningful progress in strengthening Columbia University’s capacity to ensure a learning, living, and working environment free from unlawful discrimination and discriminatory harassment. Expanded staffing, enhanced training, clearer procedures, and improved operational efficiencies have defined OIE’s inaugural year.

In the coming year, the OIE will remain focused on the following priorities:

- Hire Title VI and Title VII Coordinators.
- Ensure that all parties engaged with our office receive supportive measures through Case Management.
- Further reduce resolution time frames.
- Revise existing policies and procedures, based on changes to federal, state, and local laws.
- Expand the use of data and data-informed decision-making to track trends, identify areas for improvement, and guide institutional compliance.
- Evaluate the impact of new staffing and procedural changes.
- Streamline and expand the Protection of Minors, registration, and compliance across the University.
- Increase community involvement through proactive engagement opportunities.
- Pilot a Restorative Justice Program for faculty, staff, and students.

These priorities reflect OIE’s ongoing commitment to fostering a University environment where all members of the Columbia community can learn, live, and work free from discrimination and discriminatory harassment.



COLUMBIA UNIVERSITY

Office of Institutional Equity