GT | Equity and Compliance Programs

2021-2022
ANNUAL REPORT

Institute Diversity, Equity, and Inclusion

Message From the
Executive Director

Welcome to the 2022-23 school year! The fall is an opportunity to welcome the new and look ahead to the promise of a new academic year. It is also a great opportunity to reflect on the past academic year – as an office, as an Institute, and as part of a larger society.

Last year was a particularly active one for Equity & Compliance Programs (ECP) as we balanced expansions in our office with our continued commitment to supporting students, faculty, and staff. We had the opportunity to hear from colleagues throughout the Institute as we increased our training and outreach. Throughout these interactions, we heard a consistent theme of the need for transparency. This new annual publication is the first step in that direction. This is a benchmark publication - in the future, we hope to provide additional analysis, as well as possible identification of trends in the areas of our work. This report will also introduce the new faces and staff, provide statistics from the last year, and present several of the initiatives we are looking forward to in the coming year.

This summer marked the 50th anniversary of Title IX. Several campus partners across the Institute have worked to create displays and programs that explain, provide an opportunity to reflect, as well as learn more about the work ahead. In addition, this Fall we are excited to launch a new online training module as part of the Annual Compliance Campaign for all current GT employees. The module will help our community identify and respond to incidents of sexual harassment and misconduct. This initiative supports our community's commitment to creating a living, learning, and working environment free from harassment and discrimination.

We are also excited to provide the Institute with an update to the 2016 ADA Transition Plan. The initial Plan provided recommendations for our campus to eliminate physical barriers and work towards a more inclusive environment for not just our students and employees, but also those that visit our campus on a regular basis. This midpoint update will provide an opportunity to reflect on our successes and collectively identify the work that needs to be completed in the next five years.

As you can see, we have high expectations for the upcoming academic year. We also look forward to your feedback on this publication, as well as our other initiatives. But we are especially looking forward to working with you so that our students, faculty, and staff can thrive in a healthy and inclusive environment.

Dr. Alexis Martinez
Executive Director
Equity and Compliance Programs

Meet the Team

J. Denise Johnson Marshall

Institute ADA Coordinator, Director Equity and Compliance Programs

Chris Griffin

Institute Title IX Coordinator, Director Equity and Compliance Programs

Ben Siple

Assistant ADA Coordinator

Kendra Brown

Assistant Title IX Coordinator

Reona Blankumsee

Equity Investigator

Destiny Johnson

Administrative Professional

Our Mission & Goals

Our Mission

Through **education**, **response**, and **collaboration**, we illuminate and remove Institutional barriers to equity & inclusion, while fostering a culture beyond compliance.

Goals

Education:
- Create a catalog of trainings for ADA & Title IX from a basic overview to in-depth/specialized topics.
- Create an assessment and tracking system for educational workshops/training.
- Provide clear information to the GT community about behavior expectations, resources, and relevant procedures through the creation of a social media presence and an updated website**.**

Response:
- Commit to an initial response/acknowledgment of any reports received within two business days with direct communication to the impacted party that provides resources and next steps.
- Through the implementation of an improved case management system, provide consistent and transparent communication to all parties involved in any received report.
- Regularly, conduct a review of reports to identify trends within departments, units, or specialized populations within the Institute.

Collaborate:
- Continue rebranding of Equity & Compliance Programs and ensure consistent language and graphics in digital and hardcopy marketing materials, as well as presentations and training materials.
- Participate in or attend at least two community events per academic semester to engage and interact with members of the GT community.
- Conduct a review of current Institutional policies impacted by Title IX and ADA. Where appropriate, provide recommendations for revision. Where Institutional policies don't exist or are managed by other departments, work with campus partners to propose language for consideration and implementation.

Milestones & Major Achievements

It's been a busy year in the Equity and Compliance Programs office. Below are some of the major highlights and accomplishments from the 2021-2022 academic year:

- In January 2022, we launched a new online reporting form to report any possible violation of the Sexual Misconduct Policy. This new initiative allows for more accessibility, as well as easier reporting to our office.

- We officially moved to our new suite on the 4th floor of the Paper Tricentennial Building (500 Tenth Street NW) in February 2022.

- In Spring 2022, the ADA Coordinator, in conjunction with OIT, created a new multi-disciplinary group to identify and remove barriers to digital accessibility at the Institute.

- We expanded direct training opportunities for students and staff, specifically Title IX & GT's Sexual Misconduct Policy. There has been an initial focus on providing information on what the policy is, what is covered, and who is required to support it.

- We have added an Assistant ADA Coordinator, Assistant Title IX Coordinator, and an Equity Investigator for support and additional resources to both ADA and Title IX compliance and education efforts.

Collaborations

Engaging with others throughout the Institute is key to our prevention and response priorities. Members of our office are connected to a variety of key partners through different committees and working groups including:

- GT Compliance Partners
- ADA Transition Plan-Implementation Team
- ADA Compliance Partners
- GT PACT

- GT Diversity, Equity, and Inclusion Council
- Access Control-Group
- Culture of Respect
- Sexual Violence Prevention Alliance (SVPA)

Individual groups that we have worked with this past academic year include:

- VOICE
- Office of Student Integrity
- Georgia Tech Police Department
- Office of Disability Services
- Office of the Provost
- Employee Relations
- Georgia Tech Professional Education
- Workplace Learning

- Materials Science and Engineering Committee for Creating Resistance to Sexual Harassment
- Student Government Association
- Collegiate Panhellenic Council
- Interfraternity Council
- Georgia Tech Athletics
- Office of Information Technology

Ways to engage or support:

GT has a constant need for advisors, student rights advocates, and hearing panelists. To learn more about any of these opportunities, please reach out to the Title IX Coordinator at titleix@gatech.edu.

Quick Statistics

161 Total Reports

19 Formal Complaints

10 Informal Resolutions

36 Trainings Conducted

1,599 Individuals Trained
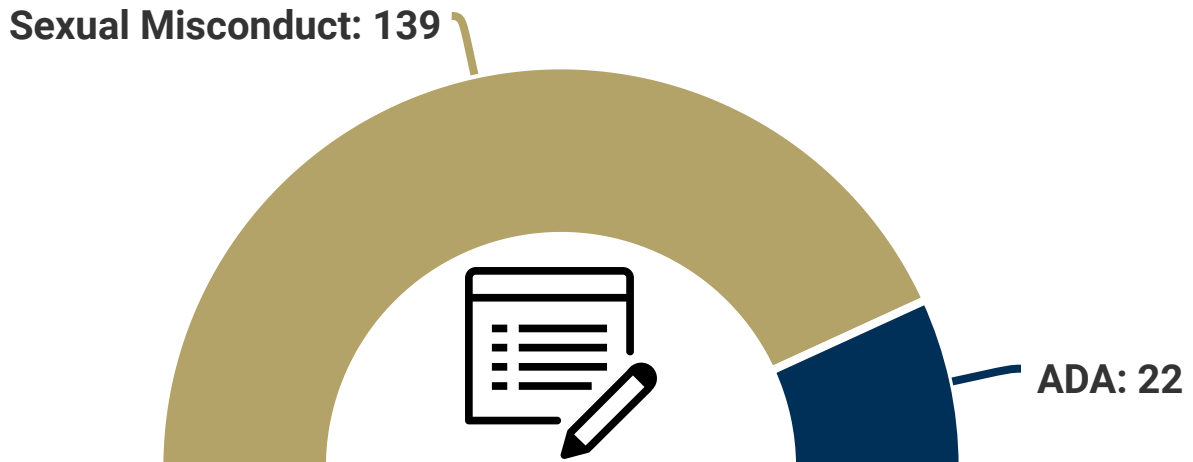
9 Pregnancy Accommodations

SM **84** Interim & Supportive Measures

Statistics include information from both the ADA and Title IX Coordinators. They are compiled to provide a holistic view of office activity and engagement.
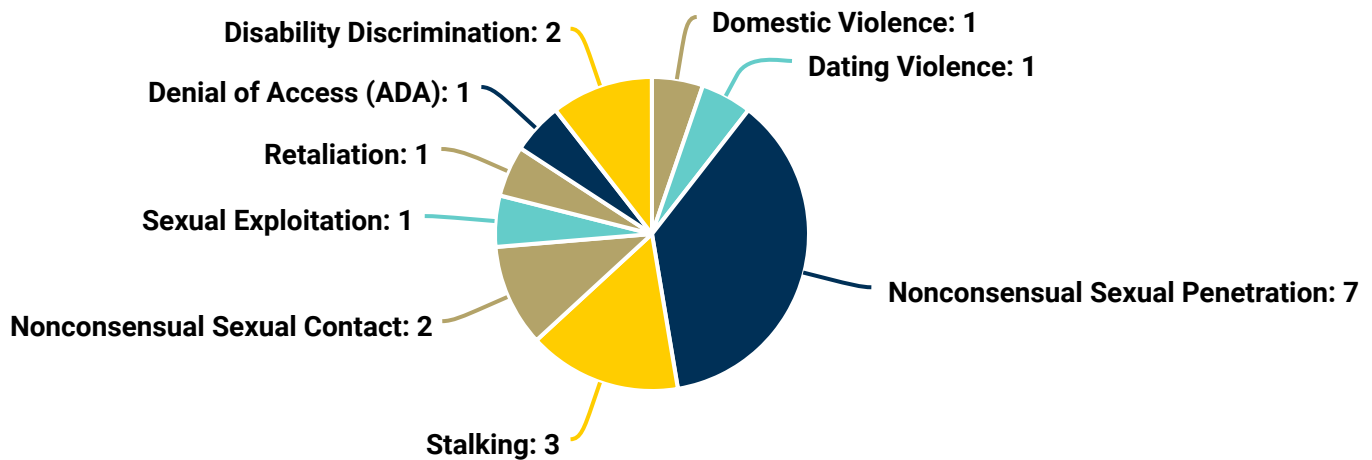
Equity & Compliance Programs
Total Numbers

Incident Reports Received

Sexual Misconduct: 139

ADA: 22

These are the total reports received, in person, via email or via the online forms from July 1, 2021 to June 30, 2022. The majority of the reports received were made through a responsible employee or directly by an impacted party.

Formal Complaints*

Disability Discrimination: 2

Denial of Access (ADA): 1

Retaliation: 1

Sexual Exploitation: 1

Nonconsensual Sexual Contact: 2

Domestic Violence: 1

Dating Violence: 1

Nonconsensual Sexual Penetration: 7

Stalking: 3

*For descriptions of behaviors prohibited by the Sexual Misconduct Policy, visit **policylibrary.gatech.edu/student-life/sexual-misconduct**. For additional information about GT's commitment to the ADA, visit **ada.gatech.edu/ada504-compliance.**

Equity and Compliance Programs (ECP) • Annual Report 2021-2022 • Sexual Misconduct and ADA

Incident Reports Received by Category*

Americans Disabilities Act/504

Virtual Learning/Accommodations	5
Physical Accessibility (Automatic Door, Furniture Placement, Restroom, Fixed Seating, Signage)	5
IT Accessibility	4
Housing	2
Classroom Environment	4
Service Animals	3
Process Review	1

Title IX/Sexual Misconduct

Dating Violence	5
Domestic Violence	2
Non-Consensual Sexual Contact	21
Non-Consensual Sexual Penetration	16
Retaliation	3
Sexual Exploitation	4
Student on Student Sexual Harrassment	20
Other Sexual Harrassment	17
Stalking	21
Other	37

*An incident report may include more than 1 claim/category. All allegations are included in the charts.

Campus Accessibility

ADA Compliance is an important component of the Equity & Compliance Programs office that supports Georgia Tech's value of diversity as outlined in the 2020 Institute Strategic Plan. Collaborating with partners across the Institute, the team's primary responsibility is preventing discrimination against students, employees, and others based on a disability and ensuring compliance with all procedures and procedural safeguards required under Section 504/ADA. By providing information regarding services, accommodations, and access, as well as policy review, the team provides Institute-level compliance with Section 504 and ADA.

One of the major initiatives this year has been a midpoint update of the current **ADA Transition Plan**. This plan, created for the Institute in 2016, provides a checklist of updates needed within a ten-year period. The plan includes 6,965 action items that are recommended to increase the physical accessibility of Georgia Tech's campus. Those items were initially identified during the assessment phase and include:

- Over **11 million** square feet of interior space
- **150** buildings
- **400** acres of outdoor space.

We know the campus looks much different than when the report was created and distributed to the GT community in 2016. We look forward to providing a midpoint report in late Fall 2022 of those action items that have been addressed, as well as additional policy updates that Design & Construction has been using since the ADA plan for new construction projects.

ADA/504
Compliance Initiatives

Number of Accommodated Individuals

137 Employees Accommodated

1,867 Students Accommodated
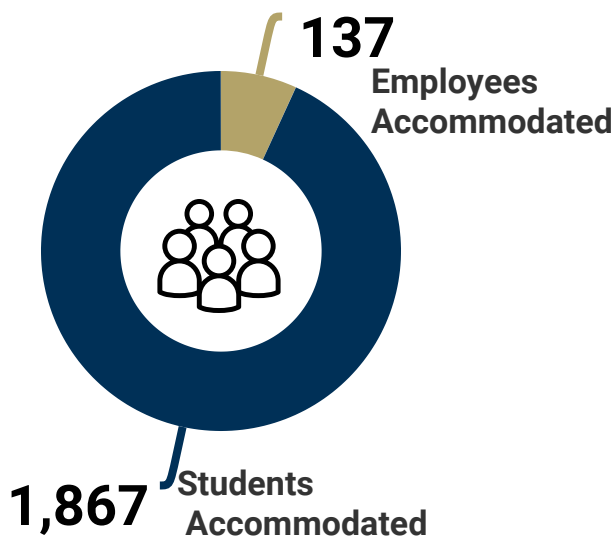
Total Approved Accommodations = **2,004***

*As provided by Office of Disability Services and Employee Relations

Digital Accessibility

The following reflect accomplishments by The Research Analysis Design Assessment and Review team of the Office of Information Technology.

- **2,600** Voluntary Product Accessibility Templates (VPAT) Reviewed
- **100,918** Web Pages Remediated as part of WCAG and Section 508 Compliance Audits
- **45** Section 508 Exceptions Reviewed
- **42** Vendor Accessibility Roadmaps Created

Georgia Tech is committed to equal opportunity in employment and education for persons with disabilities and complies with the Americans with Disabilities Act of 1990 and 2008, and the Rehabilitation Act of 1973. Accessibility includes access to physical building space, as well as information through the GT website, online learning management systems, and other digital media.

Sexual Misconduct
Overview

Georgia Tech is committed to addressing all incidents of sex- or gender-based discrimination, including sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, and stalking. The Institute works to end prohibited behavior, prevent recurrences, and remedy the effects by providing resources, accommodations, and support to those affected. The Sexual Misconduct Policy applies to all faculty, staff, and students and may apply to incidents that happen on or off campus.

Incident Locations*

On Campus
68

Off Campus
37

Unknown
24

Online
10
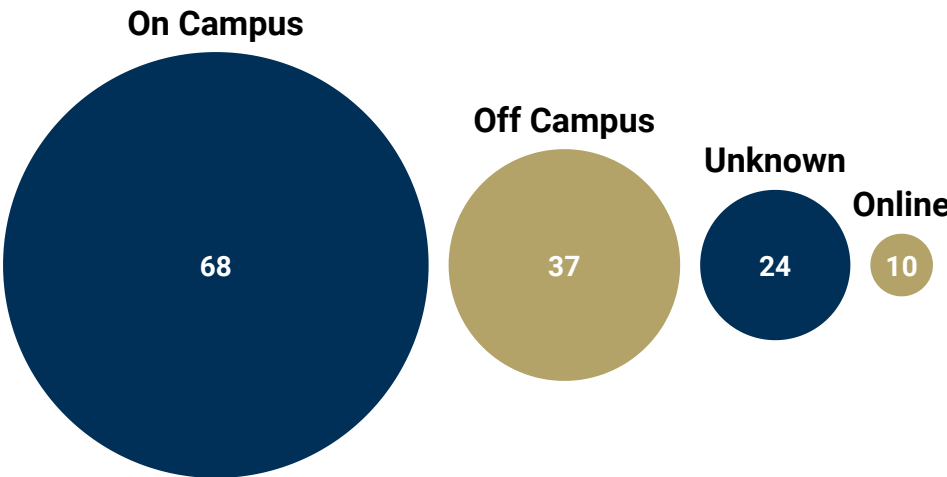
*As included in submitted incident reports.

Please note: Equity and Compliance Programs definitions or statistics may not be reportable offenses under the Clery Act, the federal campus crime disclose law. More information on the Clery Act and the Institute's annual disclosure publication is available at **police.gatech.edu/georgia-tech-annual-safety-security-reports**

Sexual Misconduct
Case Trajectory

This figure depicts the trajectory of 139 reports received.

Formal Complaint: A signed written statement filed with Equity and Compliance Programs alleging a violation of the sexual misconduct policy that results in an investigation, adjudication, and if appropriate, sanctioning process.

Informal Resolution: The parties requested an informal resolution or adaptable resolution process including mediation or a facilitated dialogue.

Information Only: When known, the Complainant was given a full overview of resources, supportive measures, reporting options, voluntary remedies, and resolution pathways. The Complainant did not request any informal or formal assistance.

Supportive and Interim Measures: All known parties are offered supports and services. These are meant to be nondisciplinary, nonpunitive services provided, as reasonably available, without fee or charge to the parties to restore or preserve access to the Institute's educational environment and/or deter discriminatory behavior, harassment and/or retaliation. The number of cases with such measures are included on this page.

Referrals: There may be times when a reported incident does not fit under our scope and/or jurisdiction. If appropriate, it is referred to Human Resources, Ethics and Compliance, or the Office of Student Integrity for review and investigation.

Each case is assessed to determine if the Institute 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.

139 Reports Received

16 Formal Complaints

8 Informal Resolutions

18 Information Only

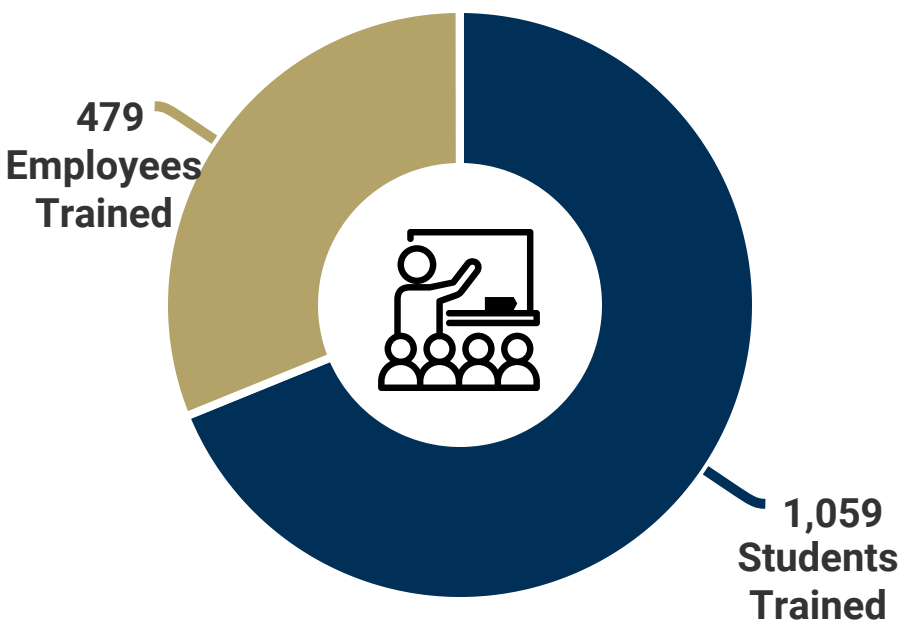**31** Supportive and Interim Measures

20 Referrals

Education and Prevention

Equity and Compliance Programs collaborates with various offices across the Institute to provide comprehensive training to faculty, staff and students. Through training and education initiatives that span from 15-minute office introductions to 2-hour sessions, we are working to make sure everyone is aware of the current policies, resources and support services available at the Institute.

Starting in August 2022, should any division, department, or organization want to request a training, please visit **titleix.gatech.edu/training-requests-0** to see the topics and dates available.

Training and Education

479 Employees Trained

1,059 Students Trained

Topics Covered:
- Identifying and responding to sexual misconduct
- What it means to be a Responsible Employee for reporting purposes
- How to file a sexual misconduct complaint
- Support services and interim measures available to individuals impacted by sexual violence
- Procedures for investigating and resolving sexual misconduct complaints

Contact Us

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