



**INSTITUTE
DISCRIMINATION
AND HARASSMENT
RESPONSE OFFICE**

ANNUAL REPORT
2021-2022 Academic Year



**INSTITUTE DISCRIMINATION &
HARASSMENT RESPONSE OFFICE**

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OUR OFFICE

DIRECTOR'S MESSAGE

Dear Members of the MIT Community,

Welcome to the 2022-23 school year! I look forward to a year back on campus, meeting new community members and connecting with those returning to campus.

The 2021-22 academic year was IDHR's first full year providing Adaptable Resolution pathways, an alternative to the investigation process. Adaptable Resolution enables us to help the MIT community repair harm through services such as conflict coaching, restorative dialogues, mediation, and negotiated resolutions. Through this pathway, we educate community members about restorative justice and accountability as well as provide supportive measures to those who have been harmed. The response to Adaptable Resolution has been positive and we plan on partnering with more offices to build more community members' skills in restorative practices.

We have also been exploring ways to make our annual report data easier to review. Thanks to our partnership with Institutional Research, we are on track to release an interactive, sortable data dashboard in the next academic year.

IDHR's Education Team was busy bringing new and improved trainings to different sectors of the community. The team rolled out the Promoting Inclusive Environments (PIE) workshops to lab groups in Biological Engineering. 100% of participants who completed a post-training survey agreed the workshop increased their knowledge about ways to make their community more welcoming and inclusive. The Education Team also launched "booster" sexual assault prevention courses for seniors. The class of 2022 was laudably the first student cohort to complete annual "booster" trainings on this topic throughout their four years at MIT.

As MIT fully returned to campus and an in-person environment for the first time since the pandemic began, the number of reports to IDHR understandably increased. We continue to identify staffing needs to manage the increasing volume of cases. To assist with education and outreach, we added a second Education Specialist, Simi Ogunsanwo, who has since been promoted to Manager of Prevention Education & Outreach; a Communications Coordinator, Vera Grbic, who will work on a communication plan and outreach material; and another Investigator, Justine Plaut, to increase our capacity to investigate employee cases. Jamie Sinetar, who has been with the office since 2015, has moved on to new opportunities, and Meg Chuhnan, who was previously with VPR, has stepped into the role.

As I reflect on the 2021-22 academic year, I am heartened IDHR was able to provide new and needed resources to those in our community. Looking forward to the year ahead, I hope to see MIT members who prioritize equity and accountability, and where all of us welcome personal and community growth and change. As always, our door remains open to your ideas, questions, and concerns. I wish you all success!



Sarah

Vision

The Institute Discrimination & Harassment Response Office (IDHR) envisions an MIT community that prioritizes mutual respect, equity, inclusivity, and accountability where all members recognize the impact of their behavior on others with a willingness to grow and change.

Mission

The IDHR Office is a resource for the entire MIT community for concerns related to discrimination, and discriminatory harassment, including for sexual misconduct under Title IX federal regulations.

IDHR strives to reduce the prevalence and impact of discrimination and discriminatory harassment by providing for all MIT community members, including students, faculty, and staff:

- engaging **educational opportunities**,
- information about **resources**,
- **supportive measures**, including academic, workplace, and housing modifications,
- tracking and reporting **patterns and trends**,
- and **complaint resolution pathways** that include **restorative and investigative** processes.

Our Team



Sarah Rankin
Director & Title IX Coordinator



Meg Chuhran
Manager of Office Operations
and Case Management



Simi Ogunsanwo
Manager of Prevention
Education & Outreach



Vera Grbic
Communications Coordinator



Katharine Harvey
Case Data Strategist



Catherine Barrett
Administrative Assistant

Resolution Processes Team:



Moriah Silver
Manager of Investigations



Justine Plaut
Employee Investigator



Courtney Wilson
Investigator



Nina Harris
Restorative Resolutions
Coordinator

Our Model

Providing engaging, relevant, and informative trainings and workshops.



Providing appropriate supportive measures to individuals to ensure equal access to education and work.

Providing the community with regular updates about relevant patterns and trends at MIT.

Providing mechanisms for resolution of discrimination and discriminatory harassment.



Deputy Title IX Coordinators

For concerns specifically related to gender-based discrimination (including sexual harassment, sexual assault, intimate partner violence, and stalking), there are designated community members with whom you may feel more comfortable discussing your experience.

Deputy Title IX Coordinators are trained staff members who are knowledgeable about resources and reporting options available to employees and students at MIT, specifically regarding concerns of gender-based discrimination. The Deputy Title IX Coordinators are available to receive reports alleging violations of the Institute's policy on sexual harassment, sexual assault, intimate partner violence, and stalking.

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OPENNESS RESPECT

+ BELONGING COMMUNITY

OVERVIEW OF INCIDENT DATA

...ion the open sharing of
...nd ideas.

...nourished by
...cherish

We strive to make our community a humane and welcoming place where people from a diverse range of backgrounds can grow and thrive—and where we all feel that we belong.

We know that attending to our own and each other's wellbeing in mind, body, and spirit is essential. We believe that decency, kindness, respect, and compassion for each other as human beings are signs of strength.

Valuing potential over pedigree, we know that talent and good ideas can come from anywhere—and we value one another's contributions in every role.

...parent and
...ner's trust—and
...r ourselves to face
...ts, speak plainly about
... in our systems, and work
...vercome them.

We take special care not to overlook bad behavior or disrespect on the grounds of great accomplishment, talent, or power.

Together we possess uncommon strengths, and we shoulder the responsibility to use them with wisdom and care for both the natural world.

...ng
...earless
...ssumptions,
... from others.

Definitions & Terms*

Note: in the previous annual report, we used “informal resolution” to signify an alternative dispute resolution to the investigative process of Formal Complaints. While the process is remaining the same, we have changed the terminology: IDHR is now using the term “Adaptable Resolution” to signify an alternative pathway to resolving Formal Complaints. See definitions of Formal Complaint Process, Adaptable Resolution, and Investigative Process below.

Gender-Based or Sex-Based Discrimination: Discrimination based on an individual’s sex or gender (including discrimination on the basis of pregnancy). Under the umbrella of “Gender-Based or Sex-Based Discrimination” are the following terms.

Sexual Misconduct: A range of behaviors including non-consensual penetration, non-consensual contact and sexual exploitation.

Non-Consensual Penetration: The sexual penetration or attempted sexual penetration of any bodily opening with any object or body part without effective consent.

Non-Consensual Contact: Any physical contact with another person of a sexual nature without effective consent, including touching someone’s intimate parts (such as genitalia, groin, breast, or buttocks, either over or under clothing); touching a person with one’s own intimate parts; or forcing a person to touch another’s intimate parts.

Exploitation: Taking sexual advantage of another person including:

- Providing alcohol or other drugs to someone without that person’s knowledge, or unreasonably pressuring the person to consume alcohol or drugs, with the purpose of causing incapacitation in order for one to take sexual advantage of the person.
- Recording, photographing, transmitting, or allowing another to view images of private sexual activity and/or the intimate parts of another person without effective consent.
- Allowing third parties to observe private sexual acts without effective consent.
- Voyeurism, including by electronic means.
- Indecent exposure.
- Knowingly or recklessly exposing another person to a significant risk of sexually transmitted infection, including HIV, without their knowledge.

Sexual Misconduct: Other: This category is used when the IDHR Office does not have enough information to categorize the incident in the above-mentioned categories.

Intimate Partner Violence: Actual or threatened physical violence, intimidation, or other forms of physical or sexual abuse that would cause a reasonable person to fear harm to self or others

Stalking: More than one instance of unwanted attention, harassment, physical or verbal contact, use of threatening words and/or conduct, or any other course of conduct directed at an individual that could be reasonably regarded as alarming or likely to place that individual in fear of harm or injury.

Sexual Harassment: Unwelcome conduct of a sexual nature when submission is a condition of employment or academic standing; or such conduct has the purpose or effect of unreasonably interfering with an individual’s working conditions, academic experience, or living conditions; or of creating a hostile working, academic, or living environment.

Other Gender-Based Discrimination: Discrimination on the basis of gender not described above.

Title IX: Other: Reports where it is unclear if alleged behavior or conduct was based on gender (e.g., loud arguments reported by concerned neighbors as possible domestic violence).

Discrimination & Discriminatory Harassment: Discrimination based on a protected identity, including race, color, sexual orientation, religion, disability, age, genetic information, veteran status, or national or ethnic origin. It does not include discrimination on the basis of gender or sex

Discrimination & Discriminatory Harassment: Other: Incidents reported that did not contain sufficient information to be categorized under another category of protected class.

Retaliation (not based on a protected class): Any adverse action, harassment, threats, or other conduct that would discourage a reasonable person from making a report or participating in a complaint review process.

Harassment (not based on a protected class): Unwelcome conduct of a verbal, nonverbal or physical nature that is sufficiently severe or pervasive to create a work or academic environment that a reasonable person would consider intimidating, hostile or abusive and that adversely affects an individual’s educational, work, or living environment.

Definitions & Terms continued*

Physical Assault: Violence of any nature against any person; fighting; assault; battery; the use of a knife, gun, or other weapon; restraining or transporting someone against their will; or any action that threatens or endangers the physical health or safety of any person or causes reasonable apprehension of such harm.

Climate Concern (not based on a protected class): Concern over a pervasive aspect of a social, academic, work or institutional environment that is felt to be detrimental to the well-being of the community. In such instances, there may not be a singular person responsible for this dynamic, and frequently this is the case. Nevertheless, harm is being done and when such issues are raised to IDHR, this is how they are categorized as we work with our community partners to respond to these concerns.

Other Inappropriate Conduct: Concerns received that do not meet the definitions of discrimination, discriminatory harassment (including sexual misconduct) or the categories above. For example, a situation in which a supervisor is bullying or demeaning a supervisee based on characteristics not protected under MIT's nondiscrimination policy.

Employee: Faculty members, senior research scientists, senior research engineers, senior research associates, staff members, and postdoctoral scholars.

Student: Students enrolled for undergraduate degree programs, graduate degree programs, and visiting students.

Incident Report/Case: When the IDHR Office is notified of a situation via our online reporting form, the MIT Hotline, email, phone, referral, or via a responsible employee. Not all incident reports result in the formal complaint process. "Reporting an Incident" simply means letting the IDHR Office know something has occurred. The data compiled for this report includes all incidents shared with the IDHR Office in the 2021-2022 academic year.

Respondent: The individual(s) accused of violating an MIT policy.

Complainant: The individual(s) reporting an alleged MIT policy violation.

Incident Context: In addition to the location of incidents, IDHR tracks the context in which an incident occurred. The location and context may differ for a variety of reasons. For example:

- A report of misgendering occurring during an off-campus dinner that was not affiliated with MIT would be classified as an incident outside of the MIT academic environment or workplace. However, if the off-campus dinner was sponsored by an academic department, the context would be recorded as MIT academic environment or workplace.
- A report of misgendering occurring during a lab meeting would be considered an incident in an MIT academic environment or workplace.

Case Trajectory: Sections of the annual report will elaborate on how incidents were addressed when the IDHR Office was notified.

Information About Rights, Resources, & Resolution Options:

The 3Rs; the IDHR Office is contacted by or connected to many individuals who would like information about support resources and reporting options but do not want additional action taken at this time. This may also include anonymous reports that the IDHR Office was unable to follow up on.

Initial Assessment: An in-depth assessment, completed by the IDHR Investigations team to ascertain whether there are sufficient grounds to proceed with the formal resolution process, be it through the Adaptable or Investigation pathways. Assuming everything in the report is true, the initial assessment seeks to determine if the reported behavior would violate a policy. Participation in an Initial Assessment does not guarantee or require participation in a Formal Complaint Process.

Formal Complaint Process: An umbrella term to describe the two available resolution process options. The two options are an Adaptable Resolution or an Investigation Process. This is a terminal process, meaning that once the formal complaint process has been completed, the case cannot be re-opened.

Adaptable Resolution: One of the formal complaint pathways the Complainant can request to meaningfully address the harm they have experienced. Adaptable Resolution may take the form of mediation, restorative justice conferencing, or negotiated resolutions. To proceed with this resolution pathway, all involved parties (Complainant, Respondent & IDHR/MIT) must voluntarily consent to participating in this process. Supportive measures including housing, workplace, and academic modifications may also be utilized. Adaptable Resolutions may be facilitated by the IDHR Office directly or in consultation with the IDHR Office. This is what HR & Federal TIX procedures refer to as "Informal Resolution."

Investigative Process: The Investigative Process is a formal complaint pathway that can be initiated to determine whether an MIT policy was violated. The process includes investigation, adjudication, and sanctioning, if appropriate. Supportive measures including housing, workplace, and academic modifications may be utilized concurrently. For more information about current formal complaint processes, please visit the IDHR Office's website.

Supportive Measures: Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties. Supportive measures may be offered, as appropriate, to either or both the Complainant or Respondent prior to an investigation or while an investigation is pending. They are provided to restore or preserve access to the Institute's education program or activity, including measures designed to protect the safety of all parties or the Institute's educational environment, and/or deter discriminatory harassment, discrimination, and/or retaliation. These actions may include, but are not limited to: safety planning, housing alterations, visa and immigration assistance, workplace and academic accommodations, conflict coaching and no-contact orders. The Complainant may also request informal remedies such as an educational conversation, educational workshop, notice to the community, or a DLC assessment. These may be facilitated by the IDHR Office or in consultation with the IDHR Office. Informal resolutions are also offered by HR.

HR/OSCCS Referral: There may be times when an incident reported to our office does not fit under our scope and jurisdiction and may be referred to Human Resources (HR) or the Office of Student Conduct and Community Standards (OSCCS) (e.g. an employee reports that their supervisor is not permitting them to utilize sick or personal leave or a student reports that a member of their residence hall was disruptive and damaged the floor lounge).

Complaint Withdrawn: If at any point in the formal complaint process the Complainant decides that they do not wish to continue moving forward with the process, they may choose to withdraw their complaint. In this event any other supportive measure requests will be met and the case will be closed. In the event the IDHR Office judges the complaint to be of serious enough consequence for the wider MIT community and there is enough information for the case to be resolved, IDHR will conclude the case as an Administrative Complaint.

Administrative Complaint: A complaint submitted by the IDHR Office when: (1) a concern judged by IDHR to warrant investigation is raised about an MIT staff member or faculty member by a non-MIT community member who cannot submit a complaint under P&P, Section 9.8, or (2) the individual who was allegedly subjected to the reported conduct does not want to file a Formal Complaint, but, in the judgment of the IDHR Office, the concern warrants investigation.

** Summarized definitions are based on Institute Policies. Complete policies and definitions can be found at idhr.mit.edu.*





IDHR Preliminary Review of All Reports

When the IDHR Office receives an anonymous report, the Institute may be limited in its ability to respond. However, each anonymous report is assessed to determine if follow up with a named person or DLC is appropriate and possible while maintaining the reporting parties' request for anonymity.

The IDHR Office will, where possible, initiate at least one of three responses:

1. Supportive measures;
2. An Adaptable Resolution; or
3. A Formal Complaint process, including an investigation and resolution.

The IDHR Office will consult with the Complainant, where possible, to determine whether the Complainant prefers a Supportive Measures response, an Adaptable Resolution, or the Formal Complaint process.

Tracking Patterns of Repeated Concern

One of the benefits of IDHR, which is a centralized office, is the ability to track a pattern of repeated concerns about the same individual or same environment. The IDHR Office utilizes a database to help identify such patterns of conduct and will work closely with community partners to gather relevant information they have when reviewing reports. For an employee, this preliminary review could include consulting with a DLC to review past concerns raised, performance reviews, grading trends, or course evaluations to inform the decision on appropriate next steps. For a student, this could include consulting with the Office of Student Conduct and Community Standards or other Division of Student Life (DSL) staff to review past conduct concerns.

This preliminary review process enables IDHR, with the support of community partners in the DLCs or DSL to:

- identify early educational interventions for troubling conduct that does not yet rise to the level of a conduct policy violation
- identify situations involving repeat concerns that may require the formal complaint process (through an Administrative Complaint) to appropriately address the alleged behavior.

Administrative Complaint: Formal Complaint Initiated by the IDHR Office

Generally, a Formal Complaint is submitted by an individual Complainant, but the Formal Complaint process can also be initiated by an Administrative Complaint submitted by the IDHR Office when: (1) a concern is raised about an MIT staff member or faculty member by a non-MIT community member who cannot submit a complaint under P&P, Section 9.8, or (2) the individual who was allegedly subjected to the reported conduct does not want to file a Formal Complaint, but, in the judgment of the IDHR Office, the concern warrants investigation.

Examples of instances where the IDHR Office could initiate an Administrative Complaint where the impacted person was a non-MIT community member include, but are not limited to:

- An allegation that a faculty member engaged in sexual harassment at a conference and the impacted person was a student at another school;
- An allegation that a staff member engaged in racist conduct directed at a campus visitor; or
- An allegation that a current MIT employee engaged in serious misconduct against another MIT community member in the past while both were MIT community members, but the impacted person has since left MIT.

The IDHR Office considers many factors, in consultation with the impacted person(s) whenever possible, before initiating the formal complaint process over the impacted person's objection or without their permission. IDHR does not take this decision lightly and is very aware that each individual circumstance is unique and that each impacted person deserves to be respected and empowered. In determining whether to file an Administrative Complaint, IDHR will weigh a Complainant's request not to proceed with a Formal Complaint with MIT's commitment to provide a reasonably safe and non-discriminatory environment and will consider a range of factors, including:

- Whether there is a compelling risk to the health and/or safety of the Complainant and/or the community that may result from evidence of patterns of misconduct, predatory conduct, threats, abuse of minors, use of weapons and/or violence, or other factors.
- Whether other appropriate steps can be taken, without a Formal Complaint process, to eliminate the reported conduct, prevent its recurrence, and remedy its effects on the Complainant and/or the community. Those steps may include offering appropriate supportive measures and accommodations to the Complainant, providing targeted training or prevention programs, and/or providing or imposing other non-disciplinary remedies tailored to the circumstances as determined by the IDHR Office.
- The effect that non-participation by the Complainant may have on the availability of evidence and MIT's ability to pursue a Formal Complaint process fairly and effectively.
- Whether MIT is compelled to act on an allegation of employee misconduct irrespective of a Complainant's wishes.

See the [IDHR Office Investigation Guide, Section 5.3](#), to read this section in its entirety.

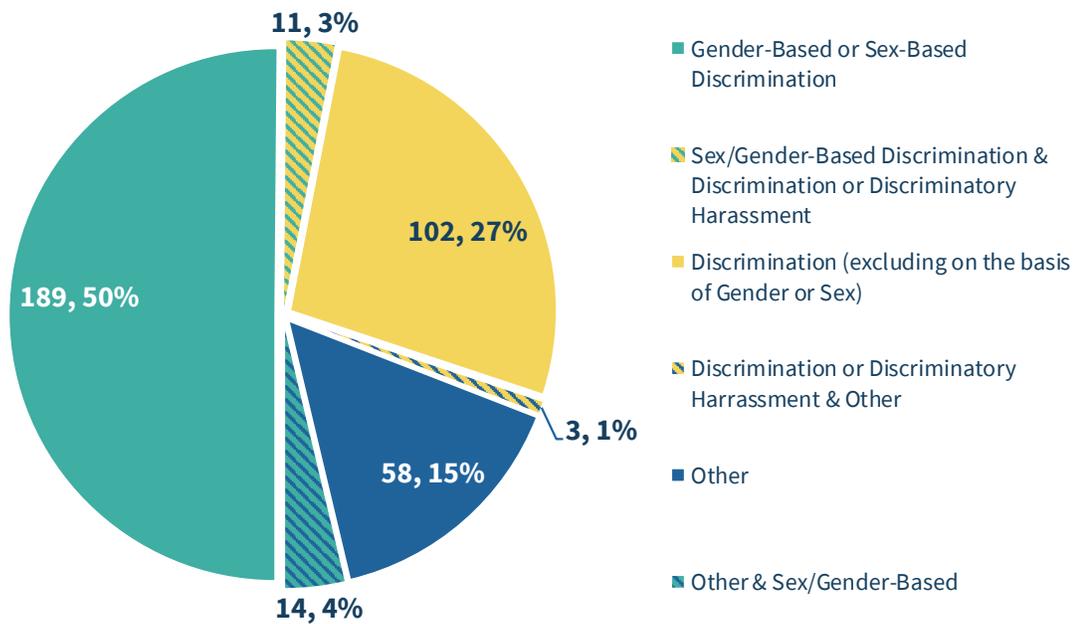


Total Reports to IDHR for 2021-2022 Academic Year

Our annual report has been updated this year to better reflect the changes in our expanded scope. This first section of the report represents all of the incidents that the IDHR Office was notified about through direct incident reports, responsible employees, and hr referrals, among other sources. In total, the IDHR Office received **377 incident reports** that are broken down into three broad categories:

1. Gender-Based or Sex-Based Discrimination;
2. Discrimination and Discriminatory Harassment (excluding sex or gender); and
3. Other forms of misconduct.

The shaded regions indicate the ways these categories overlap in the reports received by IDHR. It is not unusual for an incident to have multiple components, and recognizing these intersections is an important step in responding to these issues.



Changes in reports from the 2020-2021 Academic Year

29% increase in reports from the 2020-2021 Academic Year

47% Increase for Gender-Based or Sex-Based Discrimination Reports

13% Increase for Discrimination (Excluding on the Basis of Gender or Sex)

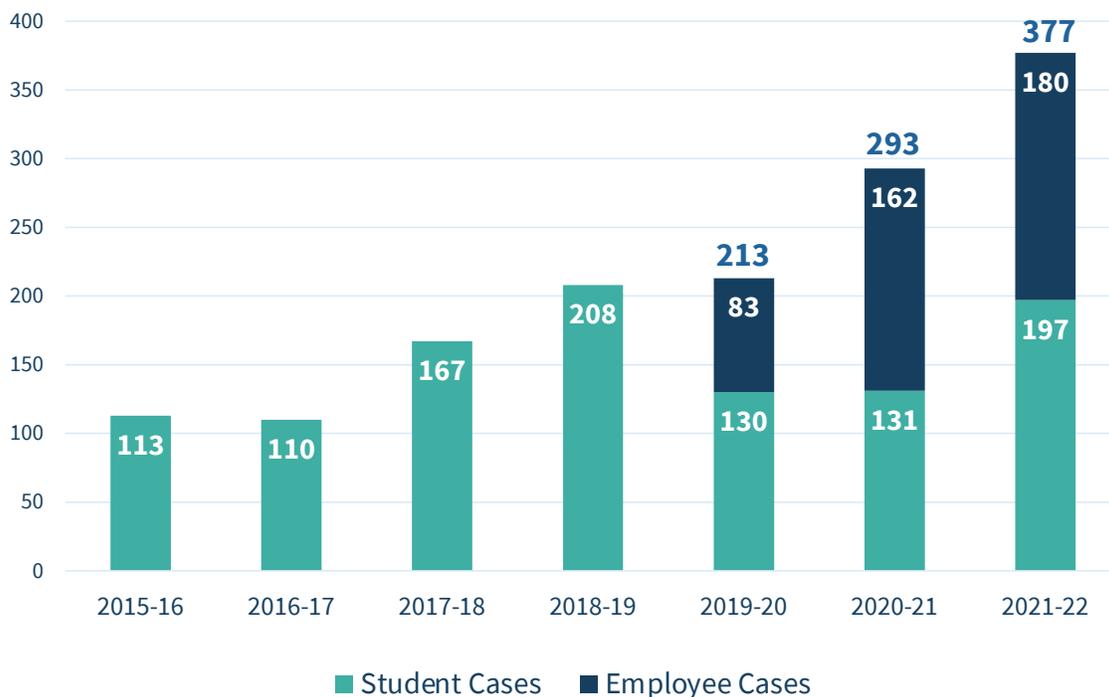
26% Increase for Other Misconduct



IDHR had a 29% increase in reports received this academic year in comparison to last year. We believe this is due to the return to campus after many people had been remote for part of the previous year and increased education and outreach about IDHR as a resource.

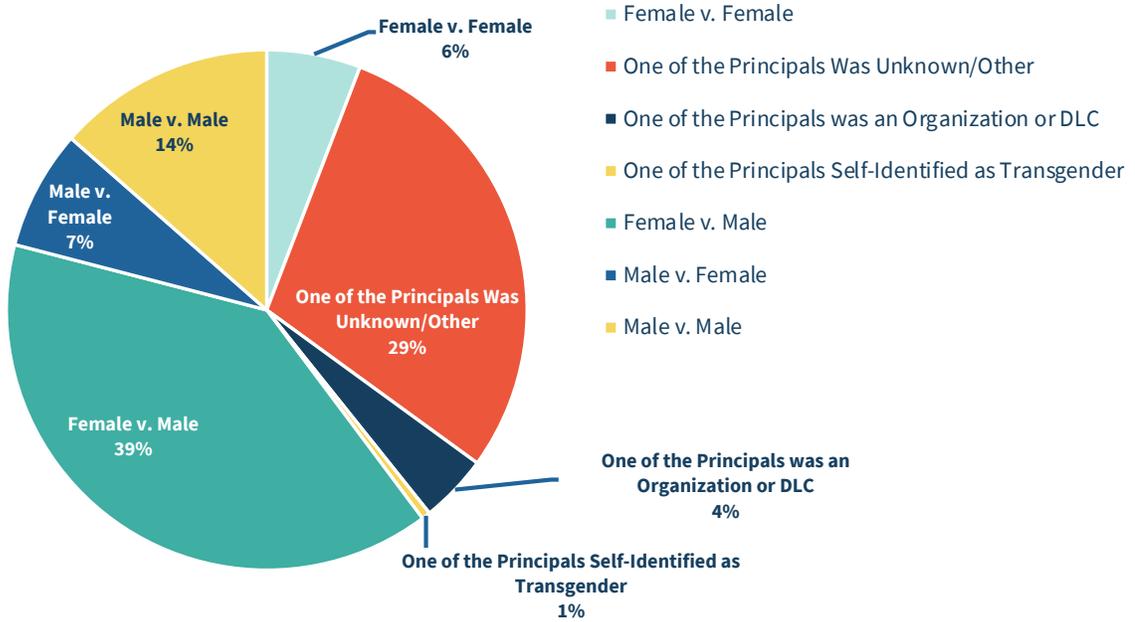
The chart below shows the progression of reports received by IDHR since 2015 as the office changed in scope. From 2015-spring 2017, IDHR responded to Title IX/sex & gender student conduct only. In winter 2017, IDHR also began to focus on student conduct that related to bias and discrimination. In spring 2020, IDHR’s scope expanded again to include employee Title IX reports. The 2020-2021 academic year is the first year IDHR handled employee reports of discrimination and discriminatory harassment for protected classes other than sex or gender. The office now responds to all reports of discrimination or discriminatory harassment based on a protected class for the entire MIT community.

Total Number of Reports by Year



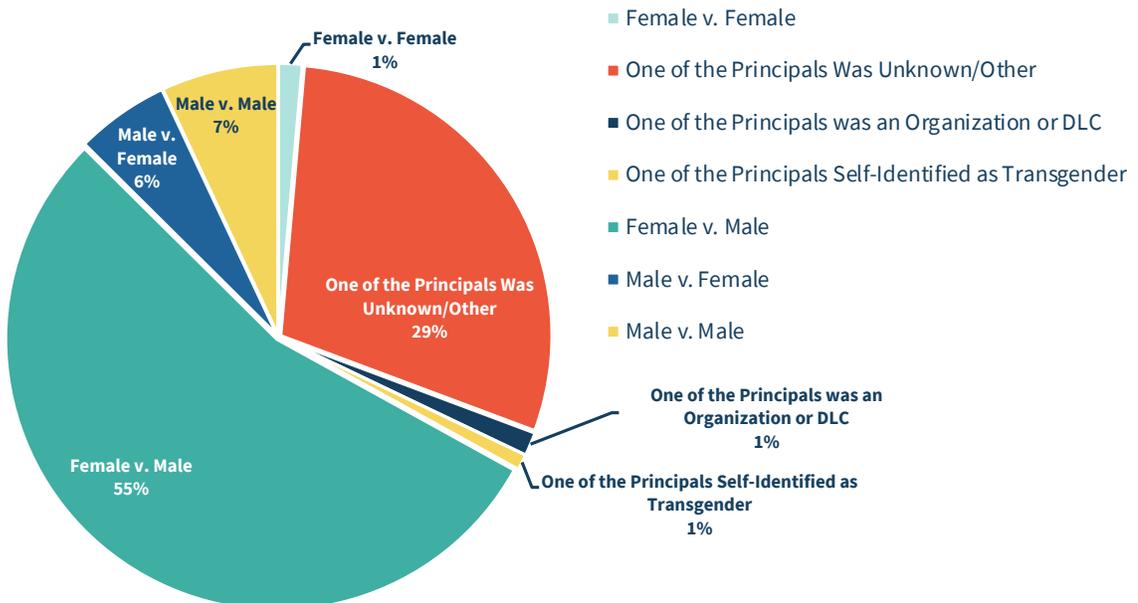
The relationship between Complainant and Respondent gender across all cases in 2021-22 is expressed below. This is also detailed for reports of Gender-Based or Sex-Based Discrimination, specifically, in the adjoining chart.

Gender of Complainant v. Respondent



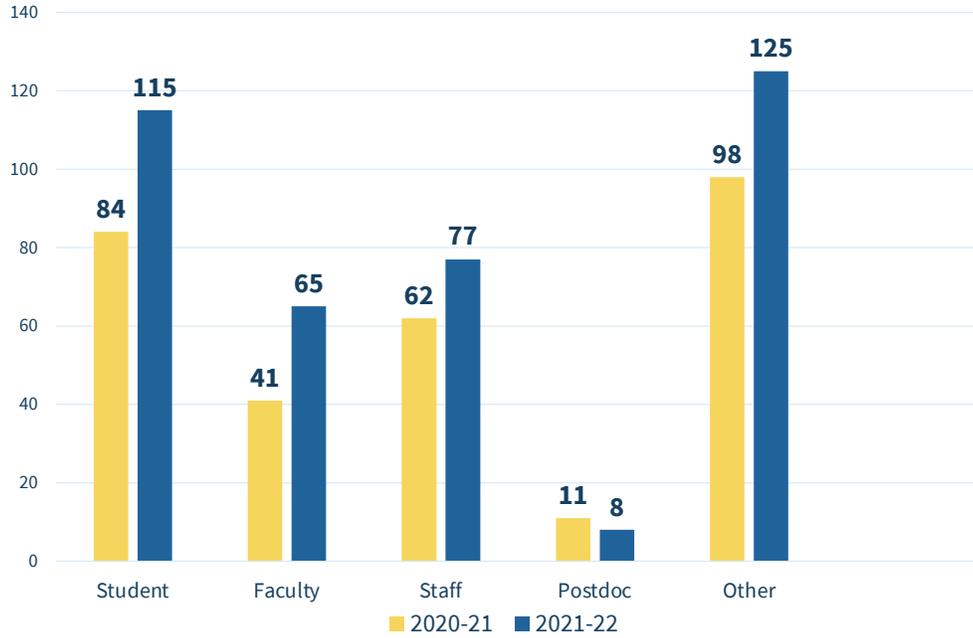
Gender of Complainant v. Respondent

Sex & Gender-Based Harassment & Discrimination

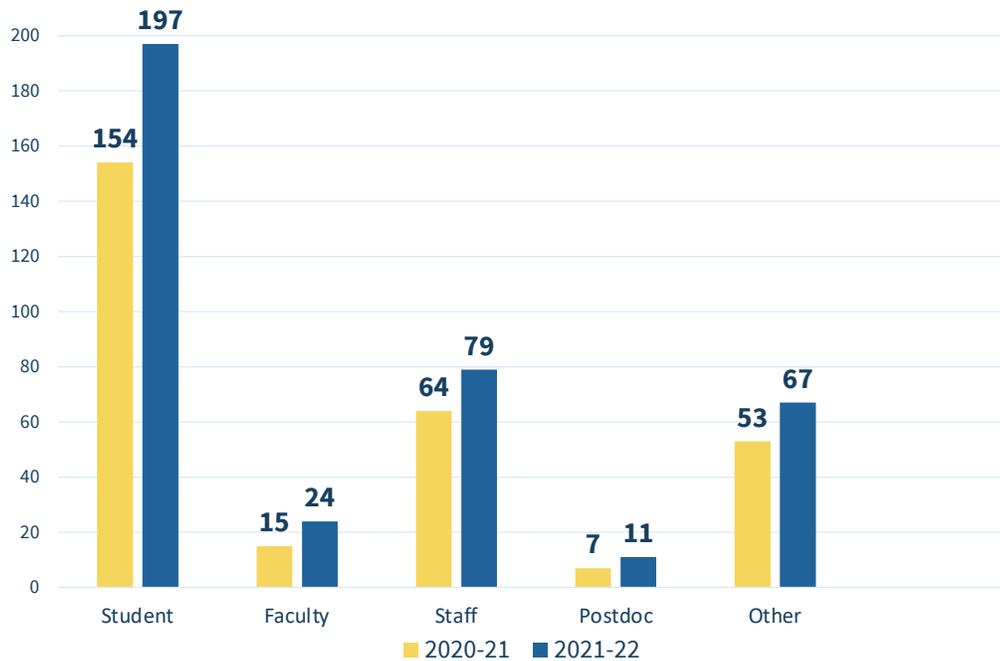


For a closer look at the affiliation of Complainants and Respondents since IDHR began responding to all forms of discrimination and discriminatory harassment for the entire MIT community, see the charts below.

Respondent Affiliation



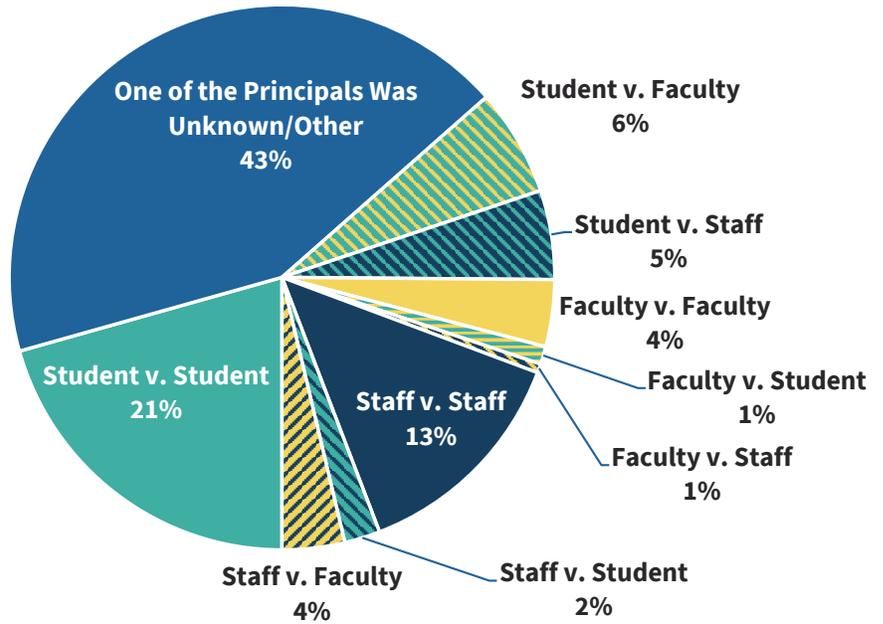
Complainant Affiliation



Staff includes Senior Researchers & Instructors

This is a breakdown of the entire caseload for the year, by Complainant v. Respondent affiliation.

Complainant v. Respondent



Staff includes Senior Researchers, Instructors & Postdocs

IDHR is working with Institutional Research to develop an interactive, sortable Data Dashboard. Check out the IDHR website or look out for our announcement that the Dashboard is live!



Overview of Annual Report Sections

An important factor in the way the IDHR Office records and captures data is based on the identity of the Respondent or responding party in an incident. The following sections of this report are broken down as follows:

1. Allegations against Employees (this includes Faculty and Postdoctoral Scholars)
2. Allegations against Students (this includes undergraduate and graduate students)
3. Reports that did not meet the definitions of discrimination or discriminatory harassment that involved MIT community members.

Sections 1 and 2 will contain data on both Gender-Based or Sex-Based Discrimination and Discrimination & Discriminatory Harassment. Section 3 combines student and employee data together to represent reports we received that fell outside of the definition of discrimination based on a protected class. Each section will contain data on affiliation, case trajectory, and case outcomes, if relevant.



Section 1:
**EMPLOYEE
CASES**

Total Reports For Employee Cases

Employees at MIT include faculty members, senior research scientists, senior research engineers, senior research associates, staff members, and postdoctoral scholars. **In the 2021-2022 academic year, the IDHR Office received 140 incident reports that involved allegations against an employee at MIT.** These incident reports in the Employee section are categorized into two subsections.

1. Gender-Based and Sex-Based Discrimination
2. Discrimination & Discriminatory Harassment

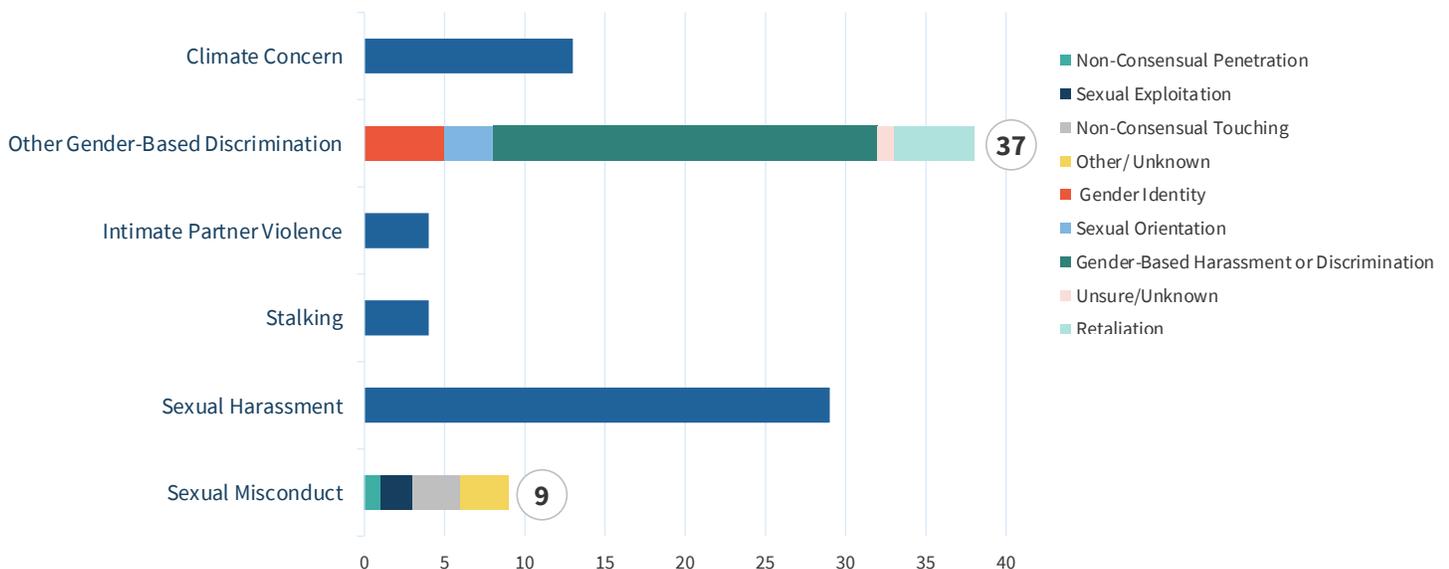
For full definitions of each of these categories and the specific allegations they entail, see page 9.



Gender-Based or Sex-Based Discrimination Types of Cases

This subsection details the nature of the gender-based and sex-based discrimination reports against employees reported to the IDHR Office during the 2021-2022 academic year. The categories include sexual misconduct, sexual harassment, intimate partner violence, stalking, and other gender based discrimination. Sexual misconduct is an umbrella term for non-consensual sexual penetration, non-consensual sexual contact, sexual exploitation, and other/unknown. **There were 72 cases reported to the IDHR Office.** This chart shows more allegations than reports because a single report often contains multiple allegations. Such “comorbidity” can exacerbate the harassing nature of these misbehaviors.

72 Reports of Gender-Based or Sex-Based Discrimination, containing 97 separate allegations.



Affiliation

Complainant

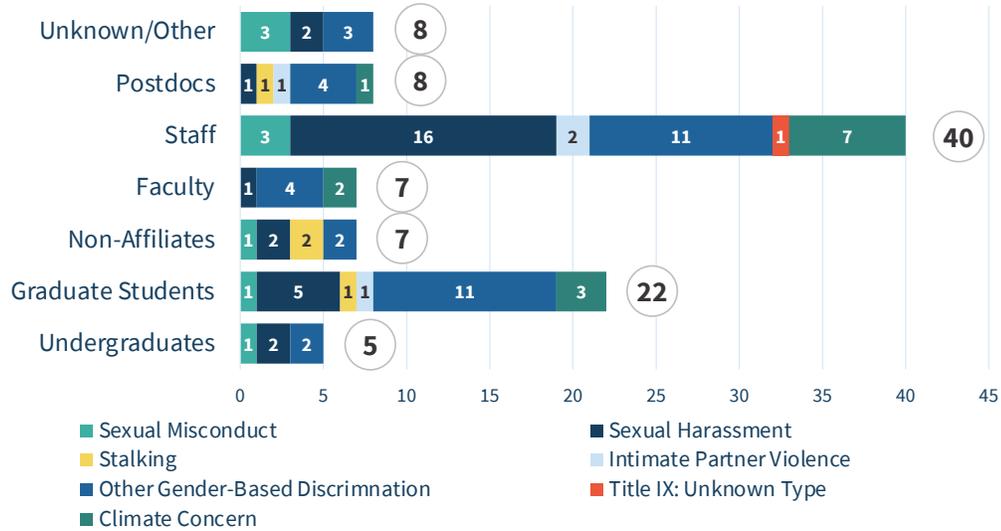
This figure outlines the MIT affiliation of the Complainant or reporting party in allegations of Gender-Based or Sex-Based Discrimination against employees at MIT. Some statistics are highlighted below.

36% of all Complainants are **Staff**.
28% of all Complainants are **Students**.

51% of Sexual Harassment Complainants are **Staff**.

38% of all allegations against employees were **Other Gender-Based Discrimination incidents**.

Affiliation of Complainants in Gender-Based or Sex-Based Discrimination Incidents



Respondent

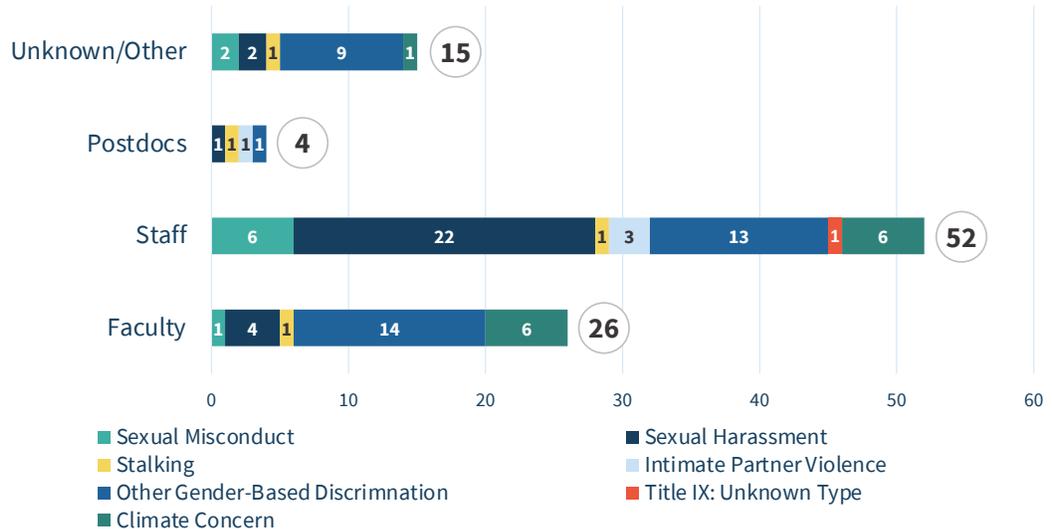
This figure outlines the MIT affiliation of the Respondent or responding party in allegations of Gender-Based or Sex-Based Discrimination against employees at MIT. Some statistics are highlighted below.

49% of all Respondents are **Staff**.

68% of Sexual Harassment incidents include **Staff** Respondents.

51% of Other Gender-Based Discrimination incidents include **Faculty** Respondents.

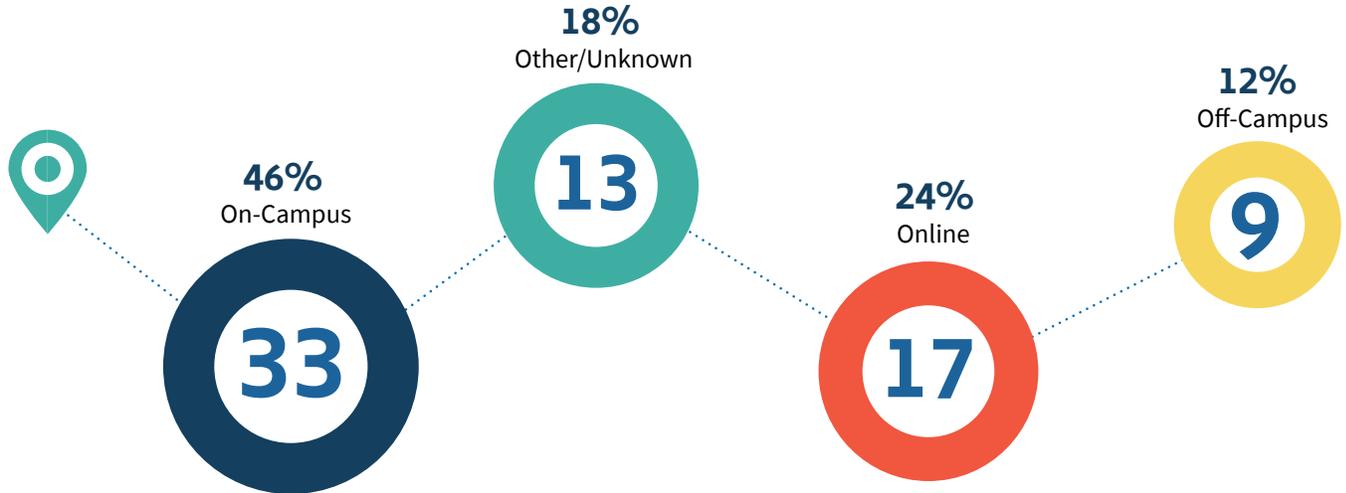
Affiliation of Respondents in Gender-Based or Sex-Based Discrimination Incidents



Location of Gender-Based Incidents Reported

- MIT-owned property, including Fraternities, Sororities & Independent Living Groups (FSILGs)
- Off-Campus (including study-abroad programs)
- Online
- Unknown Location

Please note: IDHR's definitions may not be reportable offenses under the Clery Act, the federal campus crime disclosure law.

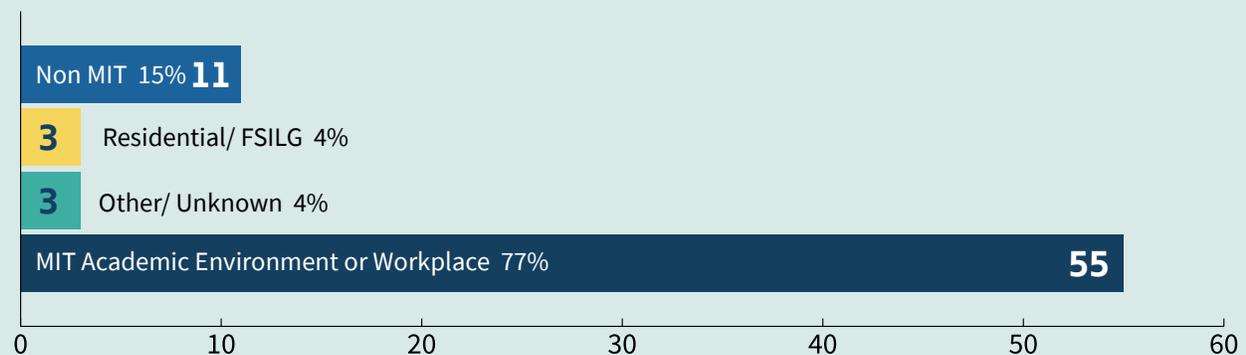


Incident Context of Gender or Sex-Based Discrimination

In response to community feedback, IDHR has categorized the context of the incident. They are documented into one of the following categories:

1. MIT academic environment or workplace;
2. residential and FSILG environments;
3. outside of the MIT academic environment or workplace; and
4. incidents related to other or unknown settings.

For more explanation of Incident context, see page 10.



Case Trajectory

This figure depicts the trajectory of the 72 cases of allegations of Gender-Based or Sex-Based Discrimination against employees at MIT.

Case trajectories can be resolved through different pathways, including

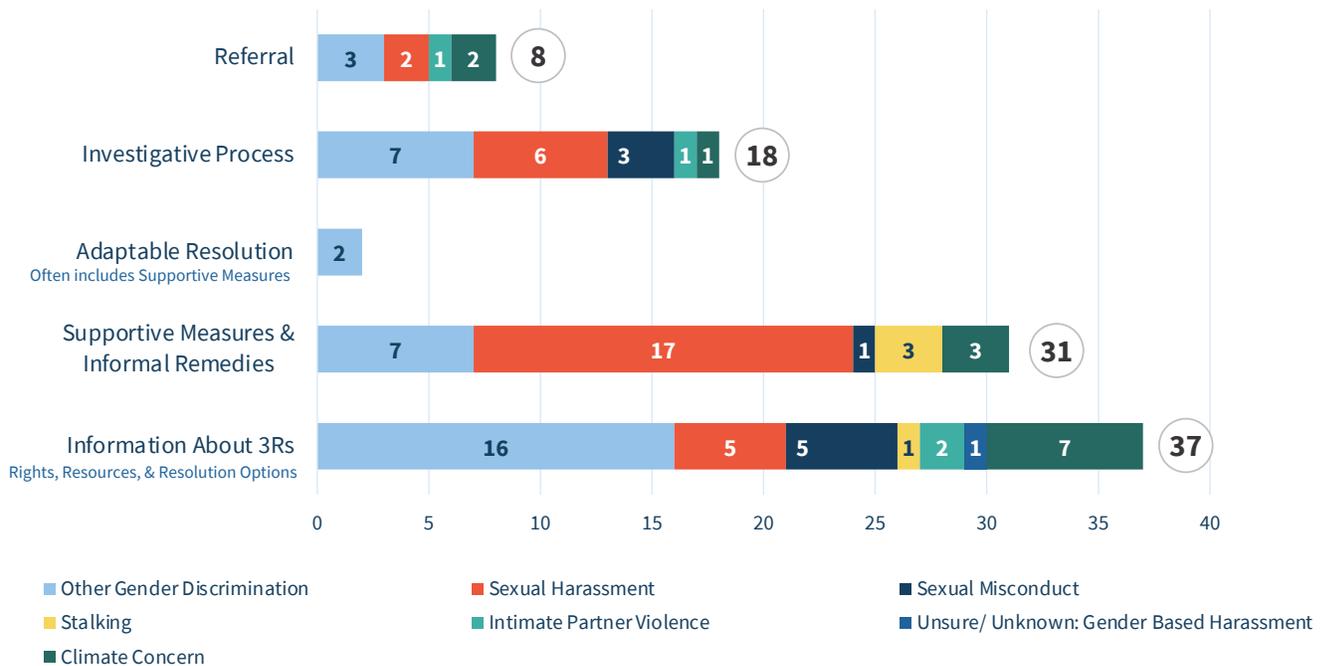
- Supportive Measures and Informal Remedies;
- Information About Rights, Resources, & Resolution Options;
- The formal complaint pathways of Adaptable Resolution or Investigative process; or
- HR/Office of Student Conduct and Community Standards (OSCCS) Referral when an incident falls outside the scope of our office.

For full definitions of each of these offerings, see above on page 10.

Each case is assessed to determine if MIT needs to take additional action beyond the Complainant’s request. There may be times when the Institute moves forward with investigating a situation, but the Complainant is never required to participate.



Case Trajectory in Gender-Based or Sex-Based Discrimination Incidents



Discrimination & Discriminatory Harassment

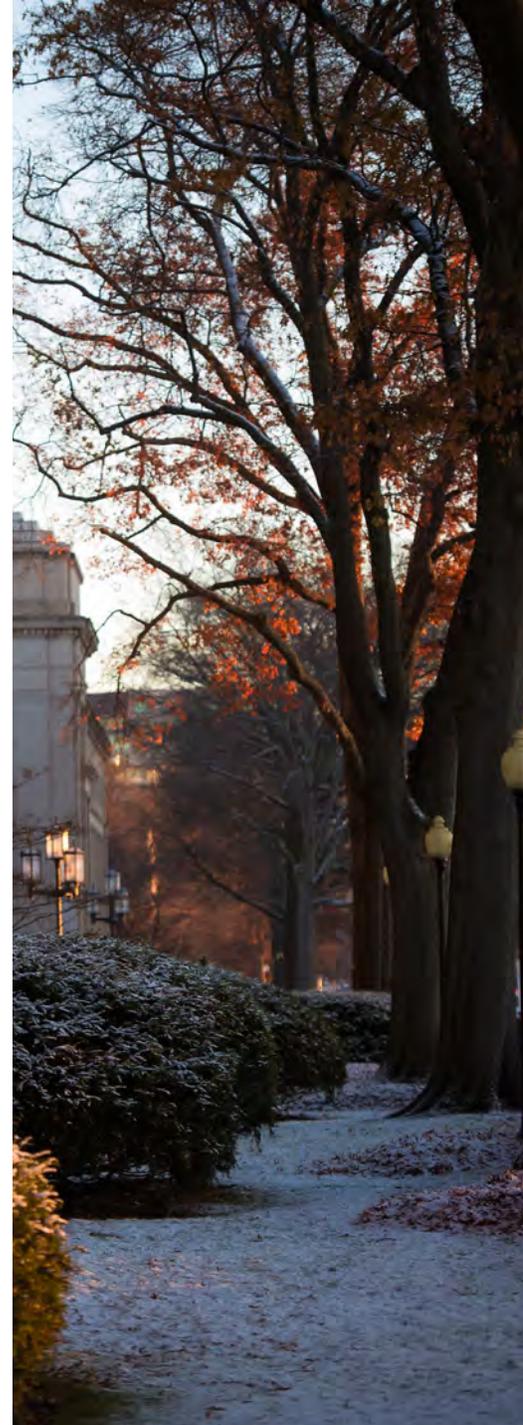
excluding discrimination on the basis of gender or sex

Types of Cases

This subsection details the nature of the discrimination or discriminatory harassment reports that do not include sex- or gender-based discrimination against employees during the 2021-2022 academic year. The categories include race, color, sexual orientation, religion, disability, age, genetic information, veteran status, or national or ethnic origin, and discrimination & other (reports that did not provide sufficient information to be categorized under another category of protected class). There was a total of 74 cases reported to the IDHR Office.

There are, however, more allegations than there are incidents. This “comorbidity” is because there are often multiple layers to discrimination and harassment. It is not until we recognize the complexity of these aggressions and the intersecting identities they are directed against that we can effectively respond to them.

The “Other” category in this chart contains: Discrimination or Discriminatory Harassment Based on Genetic Information, Discrimination or Discriminatory Harassment Based on Veteran Status, & Unsure/Unknown Discrimination/ Discriminatory Harassment.



Affiliation

Complainant

This figure outlines the MIT affiliation of the Complainant or reporting party at the time of the incident in allegations of discrimination or discriminatory harassment against employees at MIT.

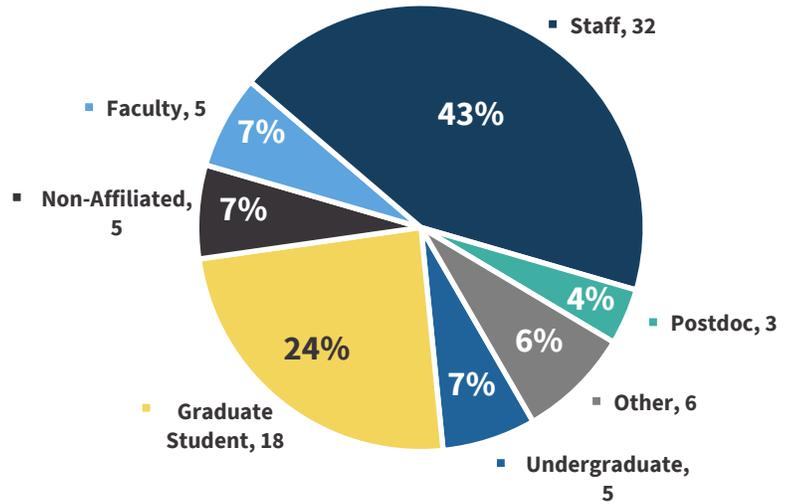
Some statistics are highlighted below.

41% of Complainants were staff members.

31% of Complainants were students.

27% of reports had Staff as both Complainants & Respondents.

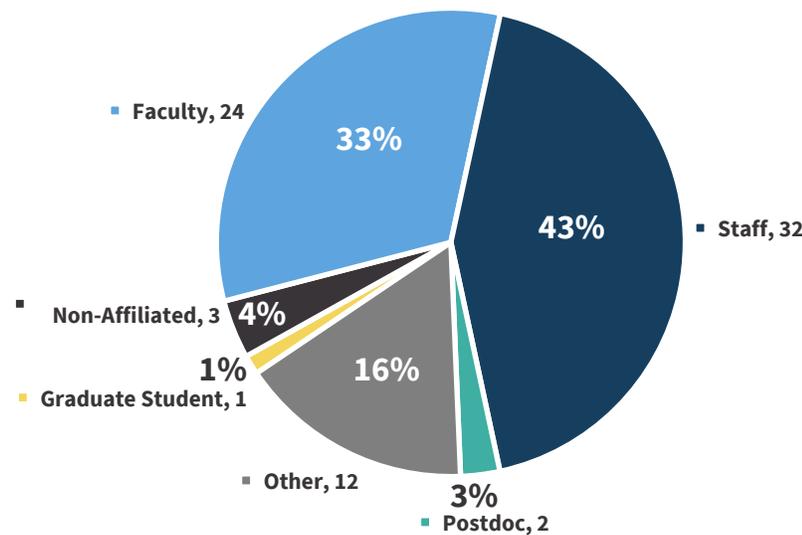
44% of Graduate student complaints were against Faculty.



Respondent

This figure outlines the MIT affiliation of the Respondent or responding party at the time of the incident in allegations of discrimination or discriminatory harassment against employees at MIT.

Some statistics are highlighted below:



43% of Respondents were staff members.

33% of Respondents were faculty members.

Location of Discrimination & Discriminatory Harassment Incidents Reported

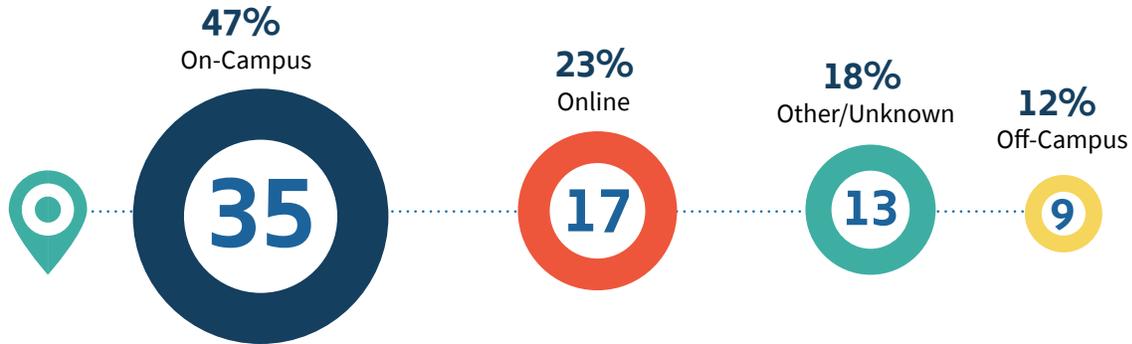
- On Campus (this includes MIT-owned property including FSILGs)
- Off-Campus (this includes study-abroad programs)
- Online
- Unknown Location

Please note: this includes incidents that are not Clery reportable offenses.



47% of incidents occurred on campus.

23% of incidents occurred online.

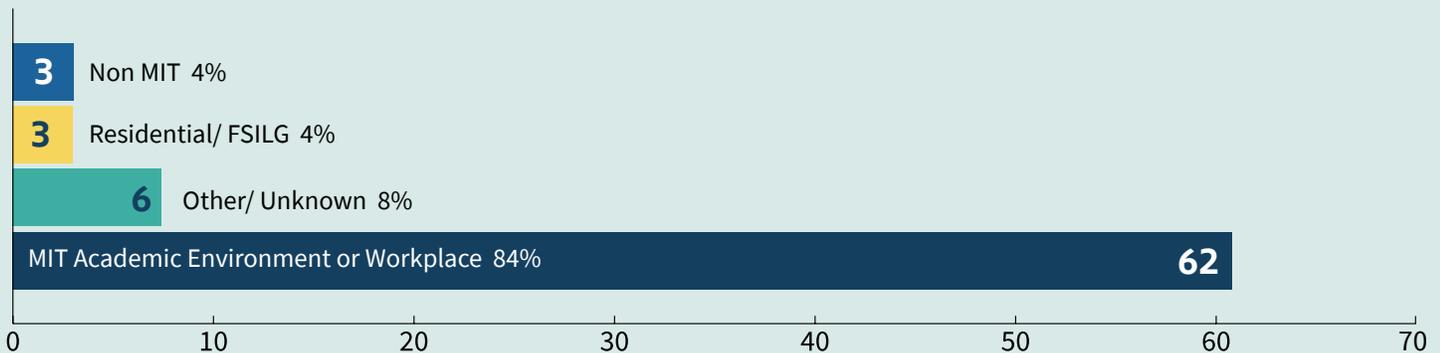


Incident Context of Discrimination Excluding on the Basis of Gender or Sex

In response to community feedback, IDHR has categorized the context of the incident. They are documented into one of the following categories:

1. MIT academic environment or workplace,
2. residential and Fraternities, Sororities & Independent Living Groups (FSILG) environments,
3. outside of the MIT academic environment or workplace, and
4. incidents related to other or unknown settings.

For more explanation of Incident context, see above on page 10.



Case Trajectory

This figure depicts the trajectory of the 74 reports of discrimination or discriminatory harassment against employees at MIT.

Case can be resolved through different pathways, including

- Supportive Measures and Informal Remedies;
- Information About Rights, Resources, & Resolution Options;
- The formal complaint pathways of Adaptable Resolution or investigative process; or
- HR/OSCCS Referral when an incident falls outside the scope of our office.

For full definitions of each of these offerings, see above on page 10.



19% of incident reports went through the Investigative process.

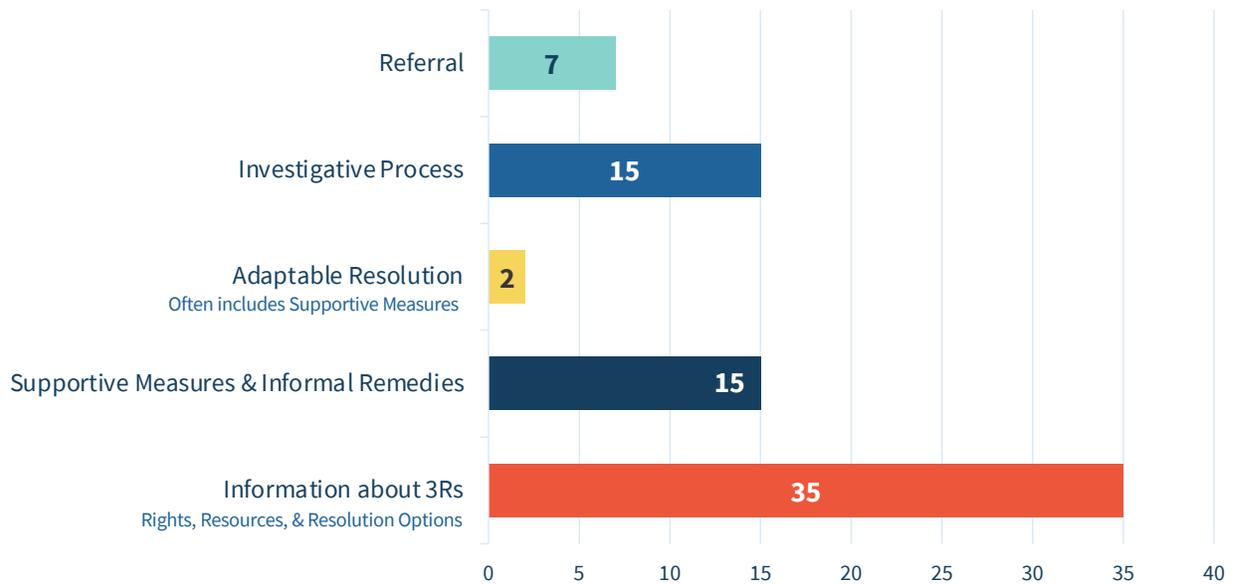
3% of incident reports resulted in Adaptable Resolutions.

20% Requested no action beyond Supportive Measures & Informal Remedies.

38% of incident reports only requested Information About Rights, Resources, & Resolution Options.

20% of incidents were referred to community partners.

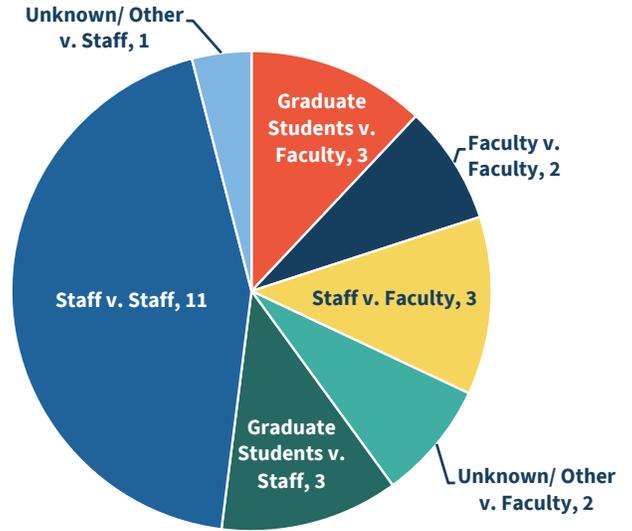
Case Trajectory in Gender-Based or Sex-Based Discrimination Incidents



Combined Formal Complaint Process Outcomes

In order to protect the confidentiality of cases and individuals involved, we are not able to share more detailed data at this time. Annually, the IDHR Office will assess the formal complaint process outcomes to determine when we are able to share aggregate outcomes in a meaningful way without compromising privacy and confidentiality of parties involved.

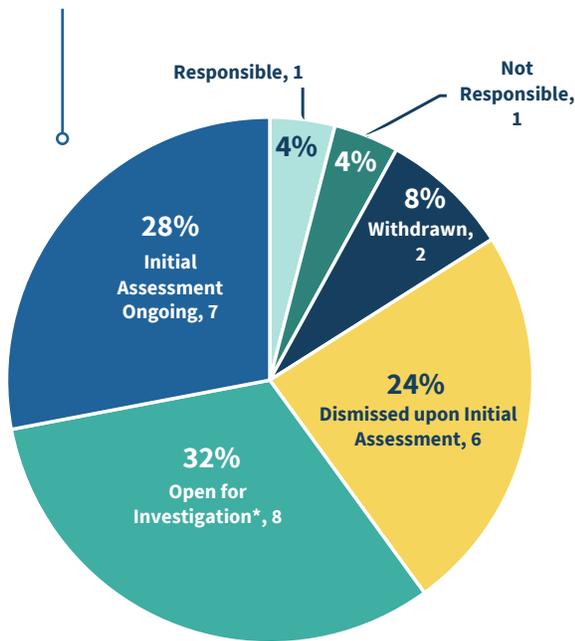
This chart expresses the affiliation of 27 Complainants who filed Formal Complaints against an employee. It includes cases from both Formal Complaint Pathways, Adaptable Resolution, and Investigative Process. Note, there were 2 other cases in this category where the Respondent was a department.



Staff v. Staff made up 44% of this category.

In 2021-2022, there were 19 employee Respondents who were charged in 25 cases with allegations of discrimination and discriminatory harassment (including on the basis of gender or sex). Because two Respondents were the subject of multiple cases, there were more cases than Respondents. These 19 Respondents were investigated on 98 charges by IDHR investigators, 27 of these allegations being on the basis of discrimination or discriminatory harassment (not including gender or sex) and 28 allegations being on the basis of gender or sex-based discrimination. The remaining 43 charges are Code of Conduct Policy & Procedure violations outside of the purview of IDHR.

This chart shows the combined case outcomes for Employee Incidents in the Investigative Process.



Each case is assessed to determine if MIT needs to take additional action beyond the Complainant's request. There may be times when the Institute moves forward with investigating a situation, but the Complainant is never required to participate. The action taken by IDHR in such cases is called an Administrative Complaint. In 2021-22 IDHR filed 3 Administrative Complaints against MIT employees.

*The numbers shared above may be different from what was reported in case trajectory for employee cases because when we learn of something and when a formal complaint is officially initiated do not necessarily occur within the same data collection year. Additionally, by sharing information by allegation, we're able to note what was alleged after a full initial assessment which is often more detailed and specific than what was alleged at intake.

*As of July 1, 2022.



Employee Discipline and Corrective Measures

At the conclusion of a formal complaint process—or, when appropriate, voluntarily through Adaptable Resolution—disciplinary or corrective measures can be put in place, including:

- **Verbal and/or Written Warnings** – Expression of concerns and expectations of improvement; notice of possible more significant disciplinary actions, if conduct reoccurs; probationary period (generally used for less severe forms of discrimination/discriminatory harassment);
- **Educational Interventions** – Professional coaching; required trainings or workshops; mentoring;
- **Reduction in Privileges** – Transfer of existing graduate students; removal from certain desirable committees; prohibition related to accepting new graduate students into research group, teaching certain classes, or engaging in outside professional activities;
- **Reduction or Change in Assignments or Resources** – Modification of teaching/work assignments; change in office or lab space; delay of sabbatical;
- **Reduction in Eligibility for Recognition, Remuneration** – Delay of promotion and/or award nomination; freeze or reduction in salary; removal of faculty chair or professorship;
- **Suspension** – Generally used for repeated behavior or more severe forms of discrimination/discriminatory harassment;
- **Termination or Revocation of Tenure** – Generally used for repeated behavior or more severe forms of discrimination/discriminatory harassment.

The exact nature of any discipline and corrective measure depends on a number of factors including the nature and seriousness of the issue, the employee's past record, the impact of the behavior, past treatment of similar issues, and any other mitigating or aggravating circumstances. For an employee who will be continuing their employment after having been found responsible for violating a policy, the purpose of corrective measures is to clarify expectations, correct behavior that does not reflect the values of the Department or MIT, and provide skills needed to be successful in one's role at MIT.



Section 2:
**STUDENT
CASES**



Total Reports For Student Cases

In the 2021-2022 academic year, the IDHR Office received 178 incident reports that involved allegations against an MIT student. These incident reports in the Student section are categorized into two subsections:

- Gender-Based or Sex-Based Discrimination
- Discrimination & Discriminatory Harassment

For full definitions of each of these categories and the specific allegations they entail, see above on page 9.

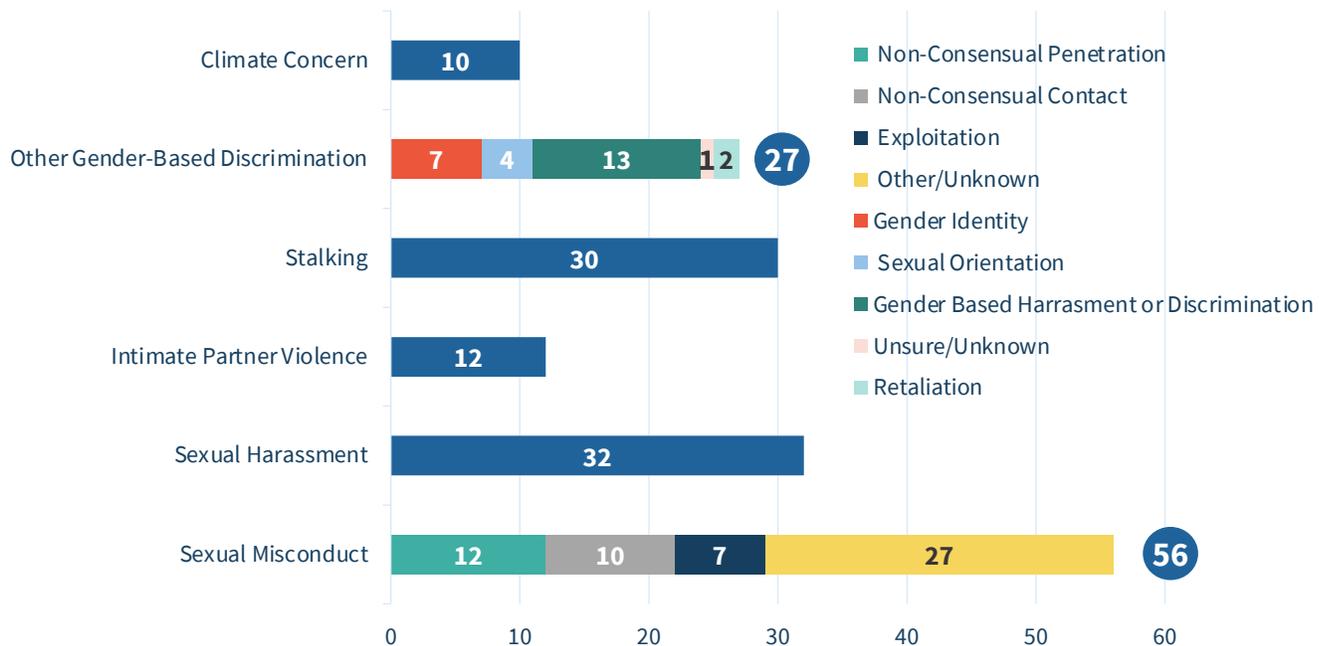


Gender-Based or Sex-Based Discrimination:

Types of Cases

This subsection details the nature of the Gender-Based or Sex-Based Discrimination reports involving students during the 2021-2022 academic year. The categories include sexual misconduct, sexual harassment, intimate partner violence, stalking, and other gender-based discrimination. **There were a total of 143 cases reported to the IDHR Office.**

143 Incidents of Gender-Based or Sex-Based Discrimination, 167 separate allegations



> Types of Sexual Misconduct

Sexual misconduct is an umbrella term for non-consensual sexual penetration, non-consensual sexual contact, sexual exploitation, and other/unknown. **There were 56 allegations of Sexual Misconduct reported to the IDHR Office.**



Affiliation

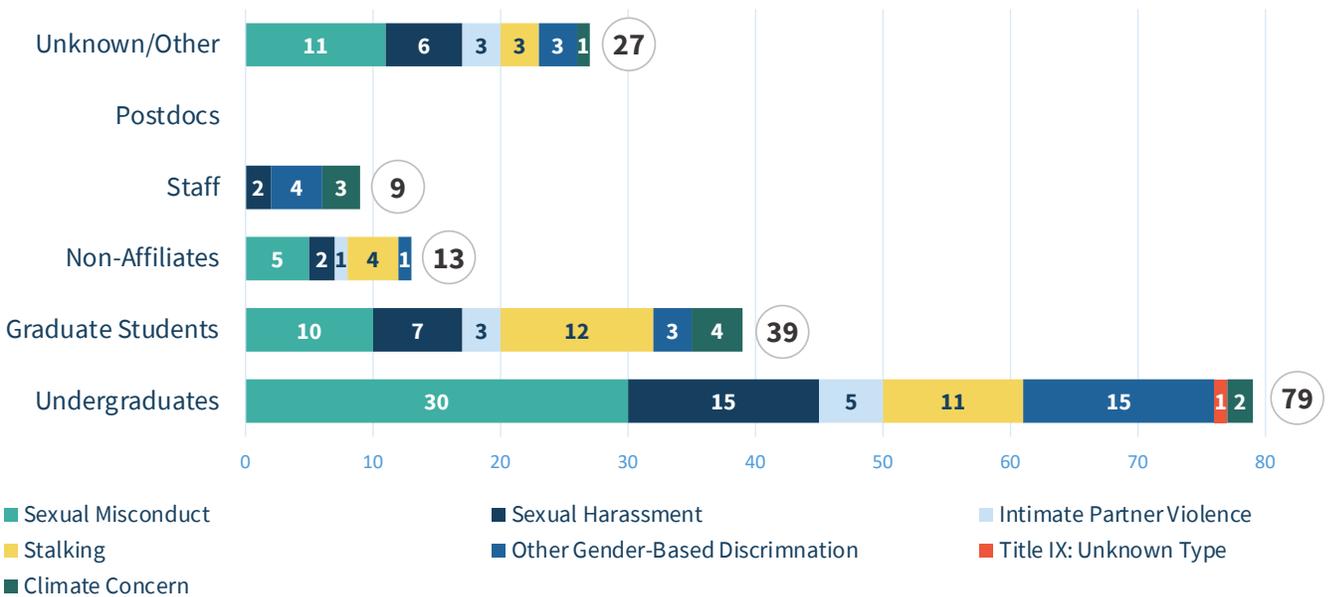
Complainant

This figure outlines the MIT affiliation of the Complainant or reporting party in allegations of Gender-Based or Sex-Based Discrimination against students at MIT. Some statistics are highlighted below.

Other Gender-Based Discrimination: 58% of Complainants were **undergraduate students**.

Sexual Harassment: 47% of Complainants were **undergraduate students** and 22% were **graduate students**.

Sexual Misconduct: 57% of Complainants were **undergraduate students** and 11% were **graduate students**.



- Undergraduates make up 55 % of Complainants. The number of Undergrad Complainants in this category increased by 56% since last year.
- 34% of all Gender or Sex based allegations were of Sexual Misconduct.

Affiliation

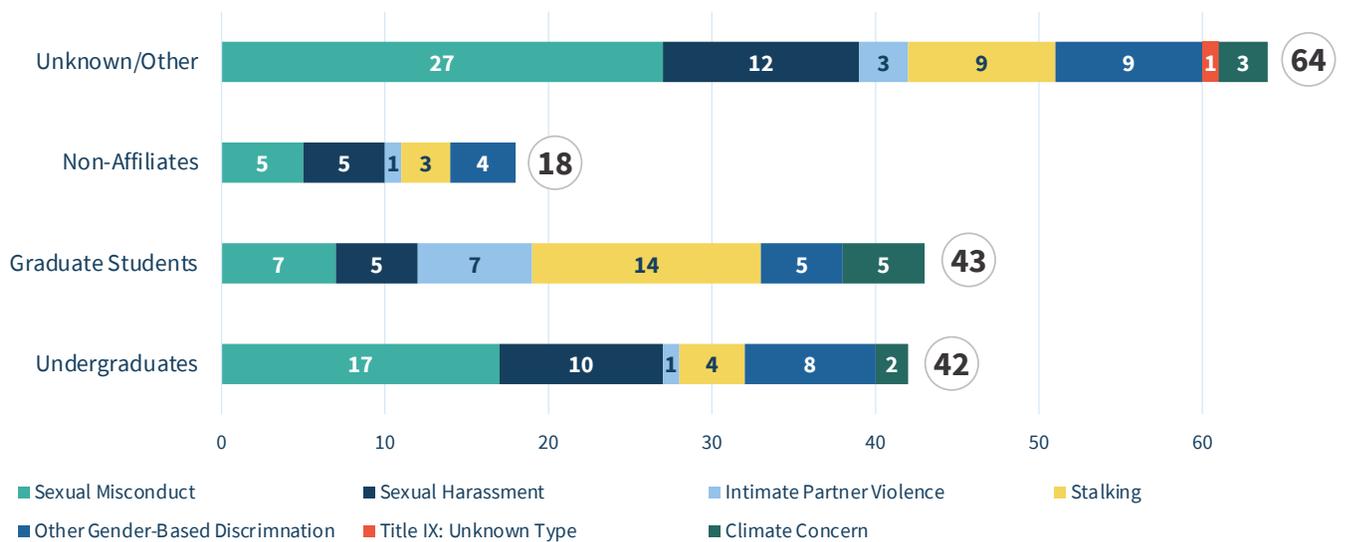
Respondent

This figure outlines the MIT affiliation of the Respondent or responding party in allegations of Gender-Based or Sex-Based Discrimination against students at MIT. Please note: If there was an indication that the Respondent was an employee of the Institute, the IDHR Office would capture that incident's data in the Employee section of this report. The Respondent category "Unknown/Other" contains Affiliates, Alumni, Group or DLC, Unknown Students and Unknown.

Other Gender-Based Discrimination: 33% of Respondents were **undergraduate students** and 19% were **graduate students**.

Sexual Harassment: 31% of Respondents were **undergraduate students**, 38% were **other/unknown** and 16% were **graduate students**.

Sexual Misconduct: 30% of Respondents were **undergraduate students** and 48% were **other/unknown**.



- Undergraduate Students make up 24% of all Respondents in this category.
- The Respondent in 38% of all allegations in this category were Unknown/Other. As noted above, this category contains Affiliates, Alumni, Group or DLC, Unknown Students and others Unknown to IDHR.
- Stalking makes up 18% of all allegations.



Location of Incidents Reported

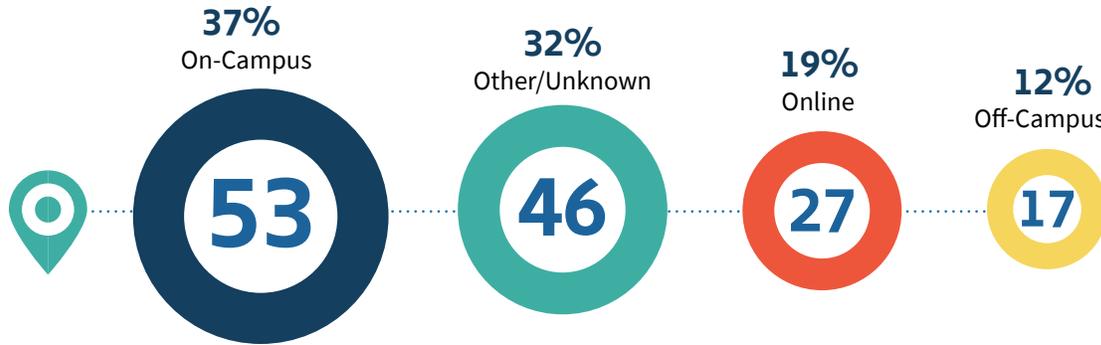
- On Campus (this includes MIT-owned property including FSILGs)
- Off-Campus (this includes study-abroad programs)
- Online
- Unknown Location

Please note: this includes incidents that are not Clery reportable offenses.



37% of incidents occurred on campus.

19% of incidents occurred online.

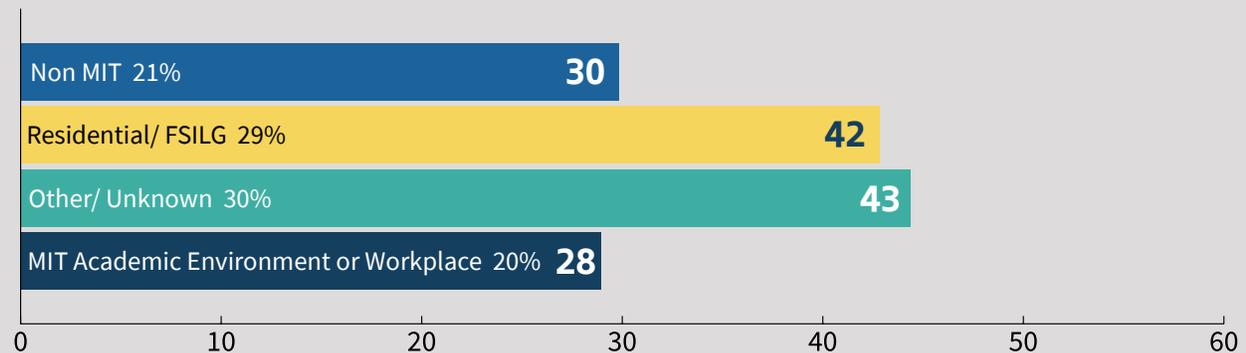


Incident Context of Gender or Sex-Based Discrimination

In addition to tracking the location of incidents, IDHR, in response to community feedback, has categorized the context of incidents shared with the office. Specifically, for each incident we documented whether it occurred within or were related to one of four categories:

1. MIT academic environment or workplace,
2. residential and Fraternities, Sororities & Independent Living Groups (FSILG) environments,
3. outside of the MIT academic environment or workplace, and
4. incidents related to other or unknown settings.

For more explanation of Incident context, see above on page 10.



Case Trajectory

This figure depicts the trajectory of the 143 cases of allegations of Gender-Based or Sex-Based Discrimination against students at MIT.

Case trajectories can be resolved through different pathways, including

- Supportive Measures and Informal Remedies;
- Information About Rights, Resources, & Resolution Options;
- The formal complaint pathways of Adaptable Resolution or investigative process; or
- HR/OSCCS Referral when an incident falls outside the scope of our office.

For full definitions of each of these offerings, see above on page 10.

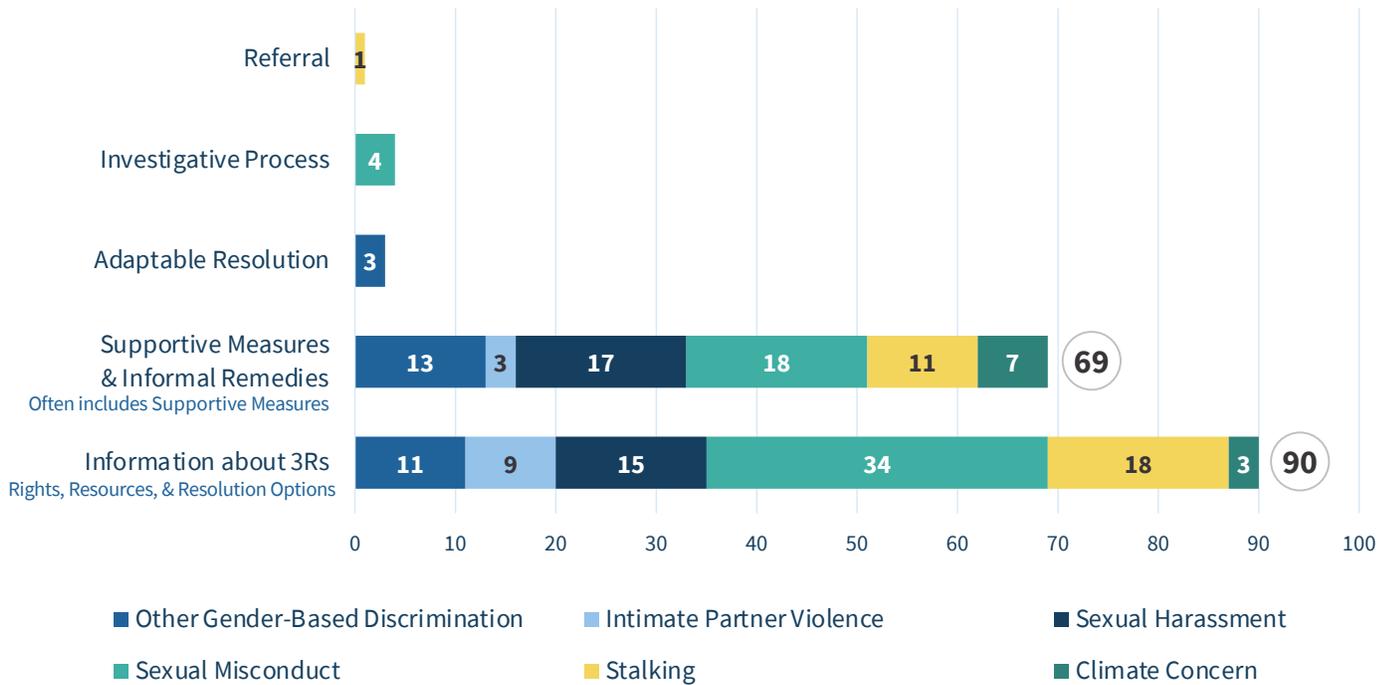
Each case is assessed to determine if MIT needs to take additional action beyond the Complainant’s request. There may be times when the Institute moves forward with investigating a situation, but the Complainant is never required to participate.



41% of allegations received Supportive Measures and Informal remedies.

2% of incident reports resulted in Adaptable Resolutions.

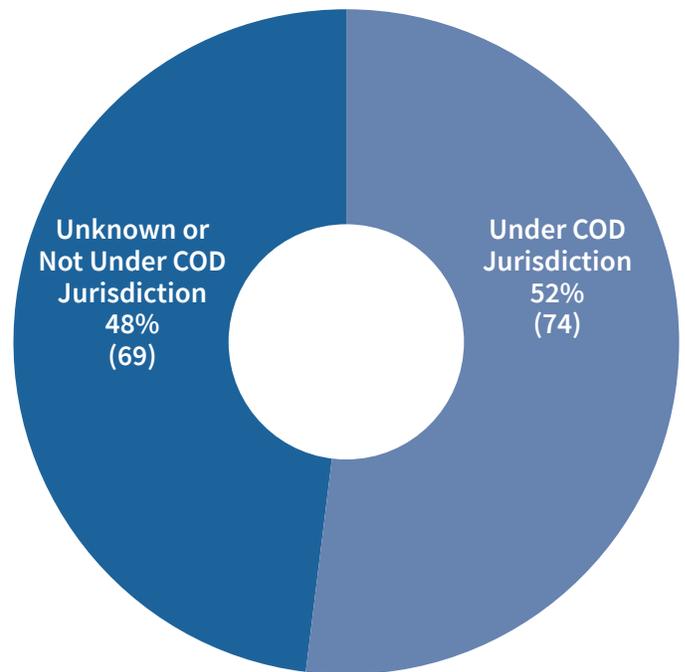
54% of incident reports resulted in Information About Rights, Resources, & Resolution Options



Committee on Discipline Jurisdiction

Of the **143 cases** involving gender-based discrimination, sexual harassment, sexual misconduct, intimate partner violence, or stalking:

- 69 cases were possibly not within the COD's jurisdiction for formal adjudication.
- 74 cases fell within the COD's jurisdiction.
 - 2 of the 74 cases within the COD's jurisdiction resulted in a formal complaint.
 - In the remaining 72 cases, the Complainant did not want to file a formal COD complaint. After assessing each case, the IDHR Office honored each request for no formal action.



Committee on Discipline Outcomes Chart

From July 2018 through June 2022, the Committee on Discipline made findings in 12 cases* from the IDHR Office that alleged sexual misconduct, sexual harassment, intimate partner violence (IPV), or stalking. Due to the small number of cases each year and in order to maintain the privacy of the parties, this table uses four years of data, unlike the rest of this report, which only covers 2021-2022. Only limited interpretation is possible due to the small number of cases and the unique circumstances in each case.

***Note: there may be more than one finding per case.**

A finding of "Not Responsible" is not a determination that the Reporting party made a false complaint. A finding of "Not Responsible" means that the decision-maker concluded that a policy violation was not established by the preponderance of the evidence standard (more likely than not).

Findings of responsibility are based on the COD process and MIT policy, which is entirely separate from, and uses a different evidentiary standard than, criminal proceedings.

	Not Responsible	Probation/ Education	Suspension	Expulsion
Intimate Partner Violence	1	-	-	1
Stalking	2	-	1	1
Sexual Harassment	3	1	-	1
Non-Consensual Sexual Penetration	4	-	-	1
Non-Consensual Sexual Contact	2	2	-	1
Sexual Exploitation	1	-	-	-
Climate Concern	-	-	-	-
	59%	14%	4%	23%

Discrimination & Discriminatory Harassment

excluding discrimination on the basis of gender or sex

Types of Cases

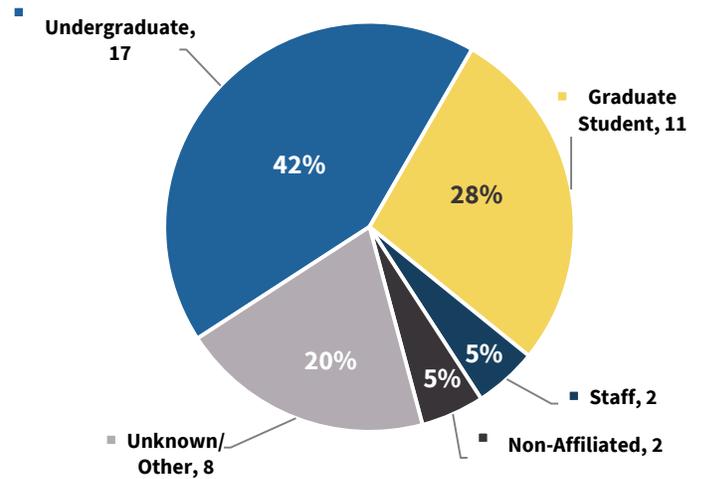
This subsection details the nature of the discrimination or discriminatory harassment reports that do not include sex- or gender-based discrimination involving students during the 2021-2022 academic year. The categories include race, color, sexual orientation, religion, disability, age, genetic information, veteran status, or national or ethnic origin, and discrimination & discriminatory harassment: other. The category Discrimination & Discriminatory Harassment: Other is used to describe incidents reported that did not provide sufficient information to be categorized under another category of protected class. **There was a total of 40 cases reported to the IDHR Office.** There are more allegations than incidents because there are often multiple allegations within a single report. This “comorbidity” is a result of the intersectionality of identity and abuses thereof.



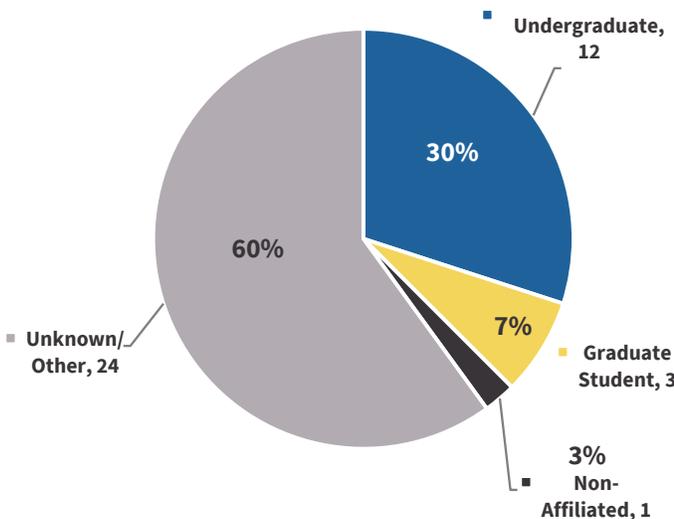
Affiliation

Complainant

This figure outlines the MIT affiliation of the Complainant or reporting party in allegations of discrimination or discriminatory harassment against students at MIT.



* 35% of Incidents were reported both by and against students.



Respondent

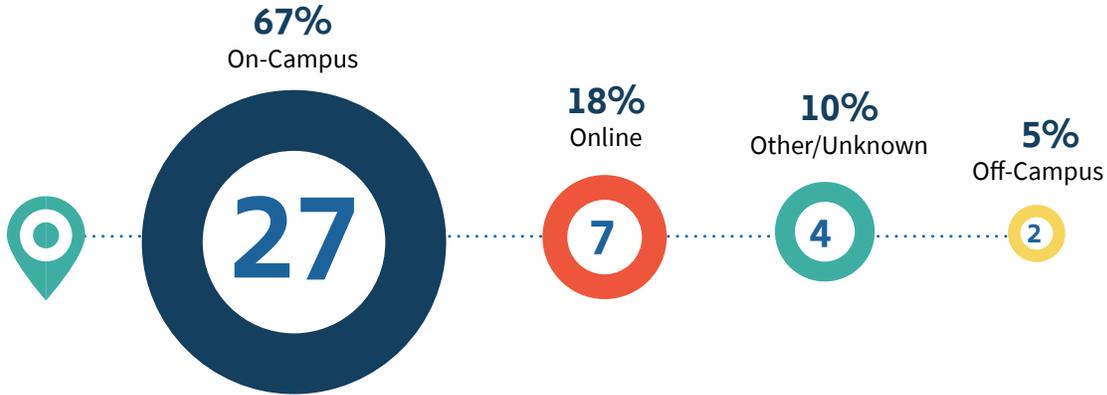
This figure outlines the MIT affiliation of the Respondent or responding party in allegations of discrimination or discriminatory harassment against students at MIT.



Location of Discrimination & Discriminatory Harassment Incidents Reported

- On Campus (this includes MIT-owned property including FSILGs)
- Off-Campus (this includes study-abroad programs)
- Online
- Unknown Location

Please note: this includes incidents that are not Clery reportable offenses.

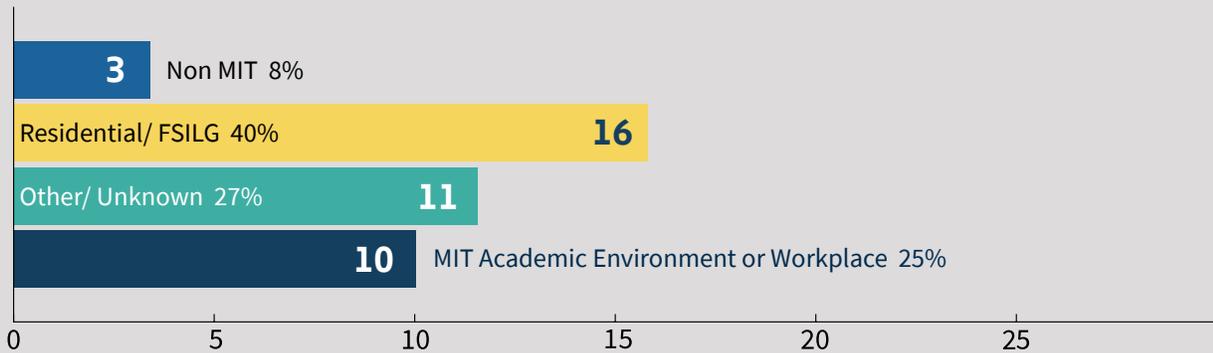


Incident Context of Discrimination or Discriminatory Harassment

In response to community feedback, IDHR has categorized the context of the incident. They are documented into one of the following categories:

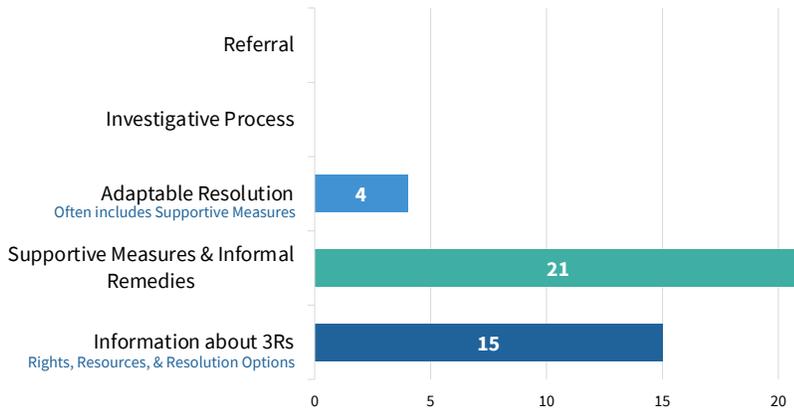
1. MIT academic environment or workplace,
2. residential and Fraternities, Sororities & Independent Living Groups (FSILG) environments,
3. outside of the MIT academic environment or workplace, and
4. incidents related to other or unknown settings.

For more explanation of Incident context, see above on page 10.



Case Trajectory

This figure depicts the trajectory of the 40 cases of Discrimination & Discriminatory Harassment against students at MIT.



Case trajectories can be resolved through different pathways, including

- Supportive Measures and Informal Remedies;
- Information About Rights, Resources, & Resolution Options;
- The formal complaint pathways of Adaptable Resolution or investigative process; or
- HR/OSCCS Referral when an incident falls outside the scope of our office.

For full definitions of each of these offerings, see above on page 10.

Each case is assessed to determine if MIT needs to take additional action beyond the Complainant's request. There may be times when the Institute moves forward with investigating a situation, but the Complainant is never required to participate.



10% of incident reports resulted in Adaptable Resolutions.

53% of incident reports resulted in Supportive Measures.

37% of incident reports resulted in Information About Rights, Resources, & Resolution Options.





Section 3: 
**OTHER
MISCONDUCT**



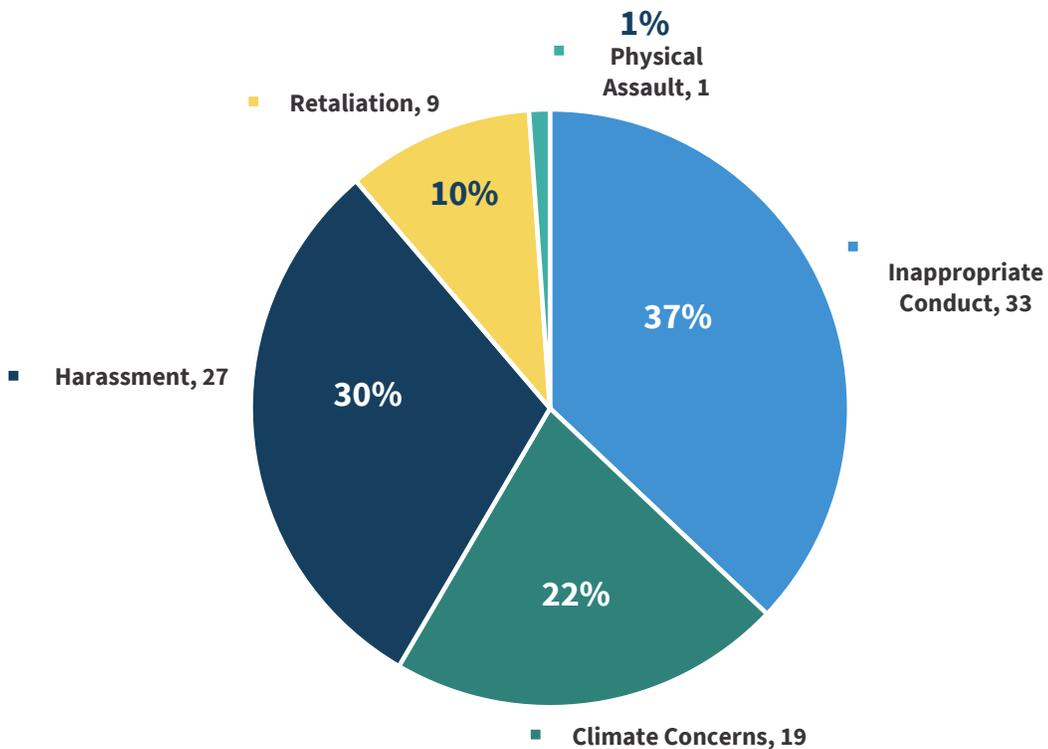
This section of the report outlines incidents reported to the IDHR Office that did not meet the definitional standards of Discrimination or Discriminatory Harassment, referred to from here on as “Other Conduct.” When MIT community members report incidents that don’t fall under discrimination or discriminatory harassment, we work to get them to the right resources, reporting options, or services across campus to address their concerns, including OSCCS, MIT Police, and HR. **There was a total of 72 cases reported to the IDHR Office.**

Types of Report

The five categories of cases we received in this Other Conduct section are:

- Retaliation (not based on a protected class);
- Harassment (not based on a protected class);
- Climate Concerns (not based on a protected class);
- Physical Assault; and
- Other Inappropriate Conduct.

For full definitions of these allegations, see above on page 9.





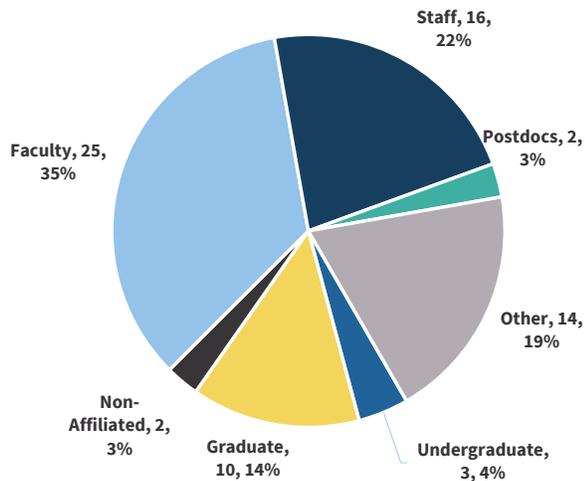
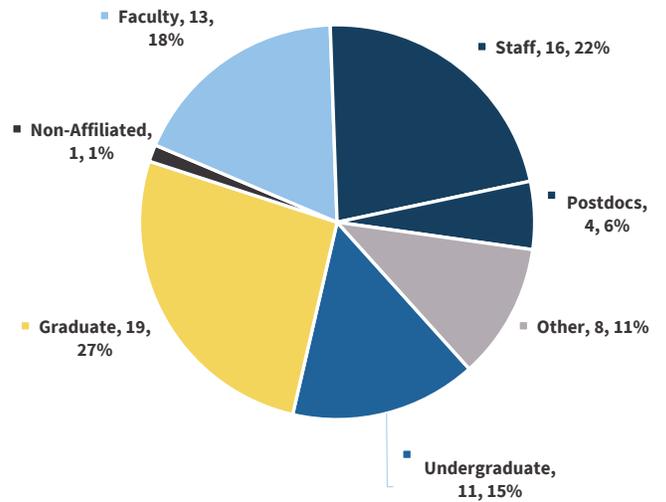
Affiliation

Complainant

This figure outlines the MIT affiliation of the Complainant or reporting party in allegations of other misconduct at MIT.



- 22% of Complainants were staff members.
- 27% of Complainants were graduate students.
- 33% of Other Misconduct was reported by and against MIT employees



Respondent

This figure outlines the MIT affiliation of the Respondent or responding party in allegations of other misconduct at MIT.

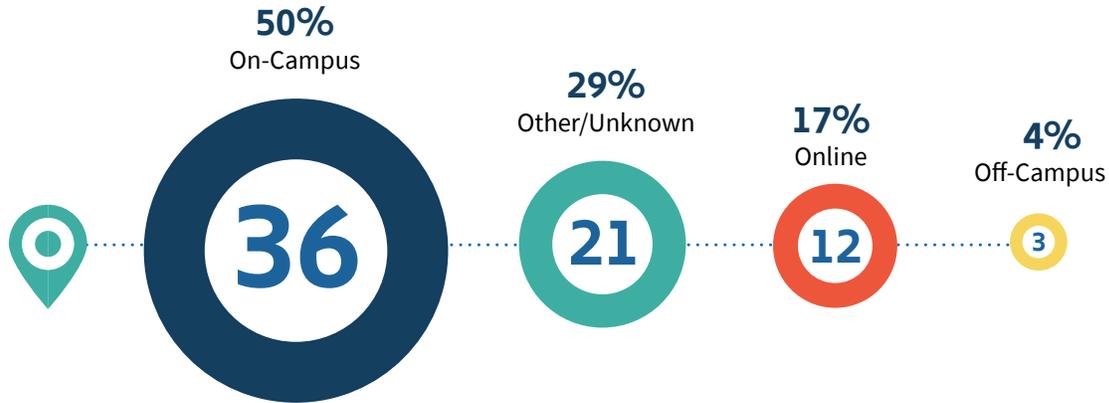
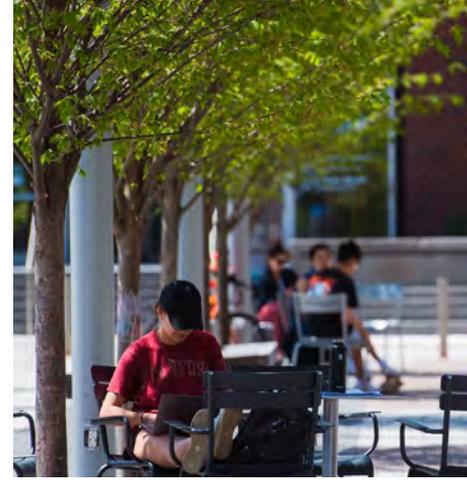


- 22% of Respondents were staff members.
- 35% of Respondents were faculty.

Location of Incidents Reported

- On Campus (this includes MIT-owned property including FSILGs)
- Off-Campus (this includes study-abroad programs)
- Online
- Unknown Location

Please note: this includes incidents that are not Clery reportable offenses.

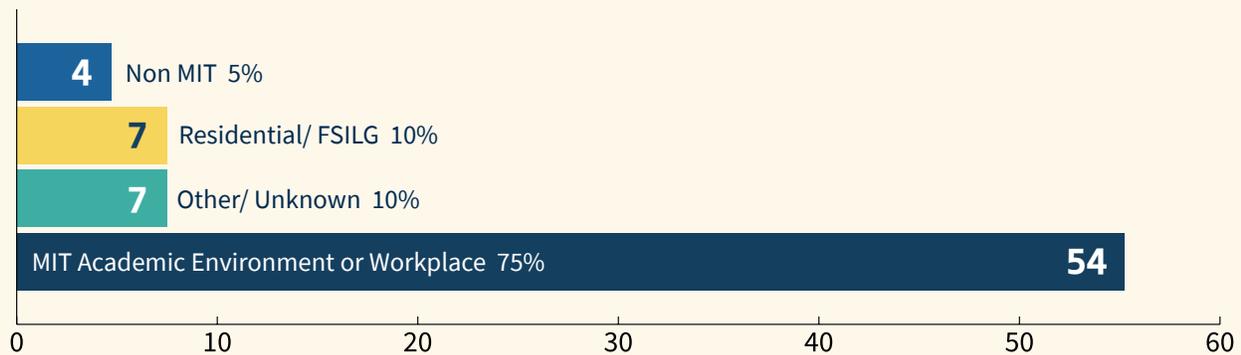


Incident Context of Discrimination or Discriminatory Harassment

In response to community feedback, IDHR has categorized the context of the incident. They are documented into one of the following categories:

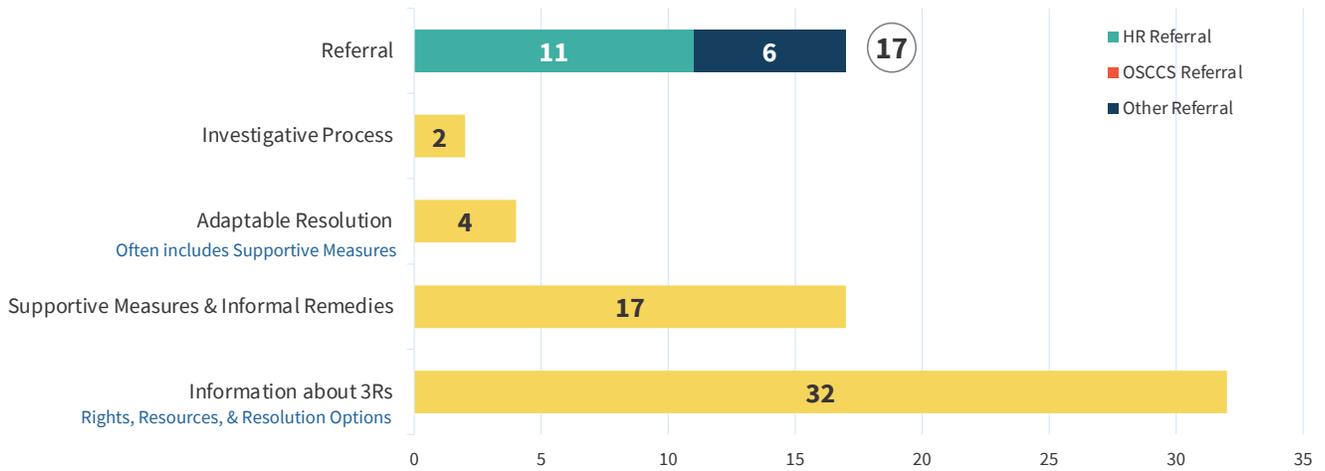
1. MIT academic environment or workplace,
2. residential and Fraternities, Sororities & Independent Living Groups (FSILG) environments,
3. outside of the MIT academic environment or workplace, and
4. incidents related to other or unknown settings.

For more explanation of Incident context, see above on page 10.



Case Trajectory

This figure depicts the trajectory of the 72 cases of other misconduct at MIT.



Case trajectories can be resolved through different pathways, including

- Supportive Measures and Informal Remedies;
- Information About Rights, Resources, & Resolution Options;
- The formal complaint pathways of Adaptable Resolution or investigative process; or
- HR/OSCCS Referral when an incident falls outside the scope of our office.

For full definitions of each of these offerings, see above on page 10.



24% of incidents reported resulted in a referral to HR, OSCCS, or other resources.

3% of incidents reported reached the investigation process.

5% of incident reports resulted in Adaptable Resolution.

24% allegations received Supportive Measures & Informal Remedies.

44% of incident reports resulted in Information About Rights, Resources, & Resolution Options.





EDUCATION & INITIATIVES



The arm of IDHR focused on prevention, education, and outreach had a busy academic year. The office connected with approximately **12,071** students, faculty, postdocs, and staff at the Institute through a variety of interactive and engaging sessions.

IDHR Training & Education Overview

This year, IDHR's training and education sessions fell into the following categories:

1. **Getting to Know IDHR** sessions which introduce the MIT community to the IDHR Office and provide an overview of the office's services. These trainings were provided at orientations, staff meetings, student organization meetings, department meetings, etc.
2. **Responsible Employee** trainings which cover the role and obligations of Responsible Employees on campus by explaining who is considered a Responsible Employee, how to fulfill this responsibility, how to let a student or employee know that you are a Responsible Employee, an overview of IDHR and other resources, and other frequently asked questions about the responsibility.
3. **Promoting Inclusive Environments (PIE)** workshops which are interactive workshops focused on how to promote and sustain inclusive working and learning environments at MIT. These workshops include interactive activities and cover a broad range of topics including the impact of microaggressions, bystander intervention strategies, perspective taking, power dynamics, and MIT resources.
4. **Online Sexual Assault Prevention** trainings which are required for incoming students and new employees. Online "booster" courses are also required for sophomores, juniors, and seniors.
5. **Other** education and outreach initiatives including tabling, events, fairs, and trainings on other topics such as Adaptable Resolution, Restorative Justice, Title IX regulations, MIT's consent policy, etc. Additionally, the IDHR Office participated in panels, introduced ourselves at tabling events, interacted with members of the community at fairs and expos, and answered questions and concerns via email and phone throughout the year.

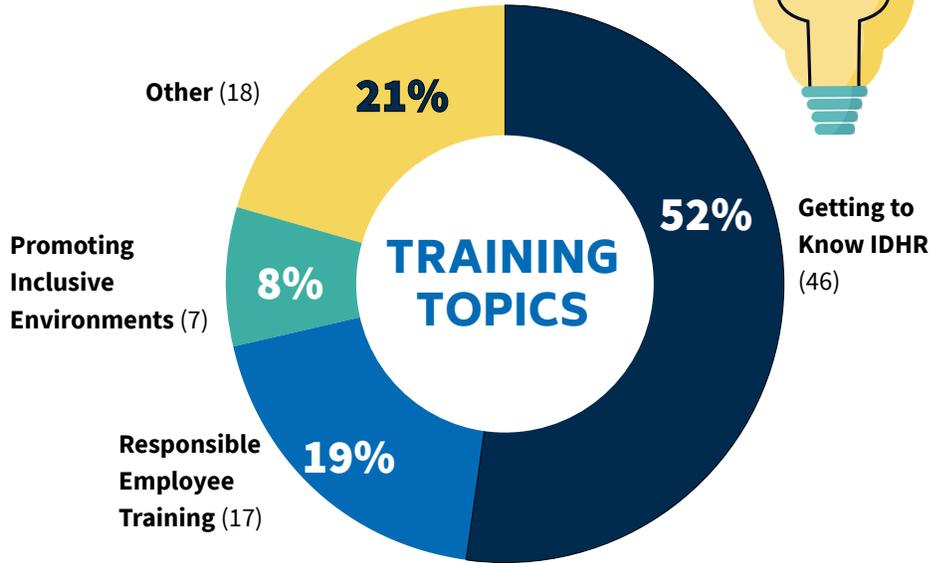
These training efforts would not have been possible without working closely with campus partners including Violence Prevention and Response, the Teaching and Learning Lab, the Office of Graduate Education, the Office of the First Year, the Office of Multicultural Programs, Alcohol and Other Drugs Services, Human Resources, and others.

Live Trainings

88 Training Sessions

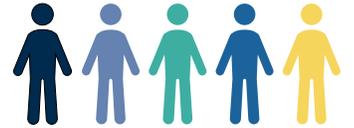
3,757^{*}
Approximate Attendees

*Includes First Year Orientation (980)



Online Trainings

Online Sexual Assault Prevention Training



1,180
Incoming Undergraduates

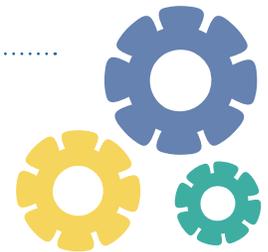
1,694
Incoming Graduate Students

2,355
New Employees

2,976
Undergraduate Booster Courses (for sophomores, juniors, and seniors)

112
Athletic Staff

8
Athletes*



8,314 people reached

*Most athletes participate in an in-person training session lead by PLEASURE educators.

Some additional initiatives the IDHR Education Team would like to highlight from this year include:

Updated Bathroom Stickers on Campus

Updated resource stickers were put in each bathroom stall on campus. The Bathroom Stickers Project is an initiative to provide all members of the MIT community with easily accessible information about important resources regarding experiences of sexual misconduct and other forms of discrimination and discriminatory harassment. An older version of the resource sticker was replaced in each stall with one of three new versions of the sticker which are now in circulation. Each version of the new sticker has the same resource information on the left side and answers different Frequently Asked Questions on the right side. Images of the current stickers can be found [here](#).

DO YOU WANT TO TALK TO SOMEONE
About an incident (recent or former) of sexual assault, sexual harassment, intimate partner violence, or stalking?

FOR EMERGENCIES

EMERGENCIES
MIT Police 617-253-1212 (on campus)
911 (off campus)

MEDICAL ATTENTION
MIT Medical (confidential resource)
617-253-4481

FOR CONFIDENTIAL SUPPORT

MIT RESOURCES
Violence Prevention & Response (VPR)
617-253-2300
VPR can provide support and answer questions about resources and reporting options.

Student Mental Health & Counseling
617-253-2916

Chaplains
617-253-7707

Ombuds Office
617-253-5921

MyLife Services
844-405-5433

OFF CAMPUS RESOURCES
Boston Area Rape Crisis Center
1-800-841-8371
RAINN (hotline)
1-800-656-HOPE
Transition House
617-661-7203

Confidential resources will not inform IDHR of any information shared.

For Students
For Faculty, Staff, and Postdocs

REPORTING AN INCIDENT

IDHR - Reporting MIT Policy Violations
Learn more about:
• Supportive Measures
• Adaptable & Investigative Resolution Pathways
• Confidential Resources
On or Off Campus

MIT POLICE - Reporting State Law Violations
Learn more about:
• Pressing Criminal Charges
• Obtaining Protection Orders through Court
• Connecting with Local (Non-MIT) Police

can be pursued simultaneously

Report your experience anonymously or non-anonymously at idhr.mit.edu.

WHAT IF I WOULD RATHER TALK TO ONE OF THE FOLKS BELOW?

EXAMPLES FOR STUDENTS

- Coaches
- Residential Life Staff (including GRAs)
- Academic Advisors
- Faculty
- Teaching Assistants
- Student Support Services (S²)
- Office of Graduate Education
- Deputy Title IX Coordinators

EXAMPLES FOR EMPLOYEES

- Managers & Supervisors (even if it's not your Manager/Supervisor)
- Human Resource professionals (both central and DLC-specific)

If you speak with the staff mentioned above (otherwise known as Responsible Employees), they have a responsibility to inform IDHR of the incident. IDHR Staff will then reach out to you via email to ask if you would like to meet and learn more about resources and reporting options available to you. You do not have to agree to meet with IDHR staff.

HOW CAN IDHR HELP ME?

The Institute Discrimination & Harassment Response Office (IDHR) can help faculty, staff, students, and postdocs who are experiencing any form of discrimination or discriminatory harassment on the basis of:

- race
- color
- sex
- sexual orientation
- gender identity
- pregnancy
- religion
- disability
- age
- genetic information
- veteran status
- ancestry
- national or ethnic origin

Please note that discrimination or discriminatory harassment on the basis of sex includes sexual assault, sexual harassment, intimate partner violence, and stalking. Many of the resources listed on the left can also support you if you've experienced discrimination other than sexual misconduct.

FREQUENTLY ASKED QUESTIONS

What happens when I submit an incident report to IDHR? What is "serious enough" to share?

When you submit an incident report to IDHR, "reporting" simply means letting the IDHR Office know something has occurred. An IDHR staff member will contact you to schedule a time to meet or talk. IDHR can provide information on supportive measures, resources, and options to resolve and address the impact of what you experienced.

Please note that reaching out or reporting to IDHR does not automatically trigger an investigation process.

If it's serious to you, it's serious to us. The earlier we're notified, the more we can do to address the situation.

I don't want to file a formal complaint, so why would I go to IDHR?

Our office does much more than just conduct formal complaint investigations. We have a variety of other ways to address concerns about discrimination at MIT including:

- ADAPTABLE RESOLUTION:** We can address concerns through adaptable resolution processes. These are a range of options from shuttle mediation to facilitated dialogue, that seek to find mutually agreeable solutions to address impact.
- SUPPORTIVE MEASURES:** We can assist in securing workplace, housing, or academic modifications, obtaining no-contact orders, talking to someone about their behavior and its effect on you, and more.
- EDUCATION AND TRAINING:** The IDHR Education Team can provide interactive training and educational opportunities, including in-person as well as online trainings.

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Rollout of Required Online SPARC Go+ Booster Course for Seniors

In 2018, the Committee on Sexual Misconduct Prevention & Response (CSMPR) recommended that each undergraduate class year be required to take an online "booster" sexual assault prevention course. The goal of this ongoing education effort is to build upon the required sexual misconduct prevention training, incoming first year students receive. This is so that all members of a given class have the same foundational knowledge—a crucial component of effective prevention. This year's seniors led the way in the multi-year rollout of the booster courses by having previously completed the sophomore and junior courses, and now being the first class to complete the senior booster course. The new course for seniors is the Sexual & Interpersonal Violence Prevention and Response Course (SPARC Go+). This course was developed by the ARRIVE Center at SUNY and MIT was able to customize content to include information about MIT policies and resources. This academic year, 83% of the senior class completed this training.

Live Getting to Know IDHR Sessions for New Graduate Students

Incoming graduate students are required to take two online training modules (Sexual Assault Prevention and Diversity, Equity, and Inclusion) as part of their onboarding to the MIT community. These courses are imperative to ensure that students understand community expectations for behavior, know that the Institute takes these issues seriously, and can identify where to go for help. To build upon these trainings and provide further connection to MIT resources, the IDHR education team contacted all departments and programs to inquire about opportunities to introduce ourselves to incoming students during department level orientations. This outreach resulted in 25 live Getting to Know IDHR sessions being facilitated at department or program level graduate orientations. Three departments/programs opted to provide students with IDHR's Canvas site so they could access a recorded version of this training.

PIE Workshops for Biological Engineering

During the spring of 2022 the IDHR Education team partnered with Biological Engineering (BE) to offer Promoting Inclusive Environments (PIE) workshops to any research group in their department who was interested in scheduling a workshop. Six labs opted to schedule PIE workshops for their groups. The content of these workshops was tailored to the department based on focus group conversations with students, faculty, and staff. The workshops were facilitated either in person, over Zoom, or, for the first time, in a hybrid format (some of the lab members were in person while others joined via Zoom). 100% of the workshop participants who filled out the post-workshop evaluation agreed that the PIE workshop was valuable and that they would recommend it be implemented in other DLCs at MIT. Following the workshop, 93% of participants agreed or strongly agreed that they felt confident in their ability to intervene effectively if they witnessed potentially problematic situations. And 100% agreed or strongly agreed that they were knowledgeable about ways to make their community more welcoming and inclusive.

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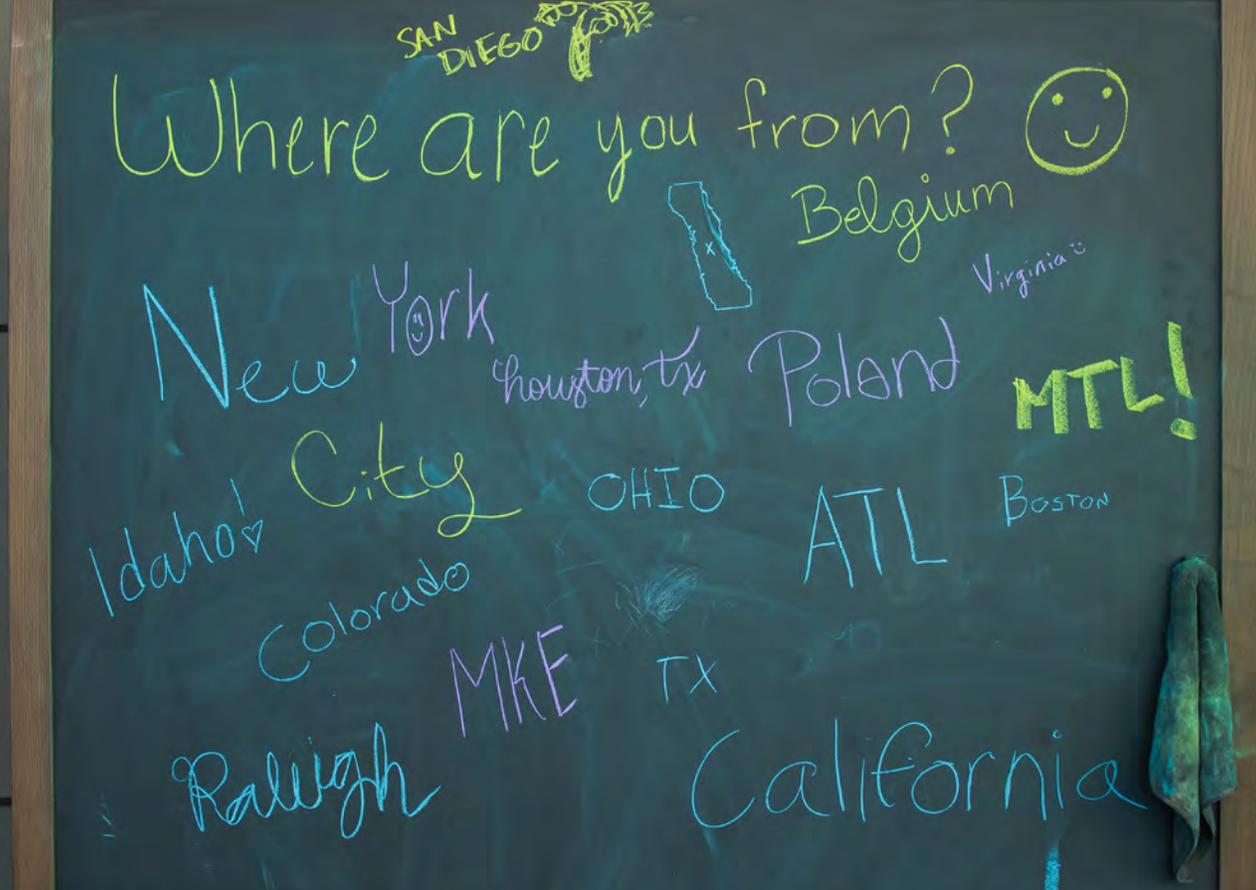
I really liked that the entire lab more or less was engaged in the workshop, and it felt like a space where everyone was intentional not only about participating, but also about hearing what others had to say.

“

I like how we could interact in many ways (speaking, sending chat, typing on the google doc) depending on our comfort level. Made it feel easier to engage with the conversation.

“

I think the scenarios were good and applicable, I like that you asked us about what we wanted to talk about beforehand so we were prepared to do so and could get that off our chest with you.



Institute-Wide Initiatives

In addition to building out the IDHR Office as a centralized resource, we have been a part of multiple national or Institute-wide initiatives to further assess and address the topics of sexual harassment and campus inclusion. Below are updates or brief summaries of these initiatives.

Bias Response Team

The Bias Response Team (BRT) is a working group of subject matter experts who strategize how to address reported incidents of bias and discrimination impacting the MIT community. Together with other campus stakeholders, the BRT provides recommendations on education and outreach as appropriate.

When a bias or discrimination-related incident is reported to the IDHR, IDHR offers to meet with the reporting party to provide supportive services and resolution options. IDHR informs the BRT of all discrimination-related incidents that come to its office and, when needed, seeks the input of the group. The BRT may identify intervention actions for the affected individual and/or community, and outreach as appropriate with the MIT community about the incident. Learn more about the BRT [here](#).

NASEM Action Collaborative

The Action Collaborative on Preventing Sexual Harassment in Higher Education is an initiative where more than 60 colleges, universities, and other research and training institutions are identifying, researching, developing, and implementing efforts that move beyond basic legal compliance to evidence-based policies and practices for addressing and preventing all forms of sexual and gender harassment and promoting a campus climate of civility and respect. The Action Collaborative model brings together a coalition of the willing to work on a system-wide problem and to identify and develop innovative and evidence-based solutions. It does this by facilitating the exchange of information, ideas, and strategies around topics of mutual interest and concern, and by inspiring and supporting collective action among its member institutions.

MIT continues to participate in the National Academies of Science Engineering and Medicine (NASEM) Action Collaborative to further the Institute's commitment to maintaining a safe and healthy work environment for every member of the MIT community.

Health Promotion Working Group

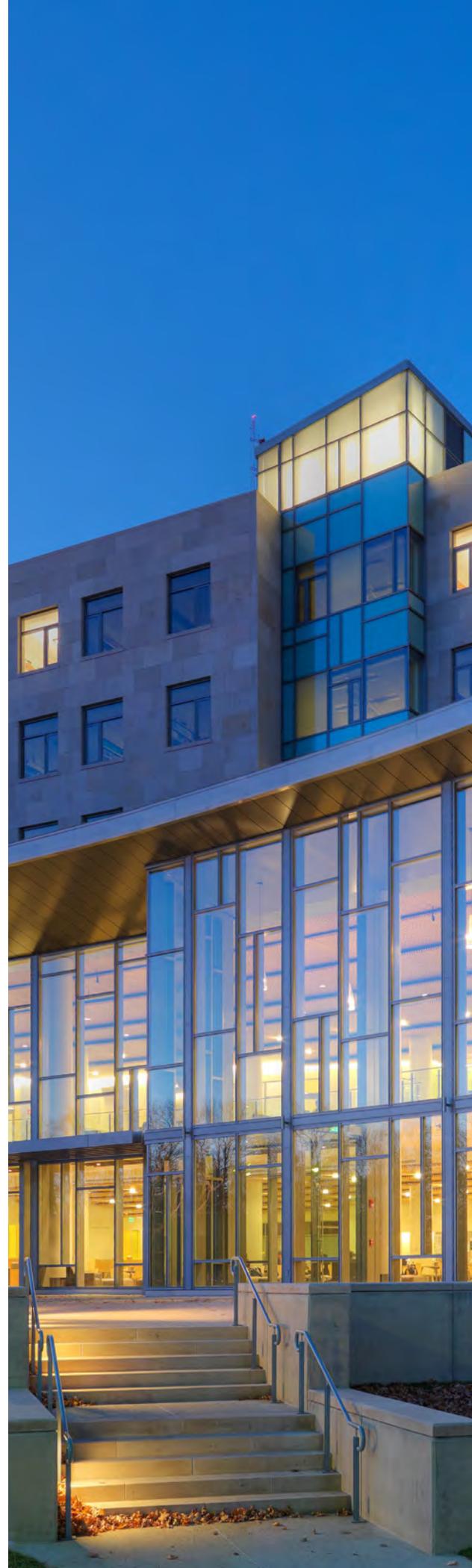
The Health Promotion Working Group (HPWG) was formed to coordinate efforts that help students' wellbeing and advance the Division of Student Life's goal of making MIT known for its culture of wellbeing. The HPWG is comprised of staff from across the Institute including offices that provide direct support to students, education and training on topics related to student health and wellbeing, and health promotion resources. Additionally, the HPWG regularly consults with students and faculty on issues and topics related to student wellbeing. The group identified best practices at peer institutions to coordinate student wellbeing efforts, has begun processes to identify and inventory student wellbeing related programs and communications, and established a common language around student health and wellbeing across campus.

IDHR is participating in sub-groups of the Health Promotion Working Group, particularly the Education and Communications groups, collaborating on ways to improve training and education for students as well as developing streamlined messaging and communications around student wellbeing and support resources.

All-Gender Restrooms Working Group

The Institute Community and Equity Office and the Office of Campus Planning are sponsoring a Campus Inclusive Restroom Study to outline an inclusive approach to MIT's 730 public, non-residential restrooms, which occupy more than 200,000 square feet of space across campus. The study will engage many stakeholders across the Institute, including diversity, equity, and inclusion staff, the Disability Employee Resource Group and Student Disability Services, the Office of Religious, Spiritual and Ethical Life (ORSEL), and the All-Gender Restrooms Working Group. The results of the study will include a campus restroom plan that considers the mix of men's, women's and all-gender multi-user restrooms across campus. The study will also benchmark peer institution precedents and best practices, define a campus-wide restroom program, and prepare restroom design guidelines for minor retrofit, renovation and new construction.

The All-Gender Restrooms Working Group (AGRWG) is sub-working group part of the Campus Inclusive Restroom Study. This Working Group is charged with identifying pathways to expand access to all-gender restrooms in MIT buildings that are part of the MIT Cambridge campus and creating sustainable mechanisms that will ensure access is maintained. Efforts may include the development of policies that impact additional MIT buildings and the expansion of inclusive restrooms. This Working Group exists to facilitate the coordination of multiple efforts and Institute accountability—and support meaningful engagement by the communities most impacted.





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