EOAA opened an office on the Duluth campus in April 2018. The EOAA-Duluth office responds to reports of discrimination, harassment, nepotism, sexual misconduct (including sexual harassment, sexual assault, stalking, and relationship violence) and related retaliation through investigation, informal problem-solving, and education related to the Duluth campus. This is EOAA-Duluth’s first annual report.

Reports to EOAA Duluth
During Fiscal Year 2019 (July 1, 2018-June 30, 2019), EOAA-Duluth opened 51 cases relating to the Duluth campus. In some cases, a complainant reported more than one type of misconduct (for example, one case might include a report of sexual harassment and race discrimination). EOAA-Duluth’s 51 cases in FY 2019 included 57 reports of misconduct. Figure 1 shows the types of reports of misconduct that were reported to EOAA-Duluth.

Reports Related to Employment
EOAA opened 40 cases related to employment discrimination reports on the Duluth campus in FY 2019 as reflected in Figure 2. In addition, EOAA-Duluth consulted on four nepotism situations during FY 2019.

EOAA conducted formal investigations in six of these cases and found policy violations in four cases. In 26 cases, EOAA engaged in informal problem solving to address the concerns that were raised. EOAA also consulted on matters that did not result in either a formal investigation or an informal problem solving process. In some cases, a complainant expressed concerns to EOAA without sharing sufficient details about the allegations or the identity of the respondent for EOAA to take any action beyond providing information and resources to the complainant.
Reports of Sexual Misconduct Related to Employment

EOAA-Duluth opened 11 cases related to sexual misconduct in employment in FY 2019. In all of these cases, the complainant alleged that the respondent engaged in sexual harassment, and not in any other form of sexual misconduct.

In five cases, the respondent held a faculty role. In none of these five cases were the complainants students.

EOAA-Duluth engaged in informal problem solving processes for the majority of sexual misconduct cases related to employment. EOAA-Duluth conducted formal investigations in three cases, and found that the respondent violated the University’s sexual misconduct policies in two cases. In both cases, the University took action responsive to the report and investigation findings. In both cases, the respondent received discipline and is still affiliated with the University. See Figure 3.

Reports of Sexual Misconduct Related to Students

On the Duluth campus, reports of sexual misconduct involving students are directed to the Office of Student Conduct and Conflict Resolution (OSCCR). That office only forwards to EOAA those cases in which the complainant indicates that they are interested in pursuing a formal investigation. OSCCR received 30 reports of sexual misconduct in FY 2019. Of those, seven complainants indicated that they were interested in pursuing a formal investigation and so were forwarded to EOAA-Duluth.

Ultimately, five complainants elected to pursue formal investigations against students alleged to have engaged in sexual misconduct. In three cases, the complainant alleged sexual assault and in two cases, the complainant alleged stalking.

EOAA-Duluth found that the student respondent violated policy in three cases. After all opportunities for review and appeal were exhausted, during which new evidence could be presented, violations of policy were found in four cases. In one of these cases, new evidence that EOAA-Duluth had not considered was presented at the time of the formal hearing. The students in each of these cases received suspensions as sanctions. See Figure 4.