



WILLIAM & MARY

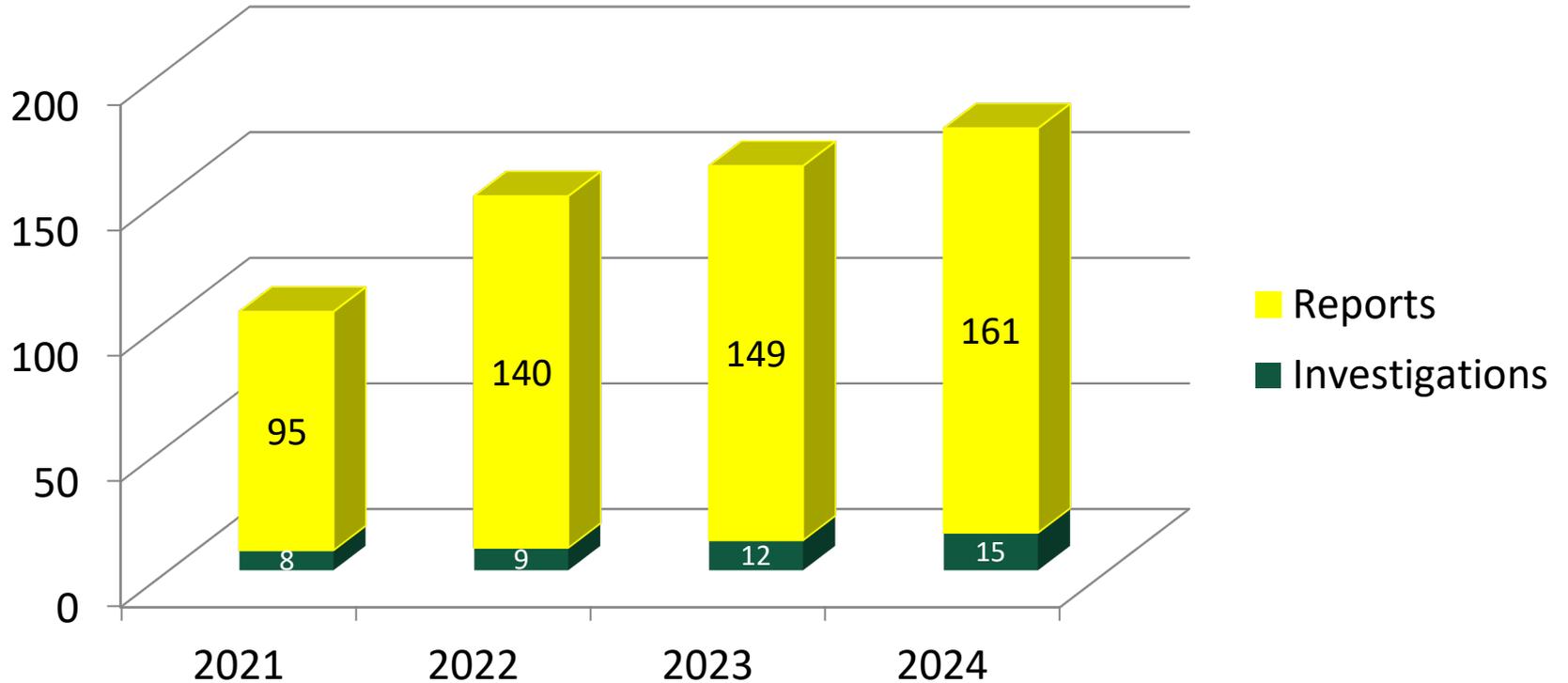
CHARTERED 1693

COMPLIANCE REPORTS AND INVESTIGATIONS

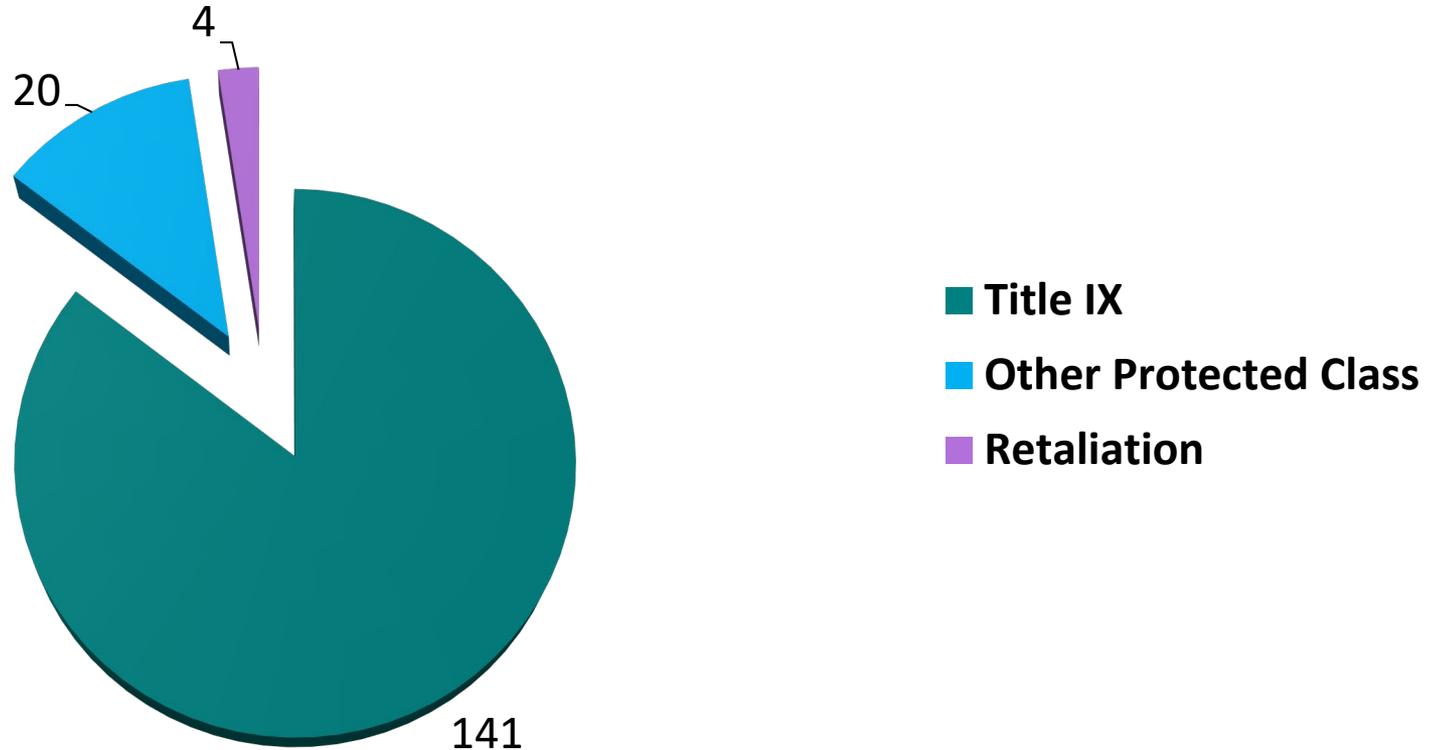
FY2024 Annual Data

Audit, Risk & Compliance Committee, November 2024

ANNUAL COMPARISON



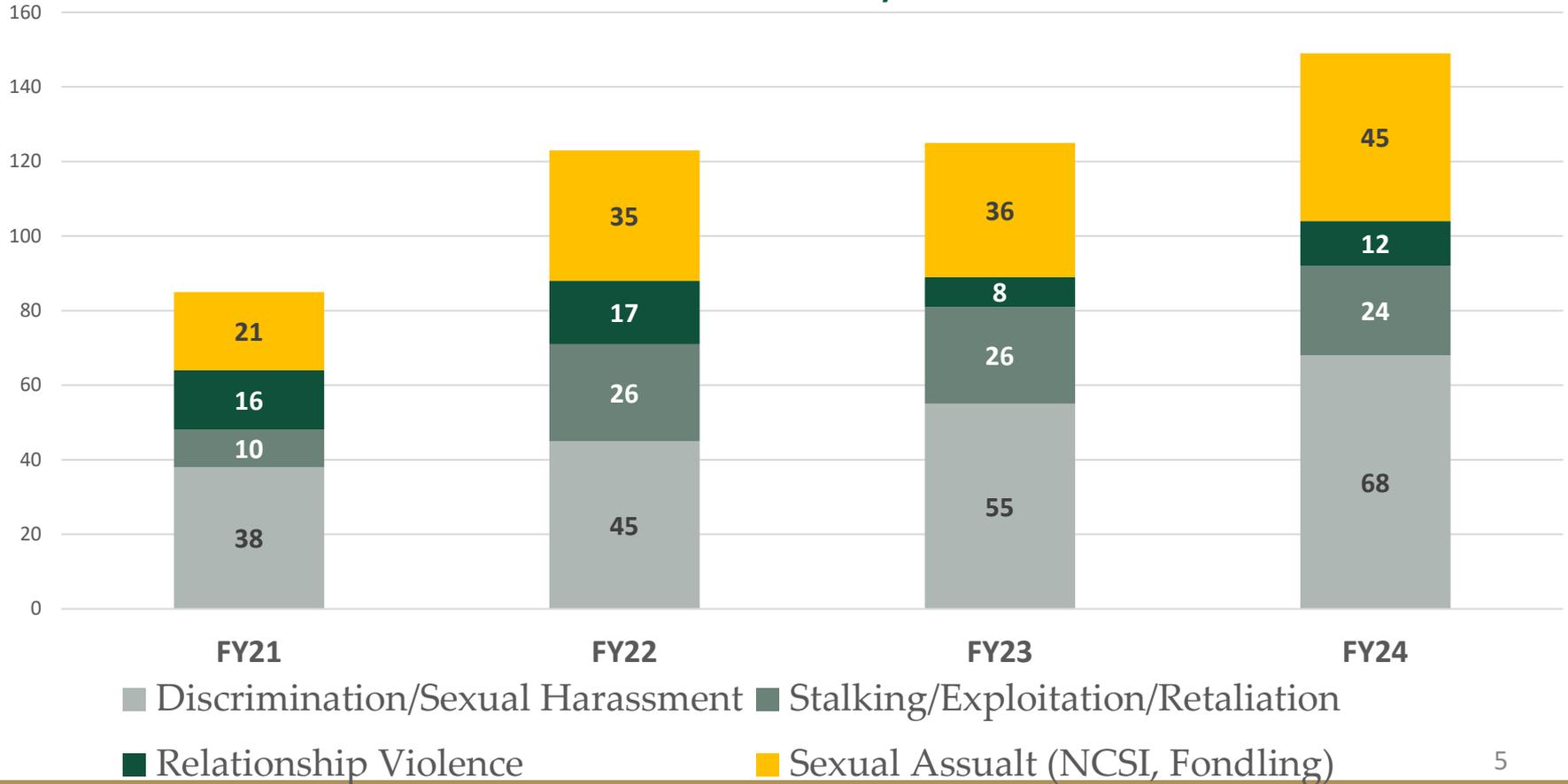
Types of Discrimination Reported to OCE FY 24



Employee Reports

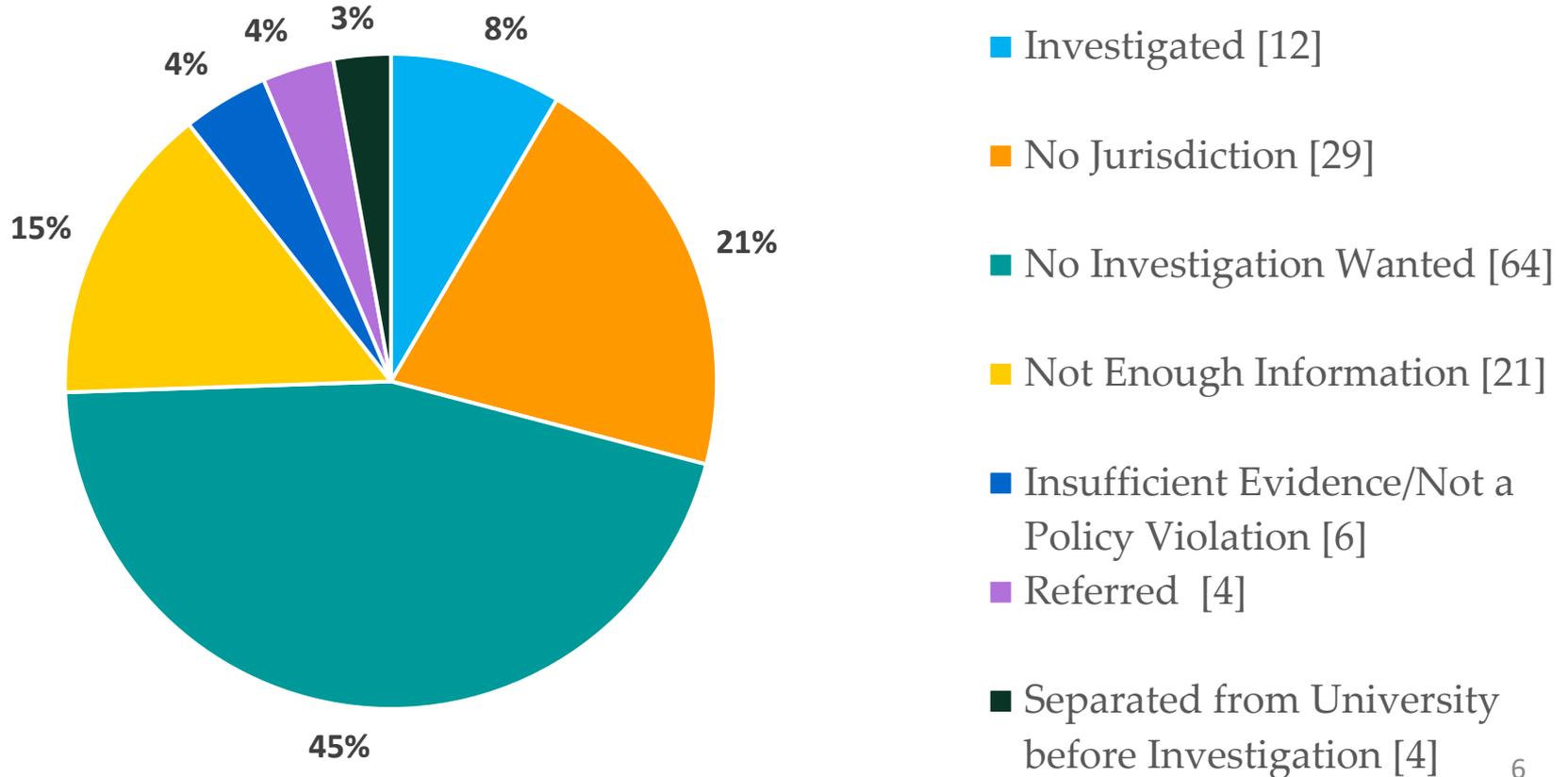
- 44 reports of alleged misconduct with faculty/adjunct faculty, staff member, or third-party contractor as Respondent
- Report volume per 100 employees
 - FY 24 = 1.467
 - FY 23 = 0.967
 - FY 22 = 1.267

ANNUAL TITLE IX /VAWA DATA



ANNUAL TITLE IX /VAWA DATA

FY24 RESPONSE TO REPORTS



FY24 TITLE IX INVESTIGATIONS

- 7 Sexual Harassment
- 5 Sexual Assault
- Resolution
 - 2 responsible for policy violation
 - 4 respondent resigned or separated prior to determination
 - 3 Pre-determination resolutions
 - 3 In progress



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COMPLIANCE UPDATES

Audit, Risk & Compliance Committee, November 2024

- University is enjoined from enforcing 2024 Final Rule
- Need to revise Employee Procedure with best practices in compliance with 2020 regulations
- Creating education and training for faculty and staff regarding Pregnancy Rights of students and employees

TITLE IX REGULATIONS

- Freedom of Information Act
 - Training to UHR in October and Student Affairs Staff in January
 - Next Request Public Records Software
- Statement of Economic Interest
- Annual Free Speech Report

STATE REGULATIONS

