



**INSTITUTE
DISCRIMINATION
AND HARASSMENT
RESPONSE OFFICE**

ANNUAL REPORT
2022-2023 Academic Year



**INSTITUTE DISCRIMINATION &
HARASSMENT RESPONSE OFFICE**

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OUR OFFICE



DIRECTOR'S MESSAGE

Dear Members of the MIT Community,

I hope that by sharing our 2022-2023 Academic Year Annual Report, our community gets a sense of the issues that affected our campus and of the resources our office provided to students, staff, and faculty when they took the sometimes difficult step of reporting an incident to us.

In response to requests that information on incidents reported to Institute Discrimination and Harassment Response Office (IDHR) be provided in a more accessible format, I am very excited to announce the launch of IDHR's [Data Dashboard](#). Along with our [annual reports](#), the dashboard provides information about incident reports received by IDHR involving students, faculty, and staff during the preceding academic year, including comparisons across years. This initiative is part of IDHR's continued commitment to provide information in a transparent and timely manner. We thank Institutional Research (IR) for working diligently with us throughout the last year to build this important new tool for the MIT community.

In 2022-23 we additionally took efforts to reformat our Formal Complaint Process so that it encompasses both Investigation and Adaptable Resolution options. Having both under the formal resolution umbrella gives MIT members more grievance pathways, whether they seek a process that determines findings and potential sanctions or look to access a remedies-based resolution. We also continue building our Adaptable Resolution capacity by expanding the role of the Adaptable Resolutions Manager to sit within IDHR and the Institute Community and Equity Office (ICEO)—helping increase collaboration between our two offices.

In April 2023, as we stepped out of the pandemic, we were able to hold an in-person celebration for the annual [Change-Maker Awards](#) again. The awardees were recognized for their work to eradicate sexual misconduct and make MIT a welcoming community for all.

Additionally, to support the growing needs of the community and our office's ability to provide support in a timely way, we added members to our staff. We are happy to welcome a new Investigator, Aimee Bierman, to help support our growing caseload. Meanwhile, our previous Education Specialist, Tori-Willbanks Roos, has transitioned to become a second Case Manager at IDHR, and we have welcomed two new Education Specialists to the office: Arti Kothari and Amanda Wynn.

Increased outreach was also one of our focuses this past year – IDHR's education team was able to bring trainings to more staff compared to previous years, and more tailored workshops to students in sororities by partnering with Fraternities, Sororities & Independent Living Groups. We hope to continue expanding our outreach in the 2023-24 school year.

Thank you all for your efforts in making MIT a community that cares about the experiences of all. We are grateful for your partnership and ongoing support.



Vision

The Institute Discrimination and 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.

Multi-Missioned

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,
- the tracking and reporting of **patterns and trends**,
- and a **formal complaint process** that includes **restorative and investigative** processes.

Our Model



Our Team



Sarah Rankin
Director and Title IX Coordinator



Meg Chuhran
Manager of Office Operations
and Case Management



Catherine Barrett
Administrative Assistant



Tori Willbanks-Roos
Case Manager



Vera Grbic
Communications Coordinator

Education and Outreach Team:



Simi Ogunsanwo
Manager of Prevention
Education and Outreach



Amanda Wynn
Education Specialist



Arti Kothari
Education Specialist

Resolution Processes Team:



Nina Harris
Manager of Adaptable Resolutions
and Restorative Practices



Moriah Silver
Manager of Investigations



Courtney Wilson
Investigator



Justine Plaut
Investigator



Aimee Bierman
Investigator

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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MIT VALUES



DIGNITY + RESPECT

+ BELONGING + COMMUNITY

OVERVIEW OF INCIDENT DATA

sharing of

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.

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

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

ons,
ers.

mit.edu/values



Definitions & Terms*

Gender-Based or Sex-Based Discrimination: Discrimination based on an individual's sex or gender (including discrimination based on 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: Unspecified: This category is used when IDHR 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.

Consent: Consent means "effective consent" as defined in the [Mind and Hand Book, Section II](#). In part, the policy reads that, "Effective Consent is: informed; freely and voluntarily given; mutually understandable words or actions which indicate willing participation in mutually agreed upon sexual activity."

Gender-Based Discrimination: Other: 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).

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



Definitions & Terms continued*

Discrimination & Discriminatory Harassment, not based on Gender or Sex: Discrimination based on a protected identity, including race, color, 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.

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.

General Terms

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

Student: Students enrolled for undergraduate degree programs and 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 IDHR in the 2022-2023 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.

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

Definitions & Terms continued*

Note: As of this annual report, we have differentiated our offerings of “supportive measures” and “informal remedies.” In previous annual reports, these were conceptualized under one banner of either “supportive measures” or “informal resolution.”

Case Trajectory: Sections of the annual report will elaborate on how incidents were addressed when IDHR was notified. The following are pathways IDHR uses to address cases:

Information about Rights, Resources, & Resolution Options: The “3Rs”; IDHR 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 IDHR was unable to follow up on.

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, housing alterations, referrals to visa and immigration assistance, and workplace and academic modifications.

Informal Remedies: A Complainant may also request Informal Remedies such as an educational conversation, educational workshop, or Mutual No Contact Order (MNCO). These may be facilitated by IDHR or in consultation with IDHR. Informal Remedies may also be offered by Human Resources (HR) or the Ombuds Office.

Initial Assessment: An in-depth assessment, completed by the IDHR Investigations team to ascertain whether there are sufficient grounds to proceed with the Formal Complaint Process, be it through the Adaptable Resolution 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 IDHR. This is what HR & Federal TIX procedures refer to as “Informal Resolution.”

Investigation Process: The Investigation 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 IDHR's website.

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. Even if a complaint is withdrawn, supportive measures may still be requested. 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 investigate this as an Administrative Complaint.

Administrative Complaint: A complaint submitted by IDHR 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 Policies & Procedures (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 our office, the concern warrants investigation.

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 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).



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 following up with a named person or DLC is appropriate and possible while maintaining the reporting parties' request for anonymity.

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

1. Supportive Measures;
2. Informal Remedies;
3. A Formal Complaint Process (which includes one of two pathways: Investigation or Adaptable Resolution).

IDHR will consult with the Complainant, where possible, to determine what type of process and/or support they prefer.

Tracking Patterns of Repeated Concern

One of the benefits of a centralized office is the ability to track a pattern of repeated concerns about the same individual or same environment. IDHR utilizes a database to help identify such patterns of conduct and works closely with community partners to gather relevant information. For an employee, this preliminary review could include consulting with a Department, Lab, or Center (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 Department of Student Life (DSL) staff to review past conduct concerns raised to determine next steps.

This preliminary review process enables IDHR, with the support of community partners in the DLCs or DSL, to take a holistic approach in reviewing reports and, where appropriate, identify early educational interventions for troubling conduct that does not yet rise to the level of a conduct policy violation, and to 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 IDHR

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 IDHR 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 - Complaint Resolution](#), 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 IDHR, the concern warrants investigation.

In matters where a faculty member or staff member is accused (i.e., is the Respondent), by a non-MIT community member, the non-MIT community member cannot file a Formal Complaint on their own. Instead, a non-MIT community member can request IDHR initiate an Administrative Complaint. Examples include:

- 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.

IDHR can also initiate an Administrative Complaint when the impacted person does not want to file a Formal Complaint and, in the judgment of IDHR, the concern cannot be meaningfully addressed without a Formal Complaint Process. 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. IDHR 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. 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 nondiscriminatory 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 to the Complainant, providing targeted training or prevention programs to the Respondent, and/or providing or imposing other non-disciplinary remedies tailored to the circumstances as determined by IDHR.
- 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.

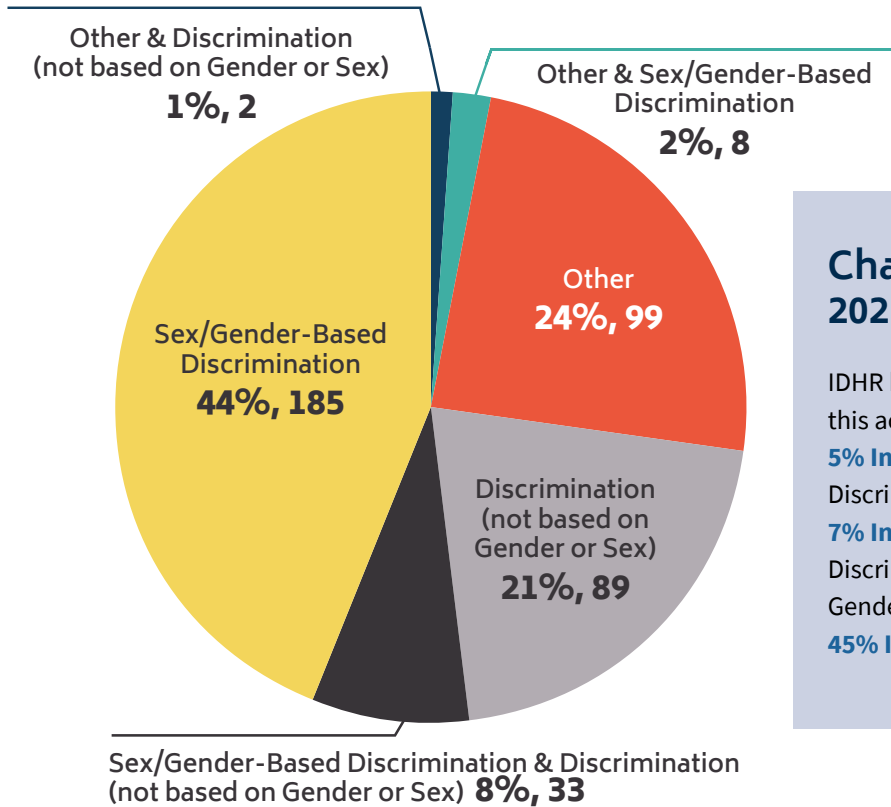


Total Reports to IDHR for 2022-2023 Academic Year

This first section of the report represents all the incidents that IDHR was notified of through a variety of sources including direct incident reports, via responsible employees, and referrals from Human Resources. In total, IDHR received **416 incident reports** that are broken down into three broad categories:

1. Gender-Based or Sex-Based Discrimination;
2. Discrimination and Discriminatory Harassment (not based on Gender or Sex); 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.

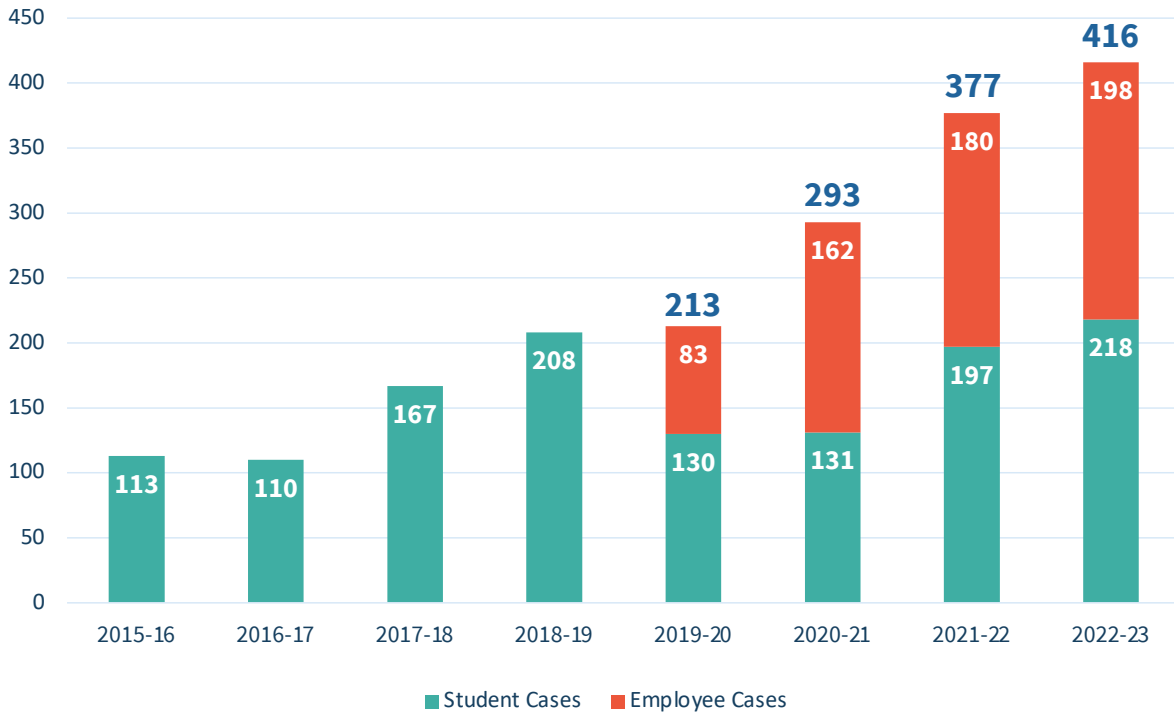


Changes in reports from the 2021-2022 Academic Year

IDHR had a **9% increase in reports** received this academic year in comparison to last year. **5% Increase** for Gender-Based or Sex-Based Discrimination reports. **7% Increase** for Discrimination or Discriminatory Harassment (not based on Gender or Sex). **45% Increase** for Other Misconduct reports.

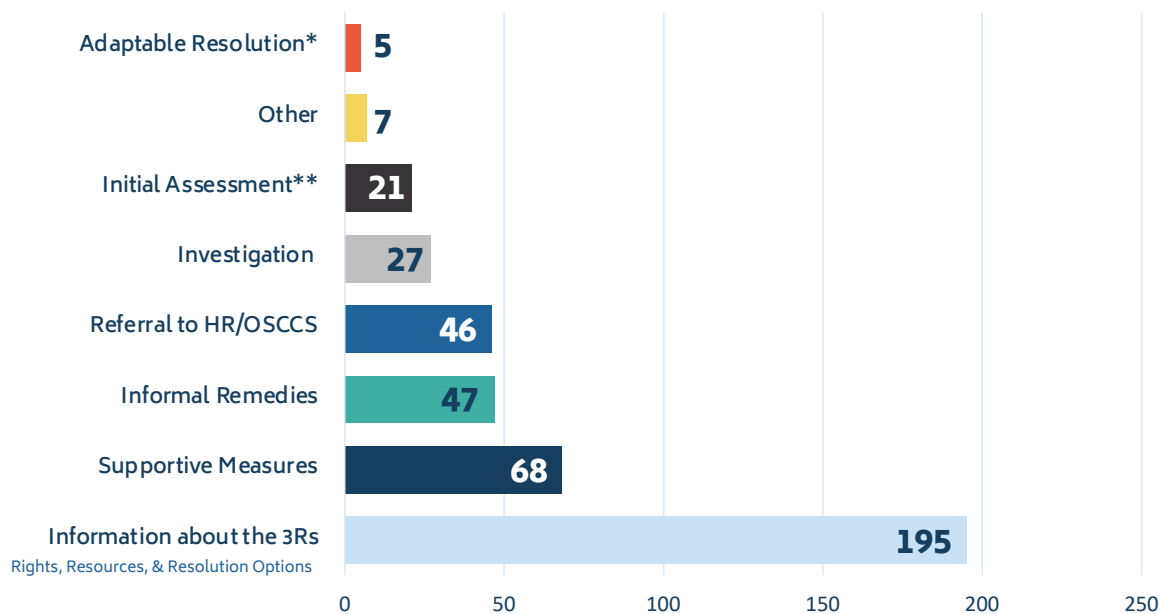
The chart below shows the progression of reports received by the Office since 2015 as the office changed in scope and name. From 2015-spring 2017, the Office responded to Title IX/Sex & Gender reports involving student conduct only. In winter 2017, this expanded to include all student conduct that related to bias and discrimination. In spring 2020, the Office’s scope expanded again to include reports of employee conduct, becoming IDHR — an office that 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



In the following chart, you will see how all 416 incident reports that came into IDHR were addressed.

Trajectory for All 416 Reported Incidents



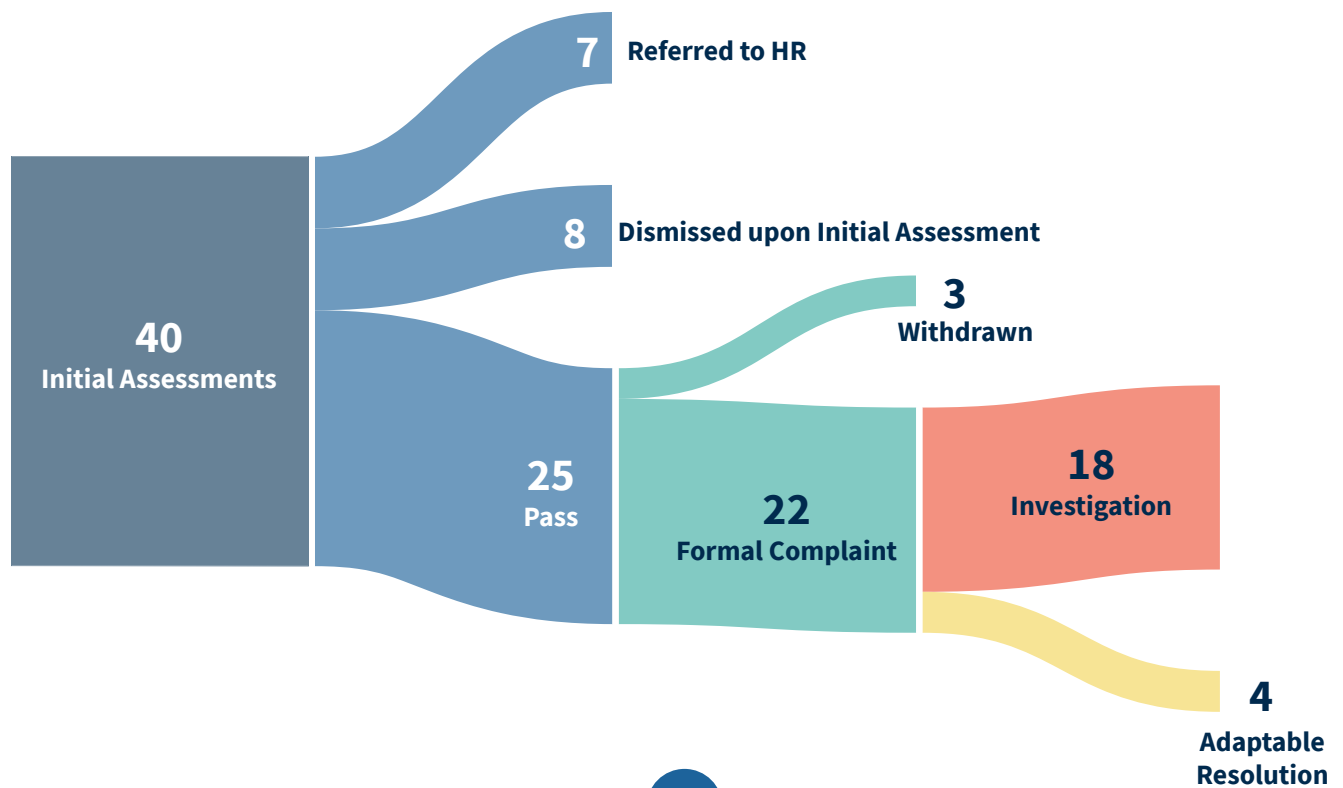
*Adaptable Resolutions are only available in cases that pass an Initial Assessment and involve a student Respondent or Complainant.

**These are Initial Assessments that did not result in an Investigation or Adaptable Resolution through IDHR. These may have been referred to HR or OSCCS or the Complainant may have decided to withdraw their complaint after passing the IA.



An Initial Assessment seeks to determine if the reported behavior would implicate an MIT policy and whether there are sufficient grounds to proceed with the Formal Complaint Process. The Initial Assessments in the following chart include those for Respondents of all affiliations and all allegation types conducted in academic year 2022-23. As results indicate below, Initial Assessment outcomes can include passing the IA and progressing to an IDHR Investigation or IDHR Adaptable Resolution, withdrawing from a complaint after passing the IA, dismissal of the complaint, and dismissal of the complaint with a referral to HR or OSCCS.

2022-23 Initial Assessments



9 out of 15 of the Referred & Dismissed cases were filed by 2 Complainants.

63% of Initial Assessments conducted in academic year 2022-23 passed.

The relationship between Complainant and Respondent gender across all cases in 2022-23 is expressed to the right. This is also expressed for reports of Gender-Based or Sex-Based Discrimination, specifically, in the adjoining chart below.

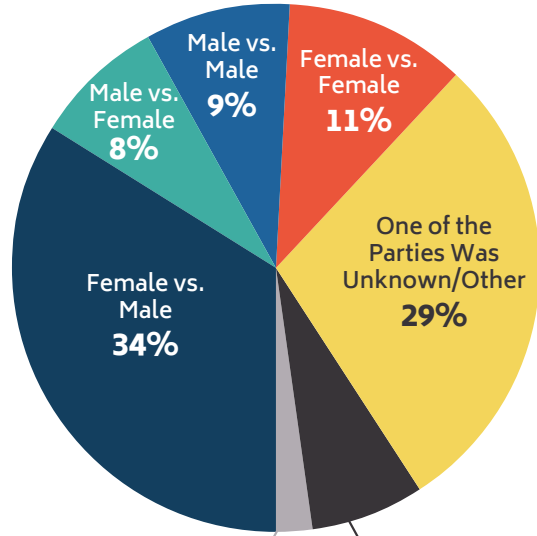
43% of all Respondents are male.

In **29%** of all complaints, one of the party's gender is unknown.



Gender of Complainant v. Respondent

Total Reported Incidents: 416



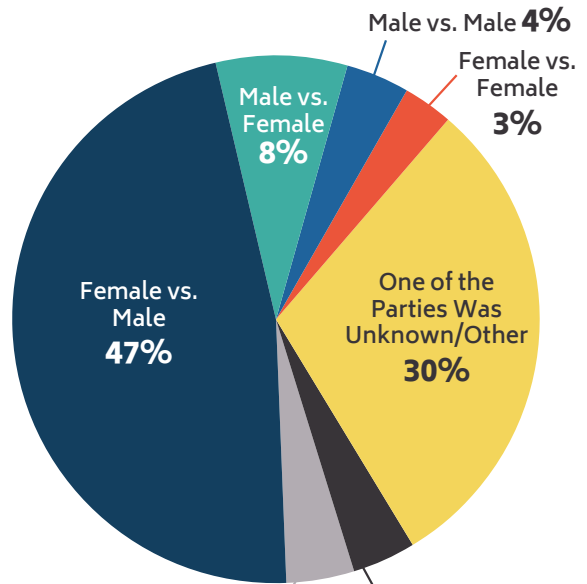
One of the Parties Self-Identified as Transgender **2%**

One of the Parties Was an Organization or DLC **7%**

Gender of Complainant v. Respondent

Sex & Gender-Based Harassment & Discrimination

Reports: 226

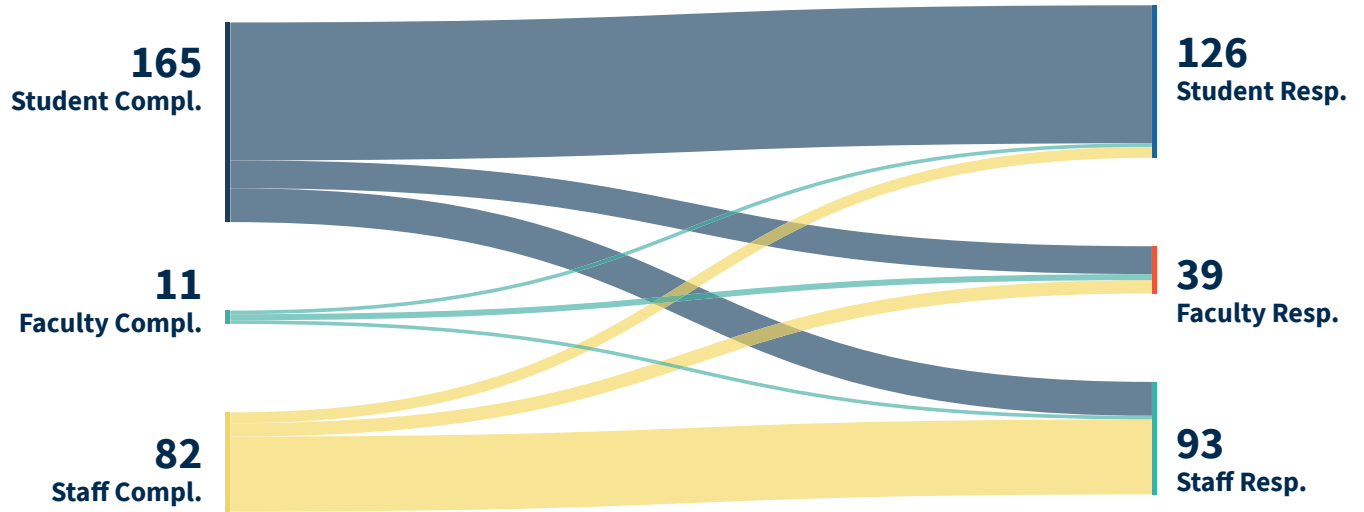


One of the Parties Self-Identified as Transgender **4%**

One of the Parties Was an Organization or DLC **4%**

The graph below shows the affiliation of Complainants and Respondents for all forms of discrimination and discriminatory harassment. We focused on students, staff, and faculty as this is the most sought-after information.

Complainant v. Respondent Affiliation 2022-2023
Total Reported Incidents: 416



Made with SankeyMATIC

Staff includes Senior Researchers, Instructors, TAs & Postdocs.

133 cases involve a Respondent or Complainant with an Unknown/Other affiliation, which includes affiliates, alum, non-affiliates, contractors, and unknown.

33 cases have a party who is a Group/DLC.

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. Other Misconduct: 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, not based on Gender or Sex. Section 3 combines student and employee data together to represent the smaller number of 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.

Also see the Education and Initiatives chapter that covers the types and number of trainings IDHR provided the MIT community, and our office’s broader campus work around preventing discrimination and discriminatory harassment.

Section 1:
**EMPLOYEE
CASES**



Total Reports For Employee Cases

The data provided in this chapter details cases involving employee Respondents (the individual(s) accused of violating an MIT policy). Employees at MIT include faculty members, senior research scientists, senior research engineers, senior research associates, staff members, and postdoctoral scholars. **In the 2022-2023 academic year, IDHR received 198 incident reports that involved allegations against an employee at MIT.** These incident reports are categorized into two subsections:

1. **Gender-Based and Sex-Based Discrimination**
2. **Discrimination & Discriminatory Harassment (not based on Gender or Sex)**

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



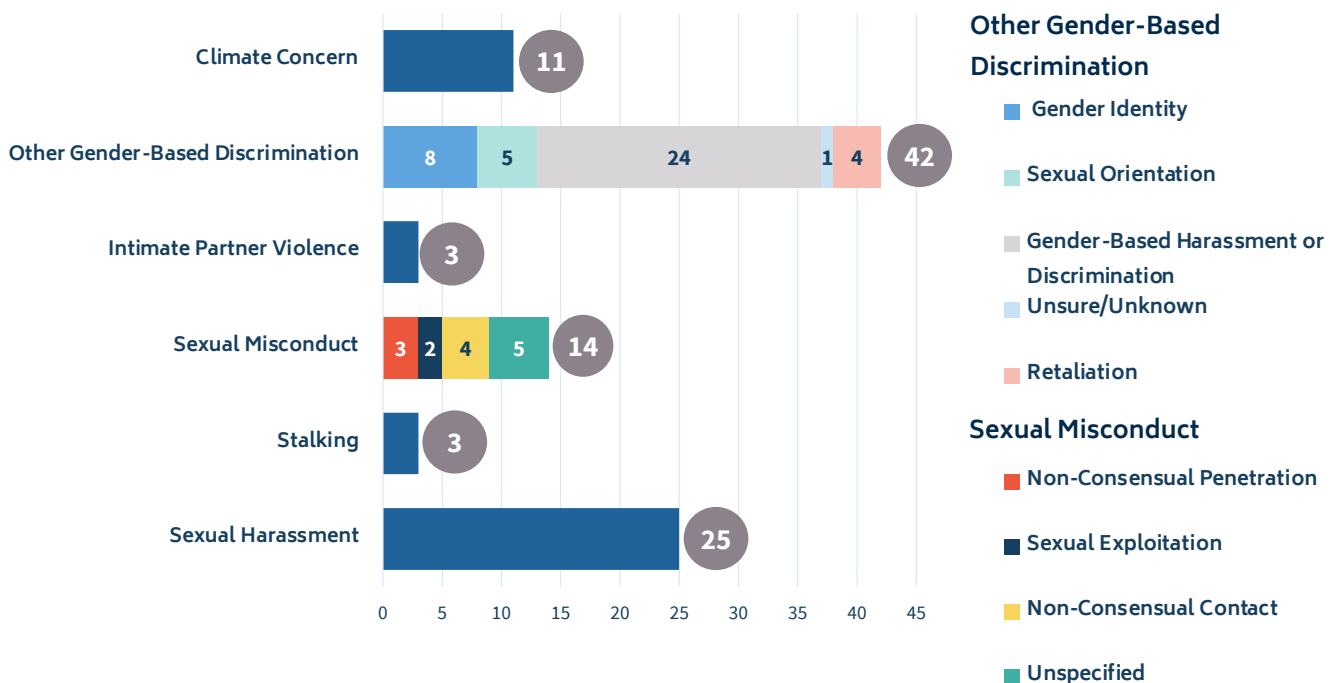
Gender-Based or Sex-Based Discrimination

Types of Cases

This subsection details the nature of the Gender-Based and Sex-Based Discrimination reports involving employees reported to IDHR during the 2022-2023 academic year. The categories include Sexual Misconduct, Sexual Harassment, Intimate Partner Violence, Stalking, Other Gender-Based Discrimination, and Title IX: Other. Sexual Misconduct is an umbrella term for non-consensual sexual penetration, non-consensual sexual contact, sexual exploitation, and unspecified. **There were 71 cases reported to the IDHR Office.** This chart shows more allegations than reports because a single report often contains multiple allegations.

*Gender-Based Discrimination: Other is a category used to describe discrimination that is based on gender but does not meet the definition of the other listed categories (eg. Retaliation).

71 Reports of Gender-Based or Sex-Based Discrimination, containing 98 separate allegations



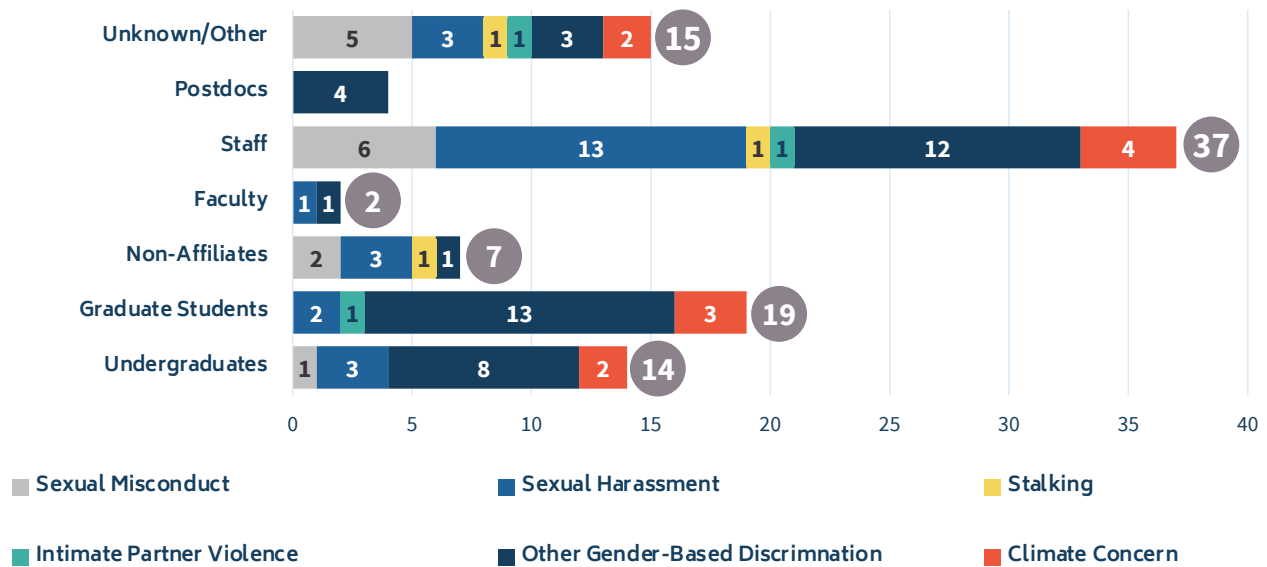
Affiliation

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.

38% of Complainants are **Staff**. 52% of Sexual Harassment Complainants are **Staff**. 43% of all allegations in this category were **Other Gender-Based Discrimination incidents**.
 34% of Complainants are **Students**.

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

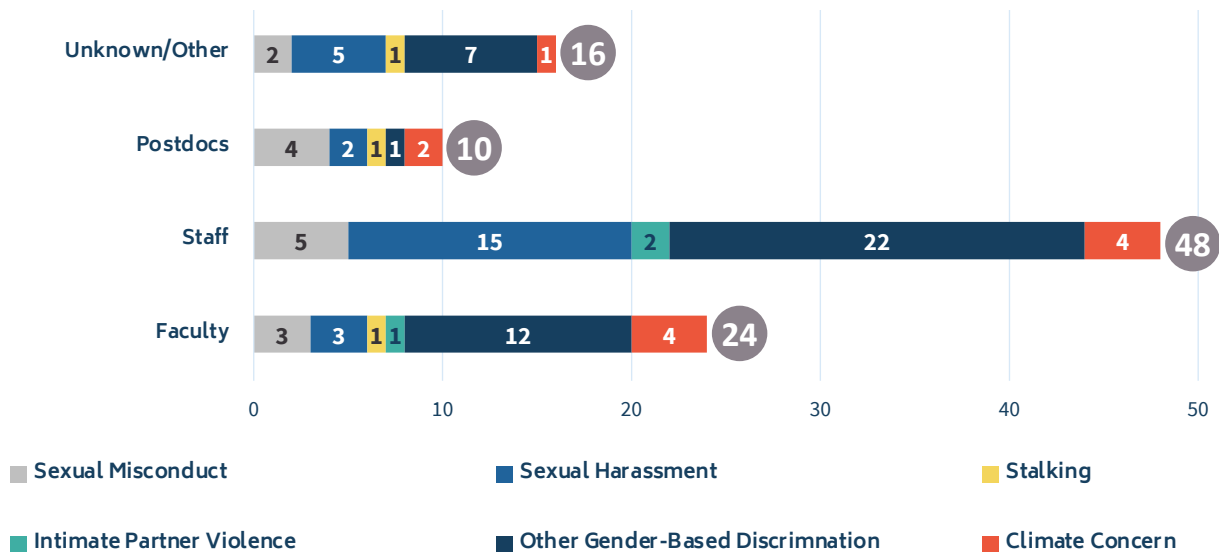


Respondent

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**. 24% of all Respondents are **Faculty**. 60% of Sexual Harassment incidents reported **Staff Respondents**.

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

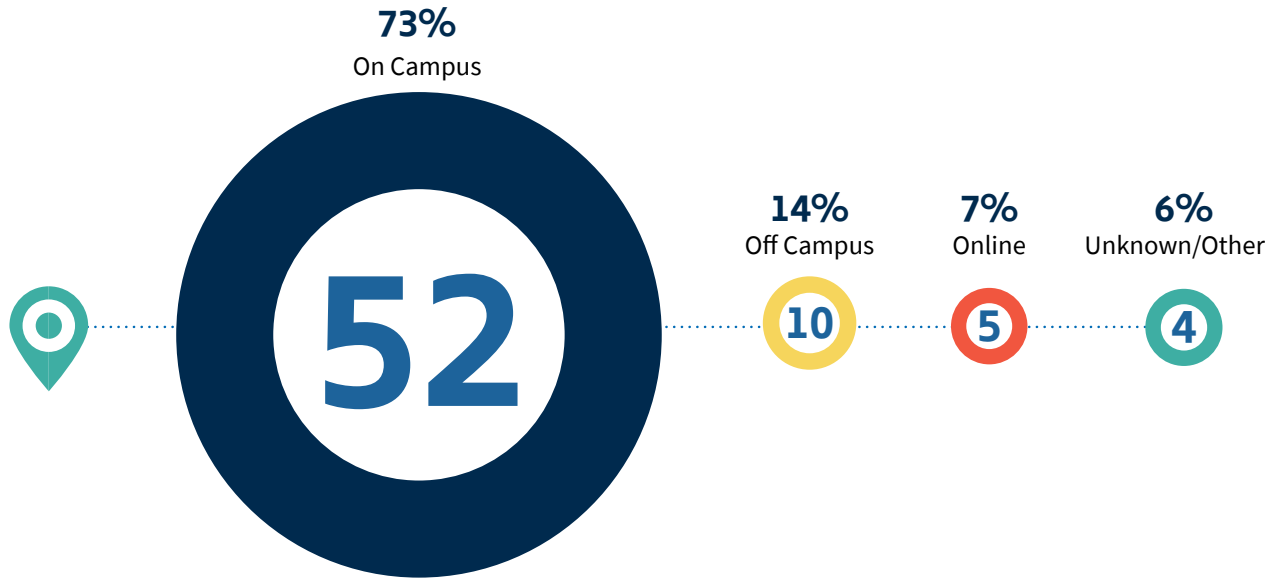


Location of Gender-Based Incidents Reported

- 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 offences under the Clery Act, the federal campus crime disclosure law.

73% of incidents occurred on campus. This is a 27% increase from AY21-22 where 46% happened on campus.

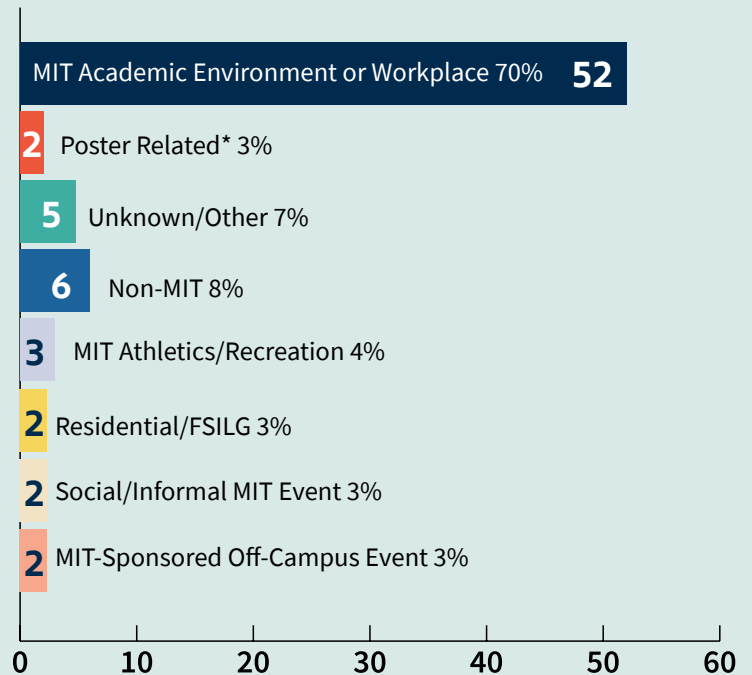


Incident Context of Gender or Sex-Based Discrimination

In response to community feedback, IDHR has categorized the context of incidents shared with the office. This year, we added additional incident contexts, including MIT Athletics/Recreation, Poster Related*, Social/Informal MIT Event, and MIT-Sponsored Off-Campus Event.

For a more detailed definition of Incident Context, see page 10.

*Poster Related: Incident reports related to concerns with posters put up around campus.



Case Trajectory

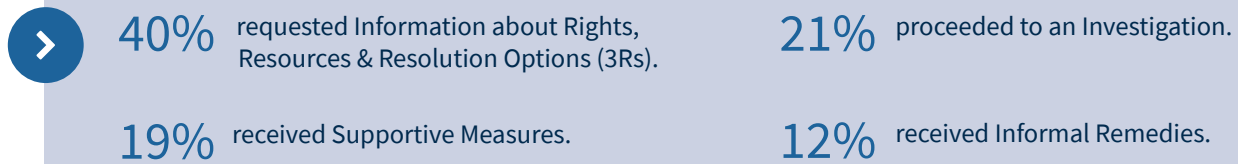
This figure depicts the trajectory of the 71 cases of Gender-Based or Sex-Based Discrimination against employees at MIT.

Case trajectories can be resolved through different pathways, including:

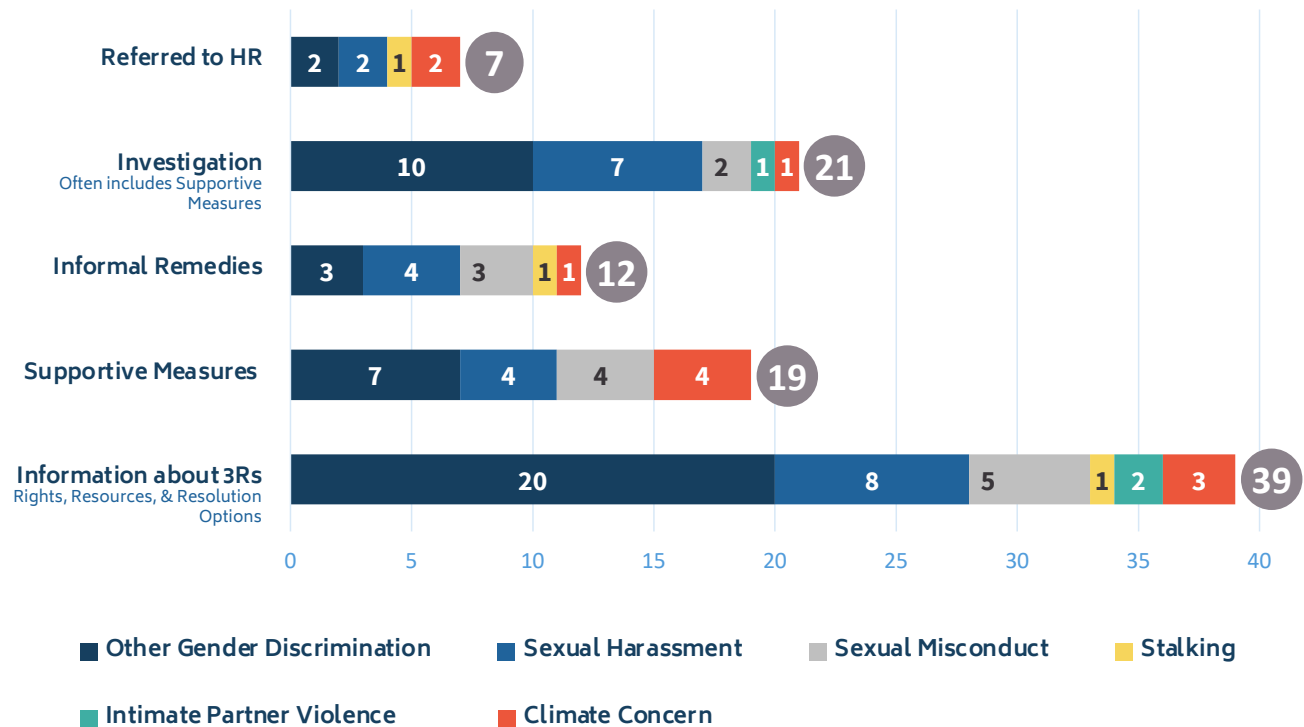
- Supportive Measures;
- Informal Remedies;
- Information about Rights, Resources, & Resolution Options (3Rs);
- Formal Complaint, including Adaptable Resolution or Investigation; and
- Referral when an incident falls outside the scope of our office.

For full definitions of each of these offerings, see page 11.

Each case is assessed to determine if MIT needs to take additional action beyond the Complainant’s request. In rare circumstances, it is determined that IDHR must move 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

not based on Gender or Sex

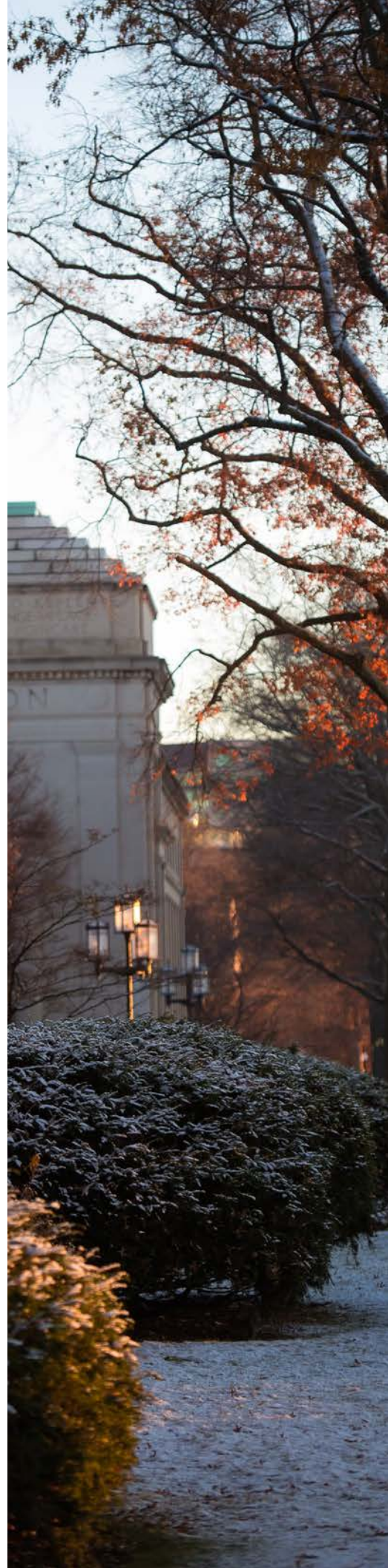
Types of Cases

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 2022-2023 academic year. The categories include Race, Color, Religion, Disability, Age, Genetic Information, Veteran Status, 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 78 cases reported to the IDHR Office.** This chart shows more allegations than reports because a single report often contains multiple allegations.

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



*12 out of 23 Disability reports came from 2 Complainants.



Affiliation

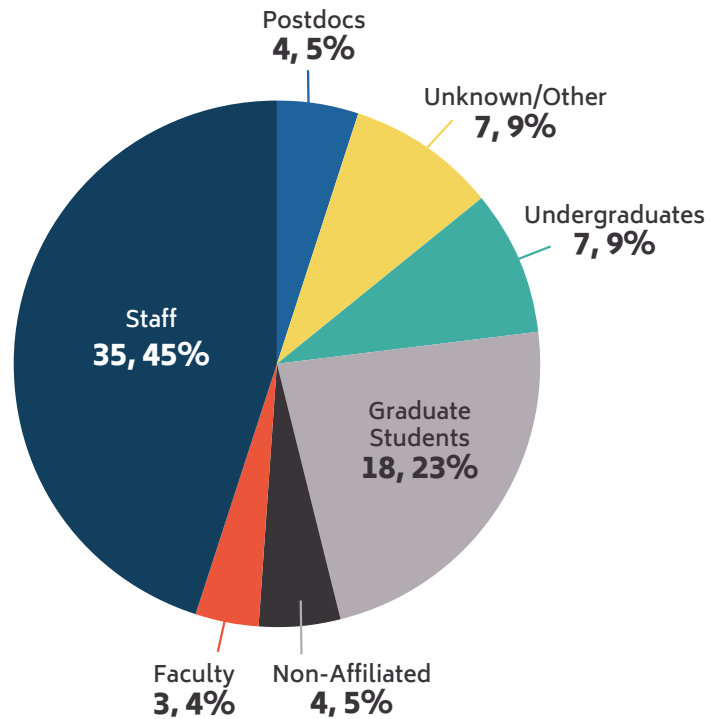
Complainant

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 (not based on Gender or Sex) against employees at MIT.

Some statistics are highlighted below.

45% of Complainants were Staff members.

32% of Complainants were Students.



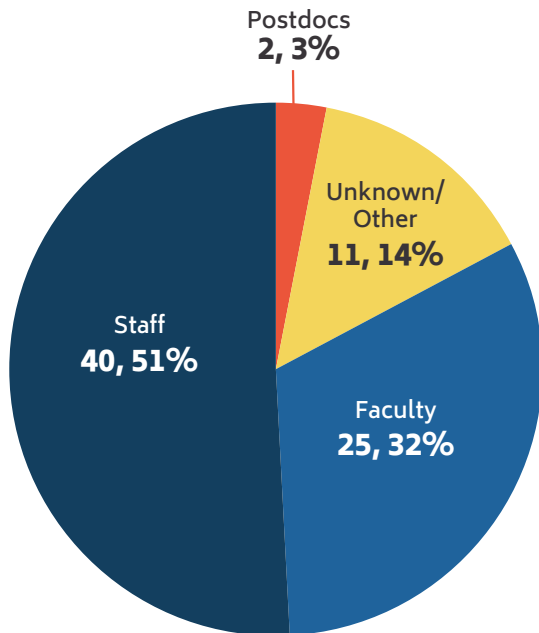
Unknown/Other includes affiliates, alum, non-affiliates, contractors, and unknown.

Staff includes Senior Researchers, Instructors, TAs & Postdocs.

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 (not based on Gender or Sex) against employees at MIT.

Some statistics are highlighted below:



51% of Respondents were Staff members.

32% of Respondents were Faculty members.

Location of Discrimination & Discriminatory Harassment Reported Incidents

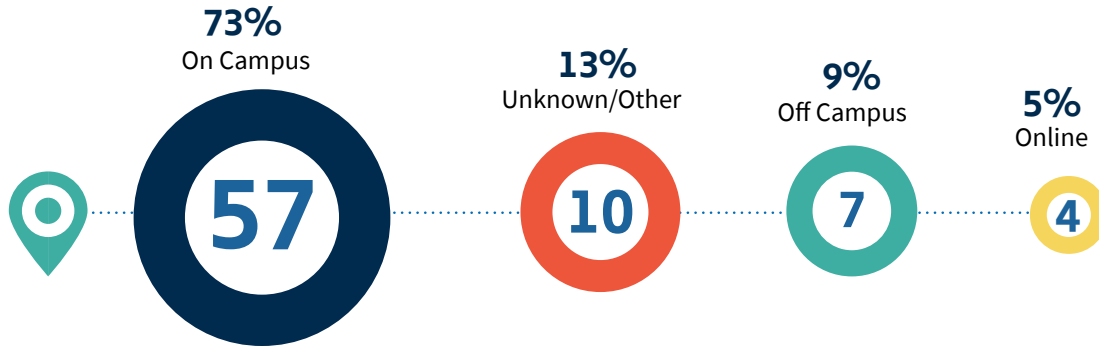
- On Campus (this includes MIT-owned property including FSILGs)
- Off Campus (this includes study-abroad programs)
- Online
- Unknown Location

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

▼

73% of incidents occurred on campus.

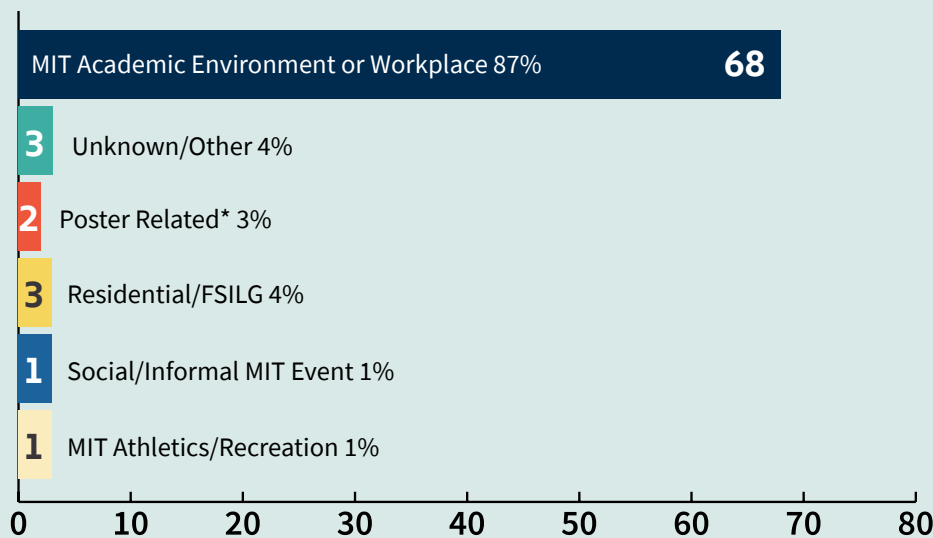
9% of incidents happened off campus.



Incident Context of Discrimination, not based on Gender or Sex

In response to community feedback, IDHR has categorized the context of incidents shared with the office. This year, we added additional incident contexts, including MIT Athletics/Recreation, Poster Related*, Social/Informal MIT Event, and MIT-Sponsored Off-Campus Event.

For a more detailed definition of Incident Context, see page 10.



*Poster Related: Incident reports related to concerns with posters put up around campus.

Case Trajectory

This figure depicts the trajectory of the 78 cases of **Discrimination or Discriminatory Harassment (not based on Gender or Sex) against employees at MIT.**

Case can be resolved through different pathways, including

- Supportive Measures;
- Informal Remedies;
- Information about Rights, Resources, & Resolution Options (3Rs);
- Formal Complaint, including Adaptable Resolution or Investigation; and
- Referral when an incident falls outside the scope of our office.

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



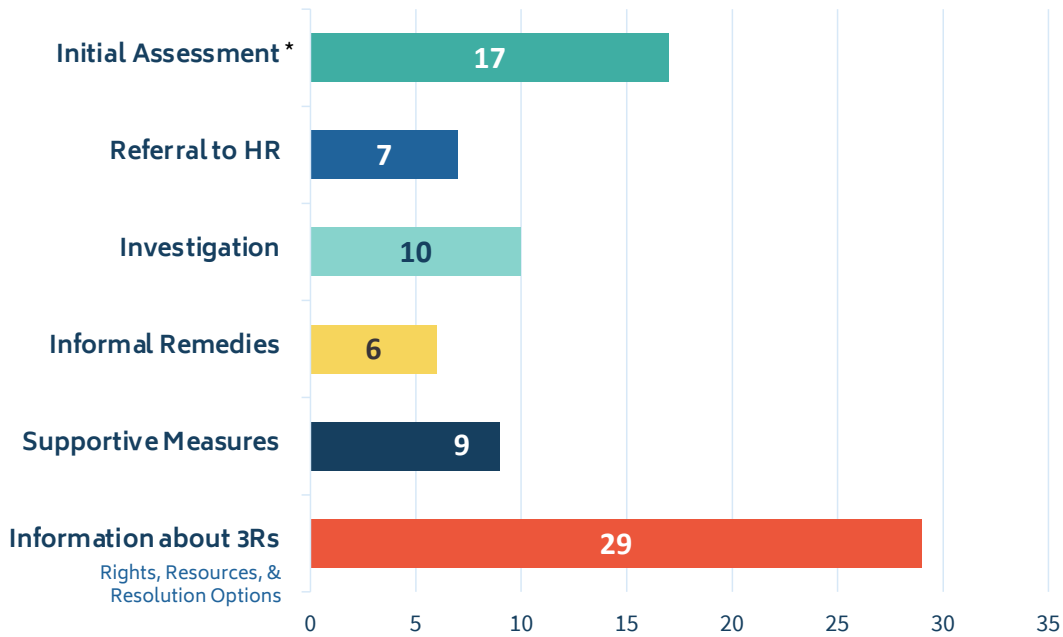
37% received Information about Rights, Resources, & Resolution Options.

13% proceeded to an Investigation.

12% requested no action beyond Supportive Measures.

8% received Informal Remedies.

Case Trajectory in Incidents of Discrimination or Discriminatory Harassment (not based on Gender or Sex)



*These are Initial Assessments that did not result in an IDHR Investigation or Adaptable Resolution. It may have been Dismissed, Dismissed and Referred, or Withdrawn by the Complainant.



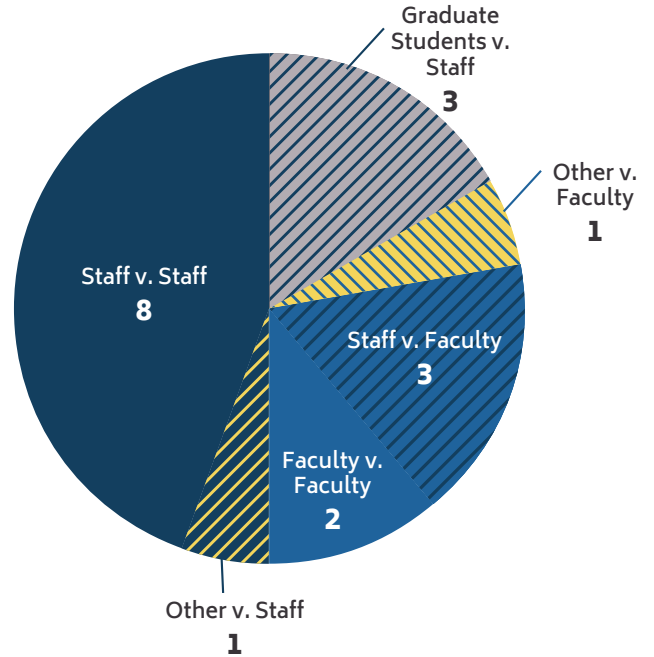
Combined Formal Complaint Process Outcomes

To protect the confidentiality of cases and individuals involved, we are not able to share more detailed data at this time. Annually, IDHR 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.

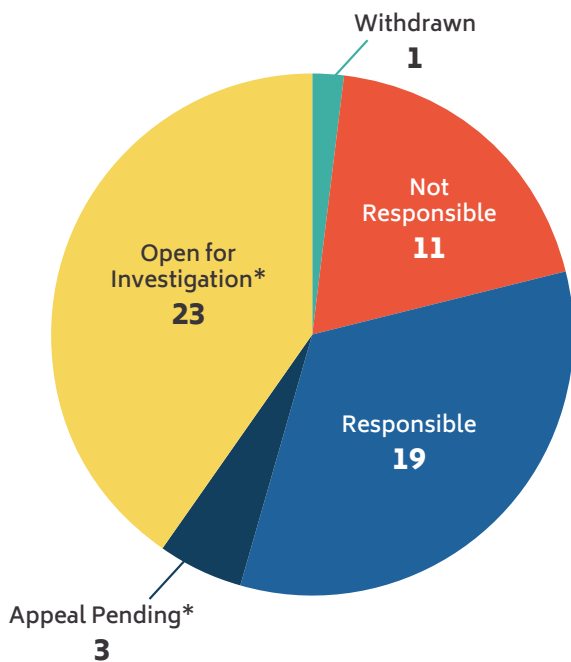
To better understand the potential power dynamics present in the cases that proceed through the Formal Complaint Process, this chart expresses the affiliation of the **18 Complainants** who filed Formal Complaints against an employee.

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

Combined Complainant v. Respondent Affiliations for Investigations in Employee Incidents



Combined Case Outcomes for Investigations in Employee Incidents



*As of June 30, 2023.

In 2022-2023, there were **14 employee** Respondents who were charged in **17 cases by IDHR with 57 separate allegations** of Discrimination and Discriminatory Harassment. One Respondent was the subject of multiple cases, therefore there were more cases than Respondents. Of the 57 allegations, **11 were based on Discrimination or Discriminatory Harassment (not including Gender or Sex)** and **21 allegations were Discrimination based on Gender or Sex. The remaining 25 charges** are Code of Conduct Policy & Procedure violations outside the purview of IDHR. IDHR may investigate charges that fall outside IDHR's purview when they are connected to an IDHR investigation.

When a Complainant is not an MIT community member or if the Complainant does not wish to move forward with an investigation, the Institute may determine an investigation is necessary and move forward with an Administrative Complaint. The Complainant is not required to participate. In 2022-23, IDHR filed 2 Administrative Complaints against MIT employees.



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.

IDHR is not involved in the determination of disciplinary or corrective measures. Access the following web page to read about the decision makers: idhr.mit.edu/investigation-process/decision-makers.

Section 2:
**STUDENT
CASES**



Total Reports For Student Cases

The data provided in this chapter details cases involving student Respondents (the individual(s) accused of violating an MIT policy). **In the 2022-2023 academic year, IDHR received 218 total 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 (not based on Gender or Sex)**

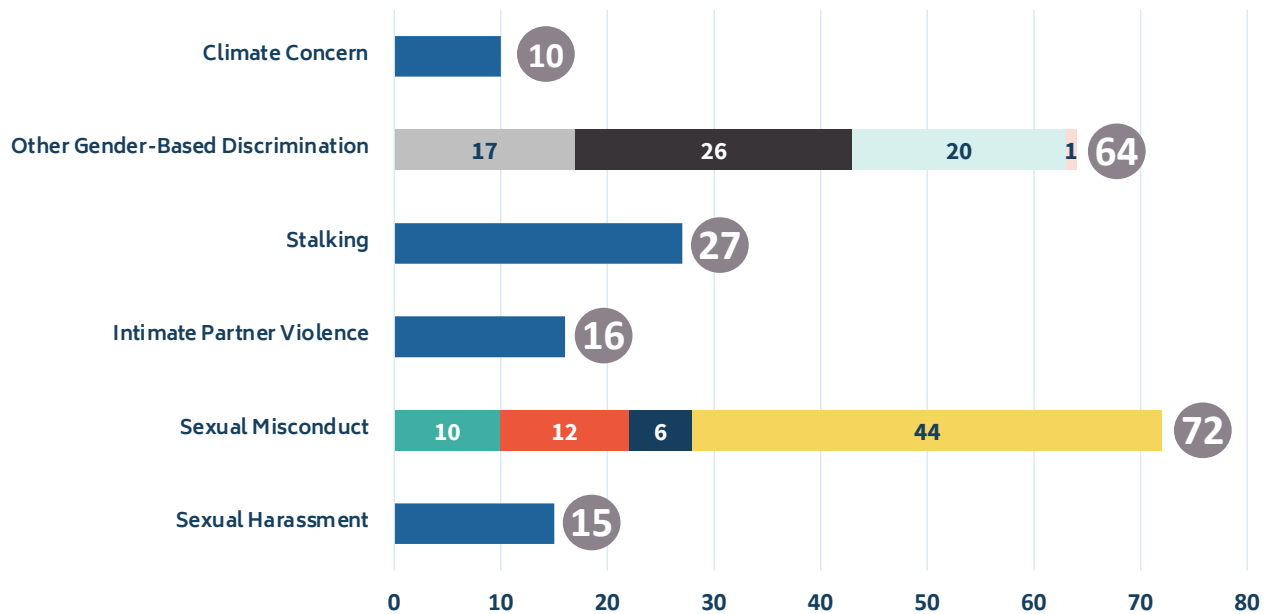
For full definitions of each of these categories and the specific allegations they entail, see page 9.

Gender-Based or Sex-Based Discrimination

Types of Cases

This subsection details the nature of the Gender-Based or Sex-Based Discrimination reports involving students during the 2022-2023 academic year. The categories include Sexual Misconduct, Sexual Harassment, Intimate Partner Violence, Stalking, and Other Gender-Based Discrimination. **There were a total of 155 cases reported to the IDHR Office.**

155 Incidents of Gender-Based or Sex-Based Discrimination. 204 separate allegations



Sexual Misconduct

- Non-Consensual Penetration
- Non-Consensual Contact
- Exploitation
- Unspecified

Other Gender-Based Discrimination

- Gender Identity
- Sexual Orientation
- Gender-Based Harassment or Discrimination
- Retaliation

Allegation totals add up to more than 155, as the chart includes additional sub-allegations in the Sexual Misconduct and Other Gender-Based Discrimination bars.

Types of Sexual Misconduct

Sexual misconduct is an umbrella term for non-consensual sexual penetration, non-consensual sexual contact, sexual exploitation, and unspecified. **There were 72 allegations of Sexual Misconduct reported to the IDHR Office.**

Non-Consensual Penetration: 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 and includes:

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

Please note: there are more allegations than there are incidents. This is because there are often multiple kinds of discrimination and harassment that co-occur in an incident.



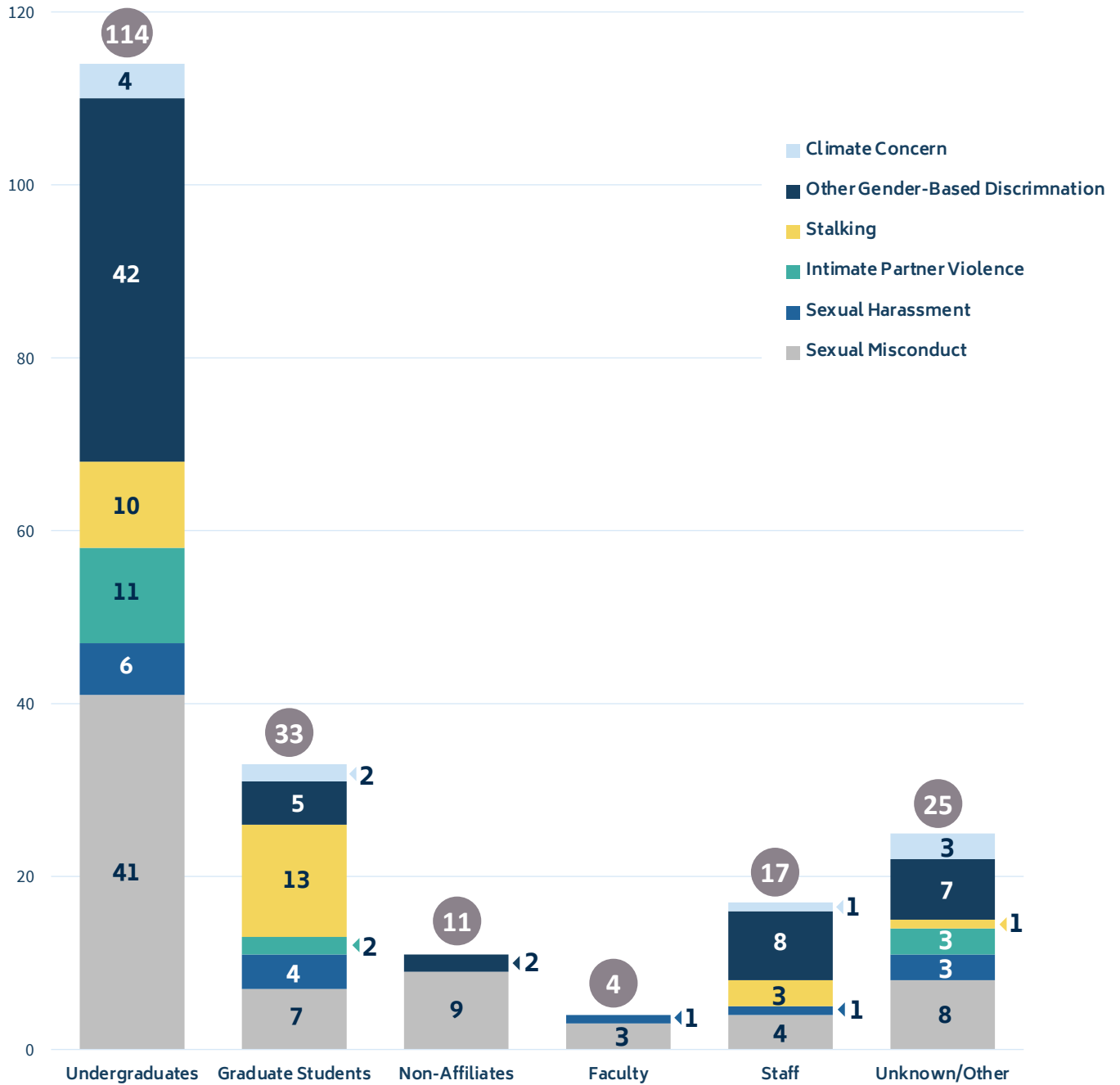
Affiliation

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.

56% of Complainants were **Undergraduate students**.

35% of all Gender or Sex-Based allegations were of **Sexual Misconduct**.

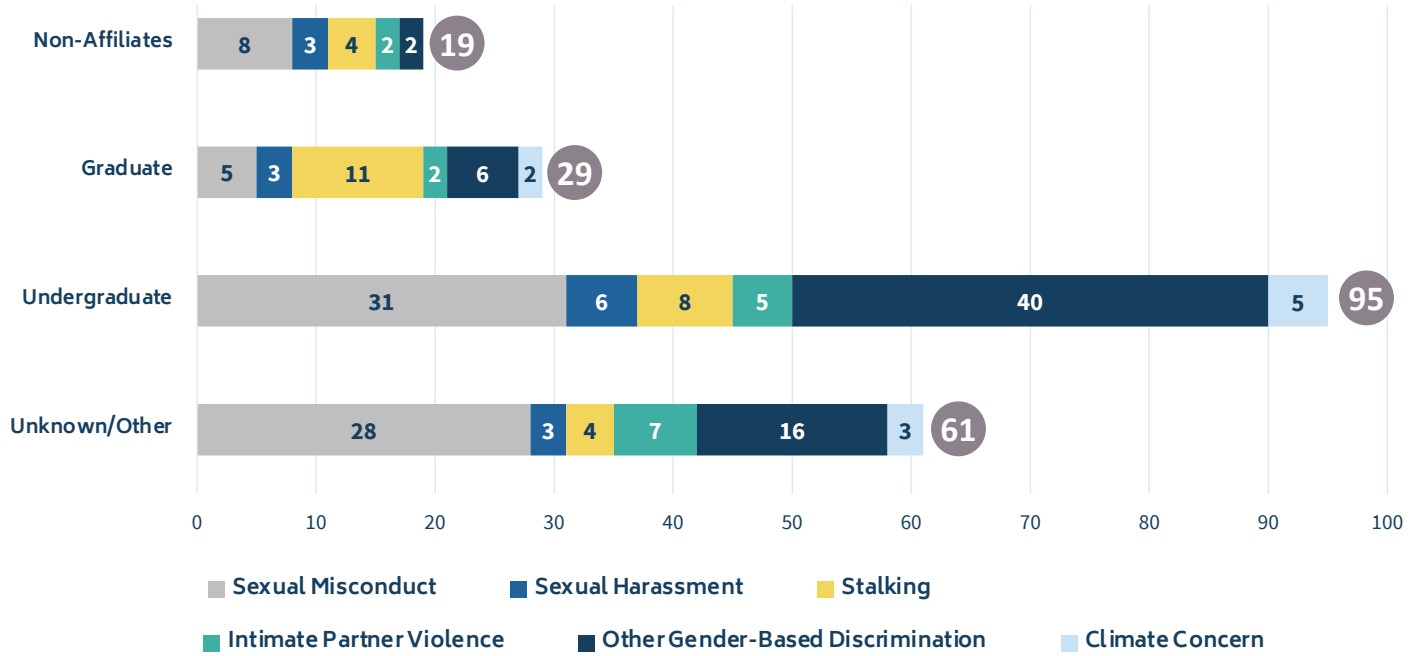


- The number of Undergraduate Complainants in this category increased by 28% since last year.
- Graduate student complaints of Stalking decreased by 18% from last year.

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, IDHR 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.



- **Undergraduate students make up 47%** of all Respondents in this category.
- **Graduate students make up 14%** of Respondents in this category.
- **Stalking makes up 15%** of all allegations.



Location of Gender or Sex-Based Reported Incidents

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

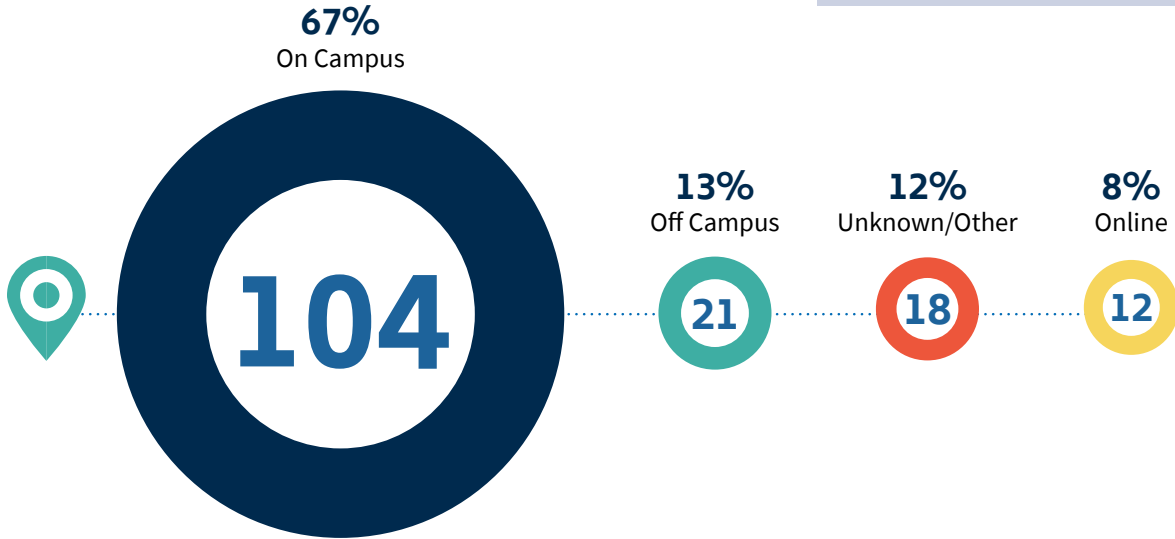
Please note: IDHR's definitions may not be reportable offences under the Clery Act, the federal campus crime disclosure law.



67% of incidents happened on campus.

8% of incidents occurred online.

35% of incidents occurred in a residential or FSILG context.

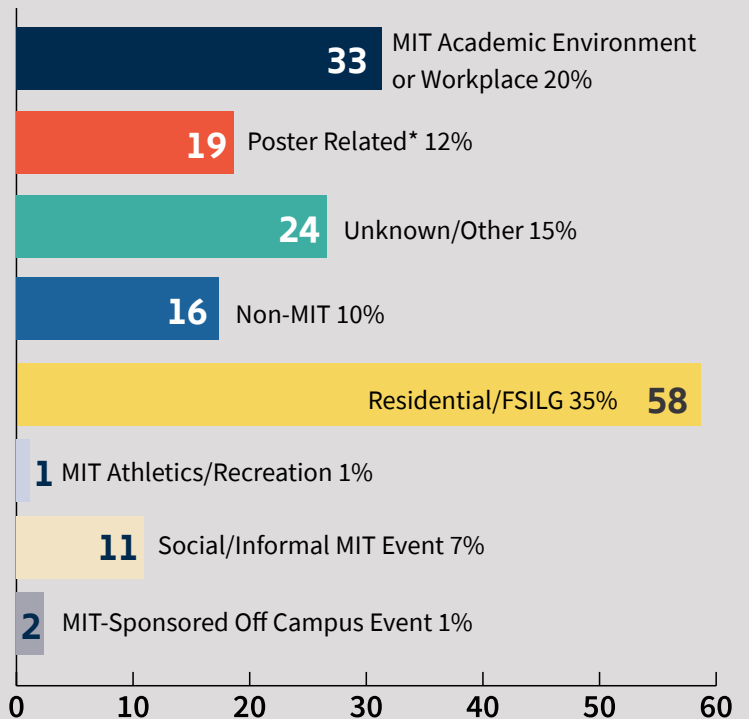


Incident Context of Gender or Sex-Based Discrimination

In response to community feedback, IDHR has categorized the context of incidents shared with the office. This year, we added additional incident contexts, including MIT Athletics/Recreation, Poster Related*, Social/Informal MIT Event, and MIT-Sponsored Off-Campus Event.

For a more detailed definition of Incident Context, see page 10.

*Poster Related: Incident reports related to concerns with posters put up around campus.



Case Trajectory

This figure depicts the trajectory of the 204 allegations of Gender-Based or Sex-Based Discrimination against students at MIT.

Cases can be addressed through a variety of different pathways, including:

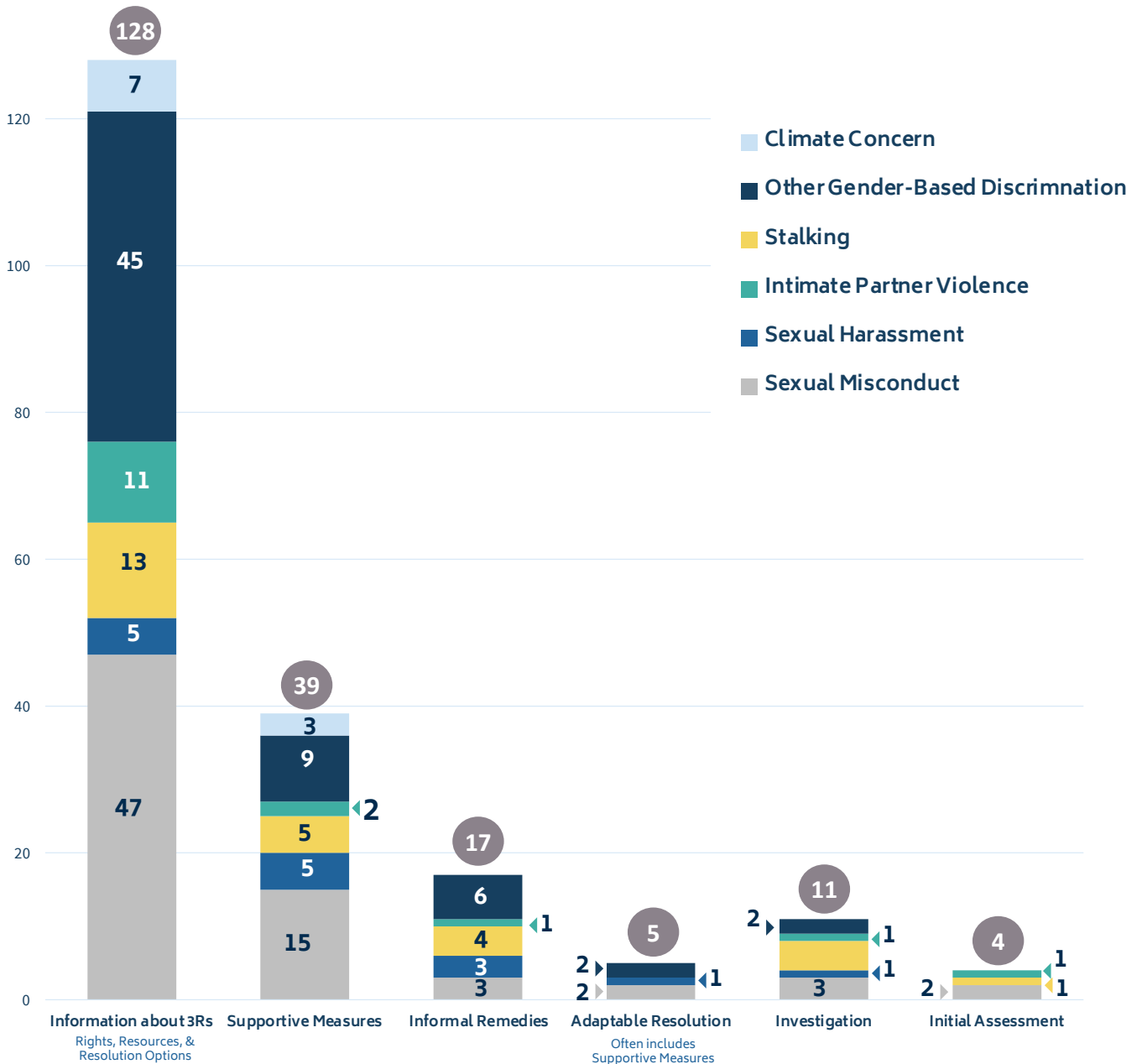
- Supportive Measures;
- Informal Remedies;
- Information about Rights, Resources, & Resolution Options (3Rs);
- Formal Complaint, including Adaptable Resolution or Investigation;
- and
- Referral when an incident falls outside the scope of our office.

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

Each case is assessed to determine if MIT needs to take additional action beyond the Complainant’s request. In rare circumstances, it is determined that IDHR must move forward with investigating a situation, but the Complainant is never required to participate.



- 18% sought Supportive Measures.
- 9% requested Informal Remedies.
- 5% proceeded to an Investigation.
- 4% resulted in Adaptable Resolutions.

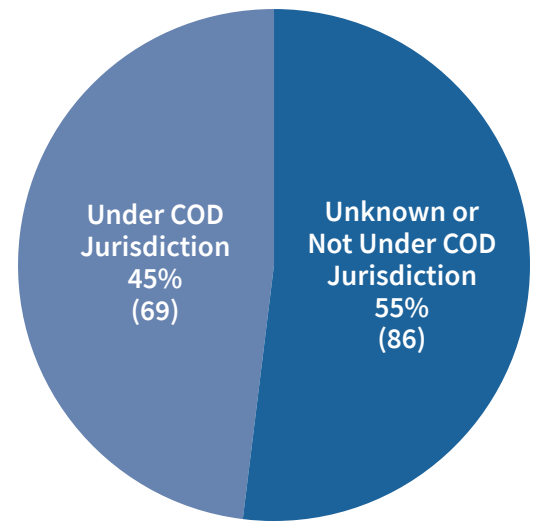


Committee on Discipline (COD) Jurisdiction

Of the **155 cases** involving Gender-Based Discrimination, Sexual Harassment, Sexual Misconduct, Intimate Partner Violence, or Stalking:

- 86 cases did not or possibly did not fall within the COD's jurisdiction for formal adjudication (eg., the Respondent was not an MIT student).
- 69 cases fell within the COD's jurisdiction.
 - 5 cases within the COD's jurisdiction resulted in a Formal Complaint.
 - In the remaining 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.
 - 2 cases within the COD's jurisdiction that were initially reported in Academic Year (AY) 21-22 continued to be investigated and adjudicated in AY22-23.
 - 1 case within the COD's jurisdiction that was initially reported in AY21-22 continued through the Adaptable Resolution process in AY22-23.

COD Jurisdiction Based on Incident Details Reported in 2022-23



Committee on Discipline Outcomes Chart

From June 2019 through June 2023, the Committee on Discipline made findings in 11 cases* from the IDHR Office that alleged Sexual Misconduct, Sexual Harassment, Intimate Partner Violence, or Stalking. Due to the small number of cases each year and to maintain the privacy of the parties, this table uses four years of data, unlike the rest of this report, which only covers 2022-2023. 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 — it 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.

Formal Complaint findings on 11 cases from July 2019-June 2023

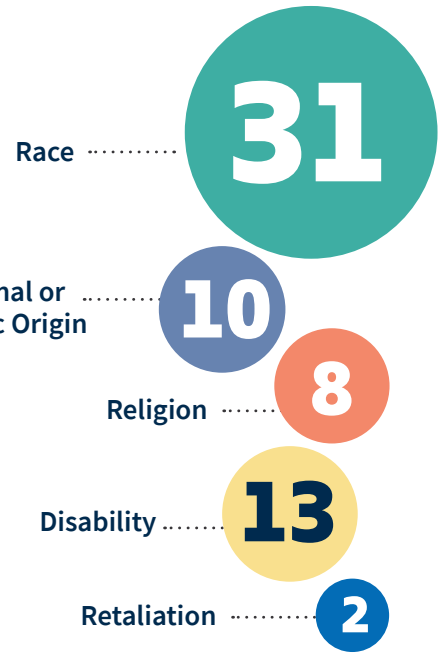
	Responsible Finding & Sanction				Total
	Not Responsible	Probation/ Education	Suspension	Expulsion	
Intimate Partner Violence	1	-	-	1	2
Stalking	2	-	-	1	3
Sexual Harassment	1	1	-	1	3
Non-Consensual Sexual Penetration	3	-	1	1	5
Non-Consensual Sexual Contact	3	1	1	1	6
Sexual Exploitation	1	-	-	-	1

Discrimination & Discriminatory Harassment

not based on Gender or Sex

Types of Cases

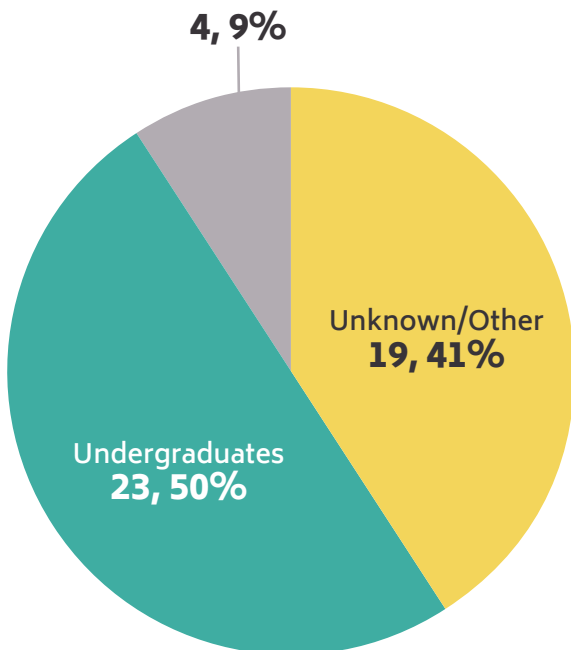
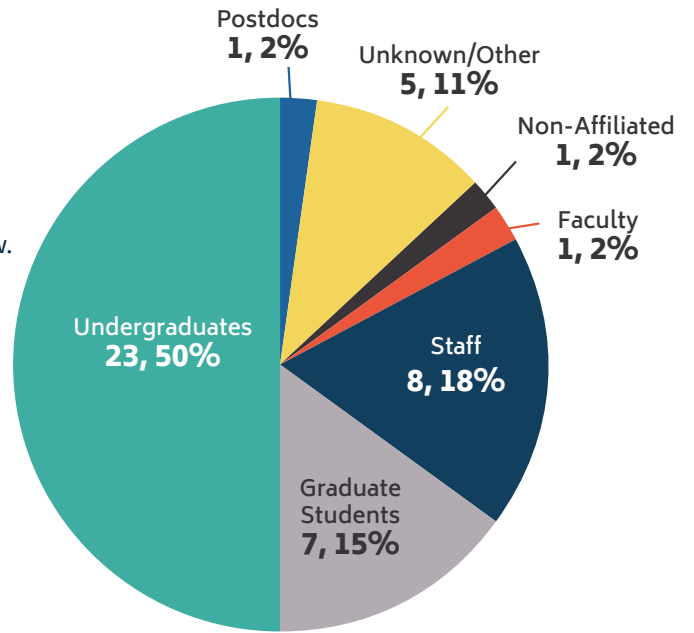
This subsection details the nature of the Discrimination or Discriminatory Harassment reports that do not include Sex- or Gender-Based Discrimination involving students during the 2022-2023 academic year. The categories include Race, Color, Religion, Disability, Age, Genetic Information, Veteran Status, 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 46 cases reported to IDHR with 64 separate allegations.** There are more allegations than incidents because there are often multiple allegations within a single report.



Affiliation

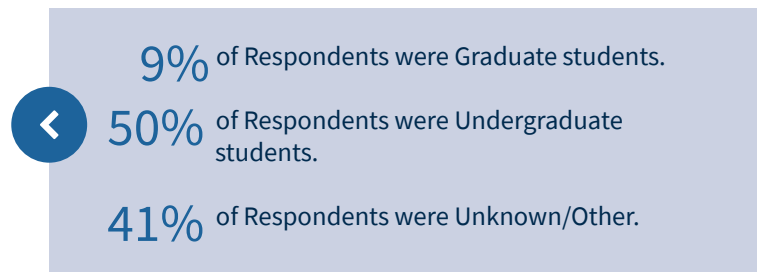
Complainant

This figure outlines the MIT affiliation of the Complainant or reporting party in allegations of Discrimination or Discriminatory Harassment (not based on Gender or Sex) against students at MIT. Some statistics are highlighted below.



Respondent

This figure outlines the MIT affiliation of the Respondent or responding party in allegations of Discrimination or Discriminatory Harassment against students at MIT. Some statistics are highlighted below.



Location of Discrimination & Discriminatory Harassment Reported Incidents

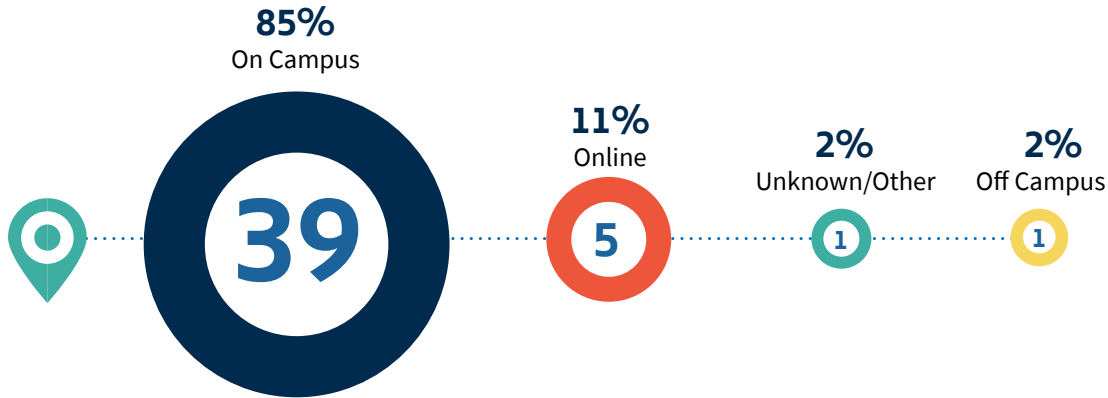
- On Campus (this includes MIT-owned property including FSILGs)
- Off Campus (this includes study-abroad programs)
- Online
- Unknown Location

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



85% of incidents occurred on campus.

11% of incidents occurred online.

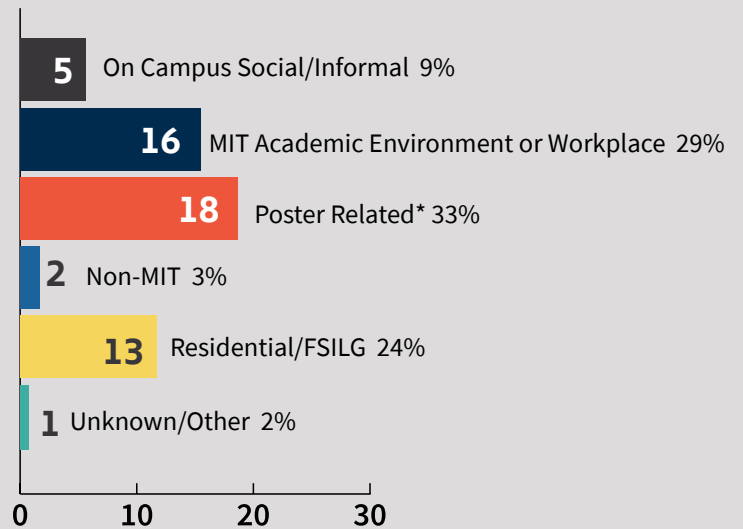


Incident Context of Discrimination or Discriminatory Harassment

In response to community feedback, IDHR has categorized the context of incidents shared with the office. This year, we added additional incident contexts, including MIT Athletics/Recreation, Poster Related*, Social/Informal MIT Event, and MIT-Sponsored Off-Campus Event.

For a more detailed definition of Incident Context, see page 10.

*Poster Related: Incident reports related to concerns with posters put up around campus.



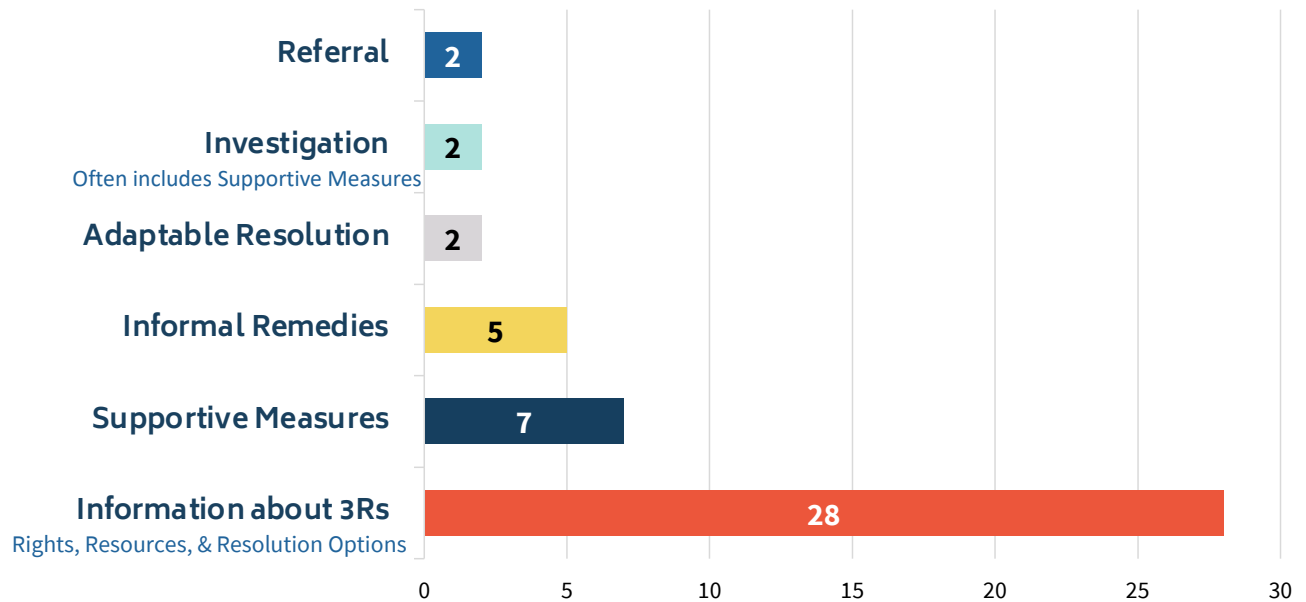
Case Trajectory

This figure depicts the trajectory of the 46 cases of **Discrimination & Discriminatory Harassment (not based on Gender or Sex)** against students at MIT.

Cases can be addressed through a variety of different pathways, including:

- Supportive Measures;
- Informal Remedies;
- Information about Rights, Resources, & Resolution Options (3Rs);
- Formal Complaint, including Adaptable Resolution or Investigation; and
- Referral when an incident falls outside the scope of our office.

For full definitions of each of these offerings, see page 11.




61% requested Information about Rights, Resources, & Resolution Options.

15% sought Supportive Measures.

11% received Informal Remedies.

4% resulted in Adaptable Resolutions.





Section 3: **OTHER
MISCONDUCT**



This section of the report outlines incidents reported to IDHR that did not meet the definitional standards of Discrimination or Discriminatory Harassment, referred to from here on as “Other Misconduct.” The data provided in this chapter details cases involving both student and employee Respondents (the individual(s) accused of violating an MIT policy). 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 The Office of Student Conduct and Community Standards (OSCCS), MIT Police Department, and HR. **There were a total of 109 Other Misconduct cases reported to IDHR in the 2022-2023 Academic Year.**

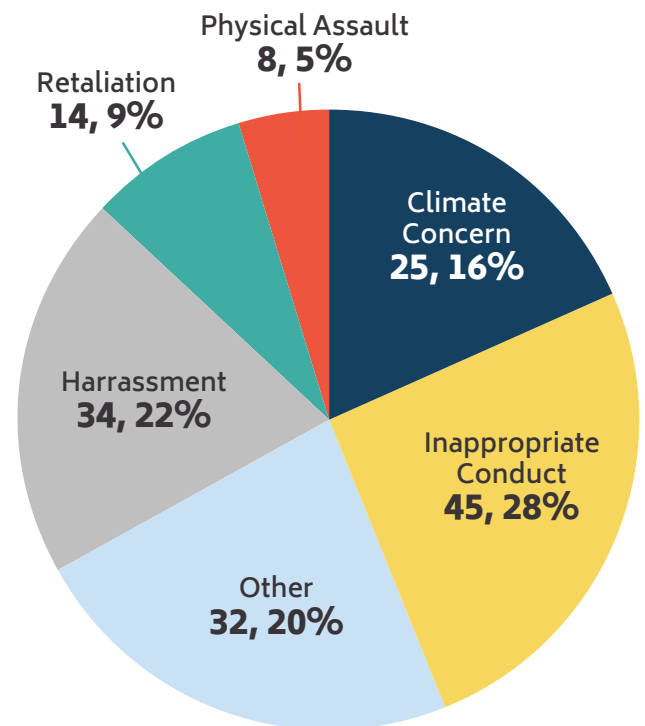
Types of Cases

The five categories of cases we received in this Other Misconduct 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 page 10.

109 Reports of other misconduct, containing 158 separate allegations



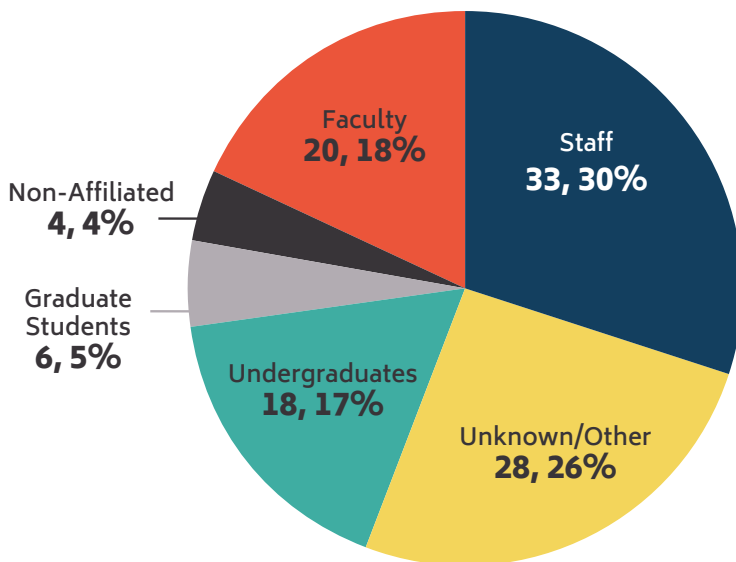
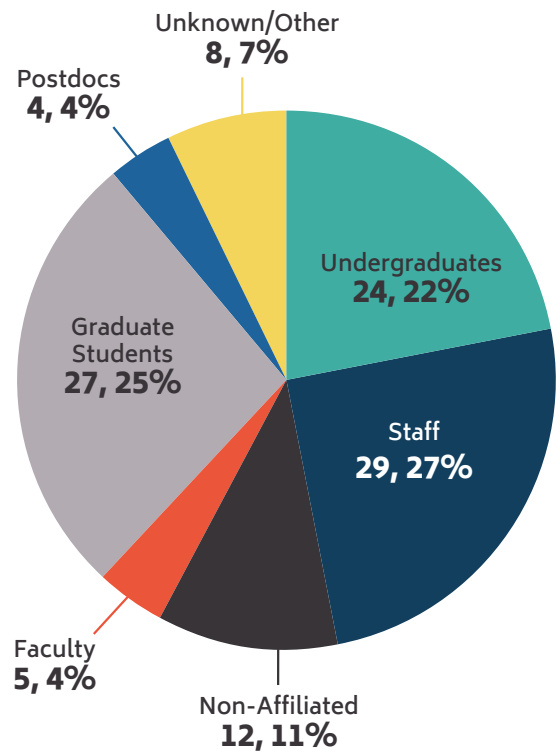


Affiliation

Complainant

This figure outlines the MIT affiliation of the Complainant or reporting party in allegations of Other Misconduct at MIT. Some statistics are highlighted below.

47% of Complainants were students.
 31% of Complainants were employees.



Respondent

This figure outlines the MIT affiliation of the Respondent or responding party in allegations of Other Misconduct at MIT. Some statistics are highlighted below.

48% of Respondents were employees (Staff or Faculty).

Incident Location

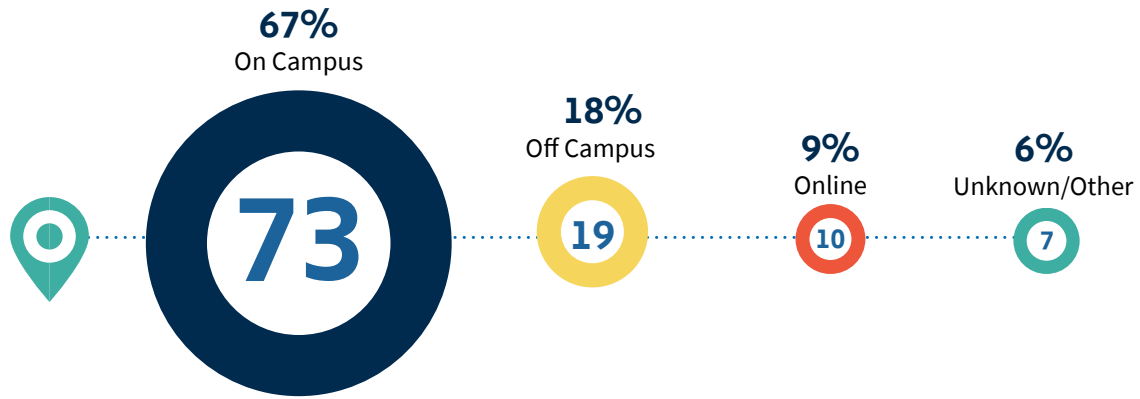
- On Campus (this includes MIT-owned property including FSILGs)
- Off Campus (this includes study-abroad programs)
- Online
- Unknown Location

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

▼

67% of incidents occurred on campus.

18% of incidents occurred off campus.

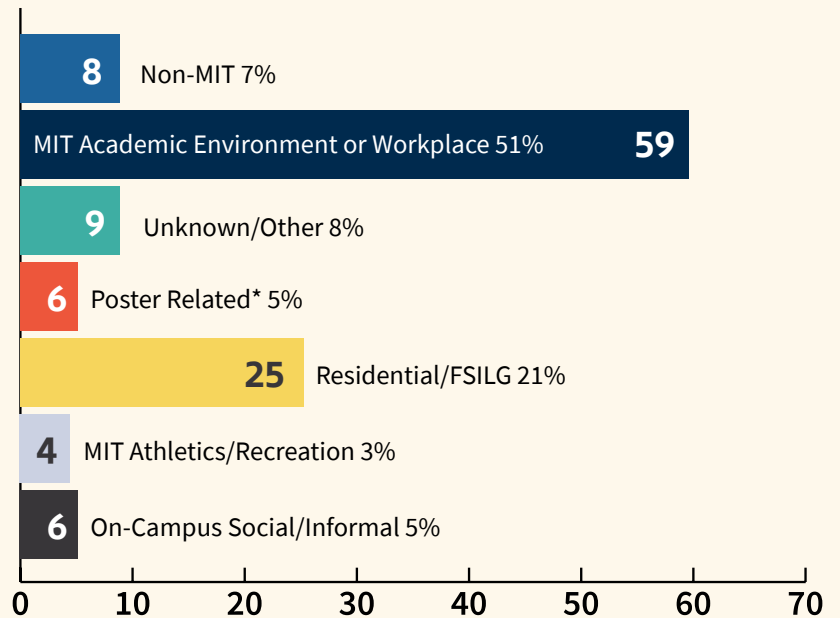


Incident Context

In response to community feedback, IDHR has categorized the context of incidents shared with the office. This year, we added additional incident contexts, including MIT Athletics/Recreation, Poster Related*, Social/Informal MIT Event, and MIT-Sponsored Off-Campus Event.

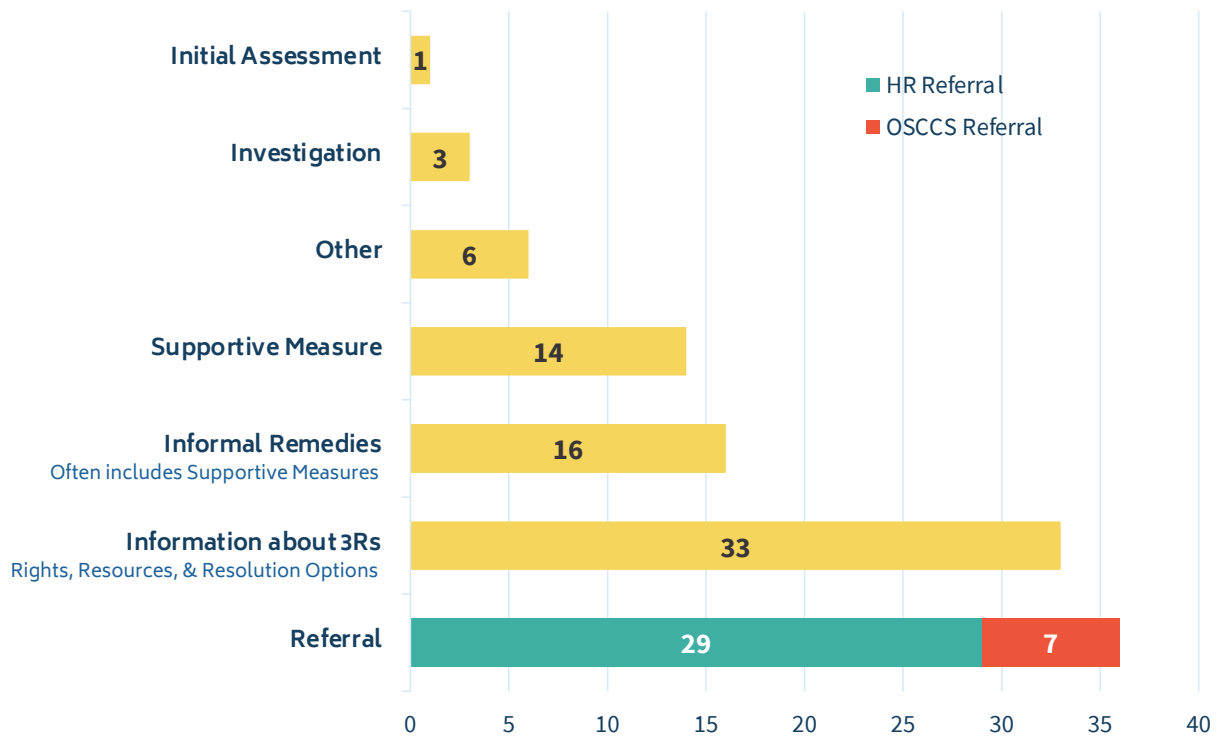
For a more detailed definition of Incident Context, see page 10.

*Poster Related: Incident reports related to concerns with posters put up around campus.



Case Trajectory

This figure depicts the trajectory of the 109 cases of Other Misconduct at MIT.



Cases can be addressed through a variety of different pathways, including:

- Supportive Measures;
- Informal Remedies;
- Information about Rights, Resources, & Resolution Options (3Rs);
- Formal Complaint, including Adaptable Resolution or Investigation; and
- Referral to the appropriate community partner, such as HR or OSCCS, when an incident falls outside the scope of our office.

Many of the Other Misconduct cases also include allegations of Discrimination or Discriminatory Harassment and therefore receive some type of response from IDHR.

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

33% of incidents reported resulted in a referral to HR, OSCCS, or other resources.

3% proceeded to an Investigation.


13% sought Supportive Measures.

15% received Informal Remedies.

30% requested Information about Rights, Resources, & Resolution Options.



EDUCATION & INITIATIVES



The Education and Outreach Team is focused on prevention efforts, education, and outreach to the entire MIT community. In academic year 2022-2023, we served over **14,000** students, faculty, staff, and postdocs across the Institute through a variety of training, presentations, and outreach efforts.

Over the past year, we made a concerted effort to increase our reach through unique training opportunities. For example, we expanded staff outreach by presenting at staff meetings in different units and reached more students via new training for sororities. These efforts and our other training programs are described in more detail below.

IDHR Training & Education Overview

- 1. Online Sexual Assault Prevention Trainings:** These training requirements are for incoming first-year and transfer undergraduate students, incoming graduate students, and new employees. Online “booster” courses, which provide ongoing education around these topics, are also required for sophomores, juniors, and seniors.
- 2. Live Trainings (in-person or online):** These are sessions dedicated to educating on topics including campus policies, key campus resources, and identifying discrimination and discriminatory harassment.
 - Orientation Sessions:** Specifically designed for incoming graduate students, the sessions highlight key campus resources and educate on how to create inclusive learning and working environments.
 - Getting to Know IDHR Training:** Introduction to the IDHR Office and an overview of the Office’s services and other campus resources.
 - The Responsible Employee Obligation Training:** Focuses on the role and obligation of a designated “Responsible Employee,” how to handle a disclosure, and an overview of relevant MIT resources.
 - Promoting Inclusive Environments (PIE) Workshop:** These interactive workshops are tailored to specific audience needs and teach participants skills around promoting and sustaining inclusive working and learning environments at MIT. These workshops include interactive activities and may cover a range of topics, such as the benefits of inclusion, the impacts of microaggressions, bystander intervention strategies, and MIT resources.

In the fall of 2022, after conversations with the Institute Community and Equity Office (ICEO), we revamped how and when IDHR staff facilitate PIE Workshops in academic departments. Historically, we rolled these trainings out to entire academic departments, a process that takes about six or more months. Moving forward, any requests for PIE Workshops from academic departments will result in some form of collaboration with their respective Assistant Dean for Diversity, Equity, and Inclusion (DEI) as well as their DEI officer (if they have one).

- Other Trainings:** This includes training opportunities that do not neatly fall into our regular offerings.

ONLINE TRAININGS

We delivered prerecorded online trainings to

9,348 people.

1,118

Incoming undergraduates

2,766

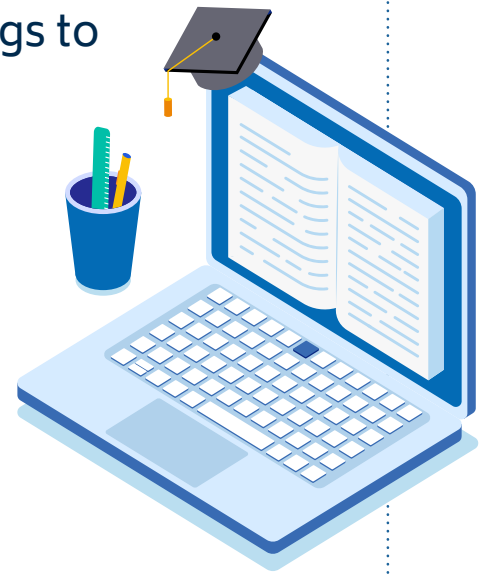
Incoming graduates

2,283

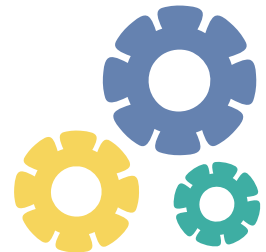
New employees

3,181

Booster courses for sophomores, juniors, and seniors

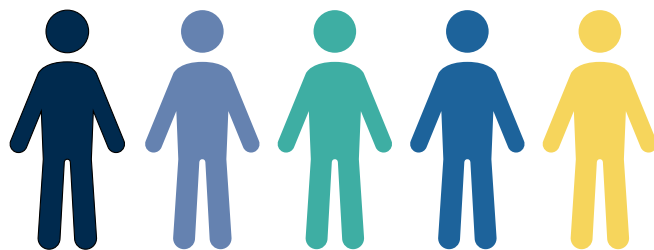


LIVE TRAININGS



We delivered **83** trainings and presentations to a total of

3680 people.



People Trained per Type of Training:

- Orientation: **776**
- Getting to Know IDHR: **1198**
- Responsible Employee Obligation: **769**
- PIE Workshop: **326**
- Other: **611**

Notable Initiatives from IDHR Education Team

IDHR S.T.A.R. Program Training for Sororities

The MIT Panhellenic Association's [Sorority Trainings for Addressing Risk \(S.T.A.R.\) program](#) is a programming initiative for sorority members on issues of personal risk, health, and safety. The program seeks to enhance the ability of sorority chapters and leadership to educate their members on how to navigate risk and wellness issues in effective and high-impact ways. In 2022-2023, IDHR partnered with S.T.A.R. and developed a PIE Workshop specifically for sorority members. This outreach resulted in **6 training sessions facilitated for 314 sorority members.**

Executive Vice President and Treasurer All-Hands Meeting

In spring 2023, IDHR presented at the annual Executive Vice President and Treasurer (EVPT) all-staff meeting to the **700 staff** in attendance. IDHR provided pertinent information about MIT resources for reporting harassment and discrimination to these community members.

IDHR Student Liaison Group

IDHR Student Liaisons are undergraduate and graduate students from across the Institute who meet twice a month to provide feedback and input to IDHR. They provide input to IDHR on messaging, outreach efforts, informational resources, and processes; share insight into student concerns and knowledge of IDHR services; and serve as liaisons between IDHR and student communities.

This year's cohort provided valuable feedback on how to improve aspects of our annual report, shared insights about how to be more accessible to our student community, and discussed ways that IDHR can help support student needs.

Thank you to the 2022-2023 IDHR Student Liaisons:

- Alessandre Santos Sagastume
- Alexandra Forsey-Smerek
- Ellie Vaserman
- Emmie Le Roy
- Jackie Valeri
- Leela Fredlund
- Manasi Vaidya



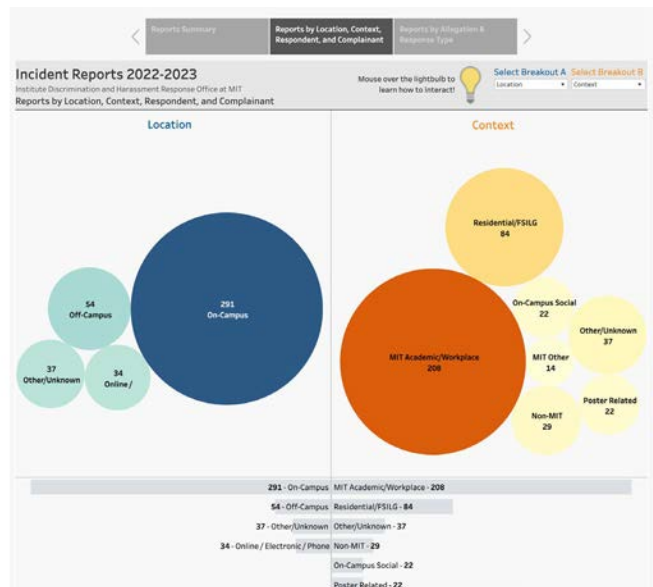
Institute Initiatives

In addition to building out the IDHR Office as a centralized resource for concerns of discrimination and discriminatory harassment, IDHR staff take part in multiple initiatives to further address issues around discrimination and discriminatory harassment and campus inclusion. Below are brief overviews of these initiatives.

IDHR Data Dashboard

Over the last few years, we heard from MIT community members that they would like to see IDHR data on incident reports in a more accessible format. To respond to this need, IDHR partnered with MIT’s Institutional Research (IR) to create the new IDHR [Data Dashboard](#).

In addition to our [annual reports](#), the IDHR Data Dashboard provides information about incident reports received by IDHR involving students, faculty, and staff during the preceding academic year. This initiative is part of IDHR’s continued commitment to provide information in a transparent and timely manner.



MIT Change-Maker Awards

MIT recognizes outstanding students, faculty, and staff for their work to combat sexual misconduct at the annual [Change-Maker Awards](#). MIT Change-Makers are extraordinary individuals or groups who actively and intentionally work to eradicate harassment and sexual violence by challenging harmful attitudes, language, or behaviors. Honorees were celebrated among invited guests at the Change-Makers' Banquet, which took place on April 24, 2023. The awards are organized by IDHR and MIT's Violence Prevention & Response. The 2023 Change-Makers honorees were:

Undergraduate Student: Ana Velarde – An undergraduate student in Biology and Women and Gender Studies, Velarde is an MIT Change-Maker who goes out of her way to volunteer her time and regularly facilitates workshops that challenge harmful cultural norms around sexual violence and harassment. Velarde serves on [PLEASURE](#)'s Executive Committee and has led over 30 hours of peer-to-peer trainings.



Graduate Student: Jules Drean

A PhD student at MIT’s Computer Science and Artificial Intelligence Laboratory, Drean advocates for survivors of sexual violence by educating peers about reporting options and supportive measures. Through his membership in the MIT student group Student Advocates for Survivors (SAS) and Thrive—a student group in the Department of Electrical Engineering and Computer Science that supports all forms of diversity—he curated various education and self-care initiatives.

Student Group: The MIT Monologues (MITMo) - MITMo is an annual show run by students who create and produce an adaptation of the Vagina Monologues tailored to the MIT community. These students embody what it means to be a Change-Maker as they use theater to challenge and reflect on the harmful attitudes that support sexual violence. The show is a series of performances highlighting subjects ranging from sex, gender equity, and sexual assault, and showcases experiences of those from marginalized communities.



Employee: Office of Graduate Education (OGE) Graduate Support Staff

OGE Graduate Support Staff were honored for helping graduate students navigate the aftermath of harassment. They represent graduate students’ concerns on numerous committees and created an online training about navigating power dynamics. They have also taken on the day-to-day work of managing the Guaranteed Transitional Support Program that provides funding for graduate students seeking a new lab or PI.



PLEASURE Peer Educator of the Year: Em McDermott - Em McDermott, a senior in Biology, was 2022-23’s PLEASURE Peer Educator Change-Maker. PLEASURE is a student-led peer education program that promotes healthy relationships and strives to eliminate sexual violence at MIT. In 2022-23, Em continued to serve on PLEASURE’s Executive Board and co-led a seminar on body positivity and self-love. Em leads with compassion and intentionally empowers others to make their voices heard.

Special Recognition Award: Maryanne Kirkbride

Maryanne Kirkbride was recognized for her many years of creating change at MIT. As MIT’s Deputy Institute Community and Equity Officer and co-founder and former Executive Director of MindHandHeart, Kirkbride (now retired) served the MIT community for over 20 years. While Kirkbride was a nurse at MIT Medical, focused on public health, she helped secure a federal grant to fund the formation of Violence Prevention & Response, an office that provides support and advocacy for students who have experienced sexual violence.



ICEO and IDHR Strategic Partnership

In 2022-23 IDHR’s Nina Harris, Manager of Adaptable Resolutions and Restorative Practices, began to formally share her time between IDHR and the Institute Community Equity Office (ICEO). As both offices grow and develop, Nina serves as a liaison between the two to help facilitate comprehensive care for the MIT community through strengthening our response to climate-based concerns.

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, including for individual reports of bias incidents or reports of incidents affecting the wider MIT community.

When a bias or discrimination-related incident is reported to our office, IDHR offers to meet with the reporting party to provide supportive services, informal remedies, and explain formal complaint options. IDHR informs the BRT of all bias-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.

NASEM Action Collaborative

The National Academies of Science Engineering and Medicine (NASEM) Action Collaborative on Preventing Sexual Harassment in Higher Education is an initiative where 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. It does this by facilitating the exchange of information, ideas, and strategies, and by inspiring and supporting collective action among its member institutions.

MIT continues to participate in the NASEM Action Collaborative to further the Institute’s commitment of building an inclusive and safe environment where all members can thrive. Read [MIT’s Action Collaborative 2023 Public Commitment Statement](#).

Committees and Working Groups

Committee on Sexual Misconduct Prevention and Response (CSMPR)

As charged by the President, the [Committee on Sexual Misconduct Prevention and Response \(CSMPR\)](#) is an advisory body that provides guidance to the Provost, the Chancellor, the Vice President for Human Resources, and the Institute Community and Equity Officer. The committee works on initiatives that encourage a campus environment that is safe, respectful and free from discrimination, and oversees an institute-wide approach to prevent and respond to sexual misconduct and other forms of gender-based discrimination.

The 30+ members of the committee represent a broad cross-section of the MIT community, including faculty, staff, and students. Sarah Rankin, Director of IDHR, and Professor Lerna Ekmekcioglu serve as co-chairs for 2022-2024.

Health Promotion Working Group

The Health Promotion Working Group was formed to coordinate efforts that help students' 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.

IDHR is participating in Education and Communications sub-groups of the Health Promotion Working Group, collaborating on ways to improve training and education for students, and developing streamlined messaging around student wellbeing and support resources, including for the [MIT DoingWell website](#).

All-Gender Restrooms Working Group

The [All-Gender Restrooms Working Group](#) (AGRWG) is a sub-committee of the Campus Inclusive Restroom Study. This Working Group is charged with identifying pathways to expand access to all-gender restrooms in MIT buildings and creating sustainable mechanisms to ensure access is maintained. Efforts 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.

MIT VALUES



+ EXCELLENCE + CURIOSITY

We strive for the highest standards of integrity, and intellectual and creative excellence. We seek new knowledge and practical impact, in service to the nation and the world.

We prize originality, ingenuity, honesty, and boldness. We love discovery and exploration, invention and making. We delight in the full spectrum of human wisdom.

Drawing strength from MIT's distinctive roots, we believe in learning



+ OPENNESS + RESPECT

We champion the open sharing of information and ideas.

Because learning is nourished by a diversity of views, we cherish free expression, debate, and dialogue in pursuit of truth—and we commit to using these tools with respect for each other and our community.

We strive to be transparent and worthy of each other's trust—and we challenge ourselves to face



+ BELONGING + COMMUNITY

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



INSTITUTE DISCRIMINATION &
HARASSMENT RESPONSE OFFICE