



WILLIAM & MARY

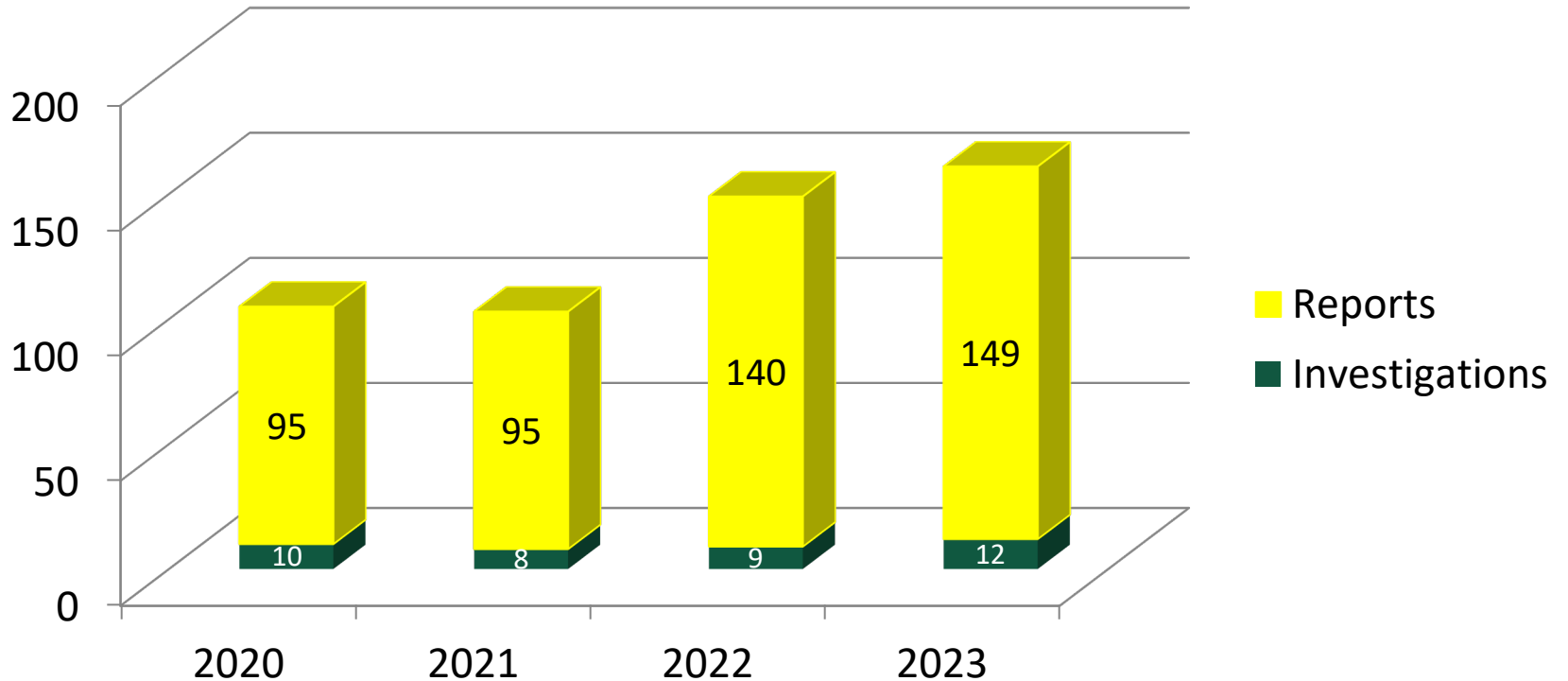
CHARTERED 1693

# COMPLIANCE REPORTS AND INVESTIGATIONS

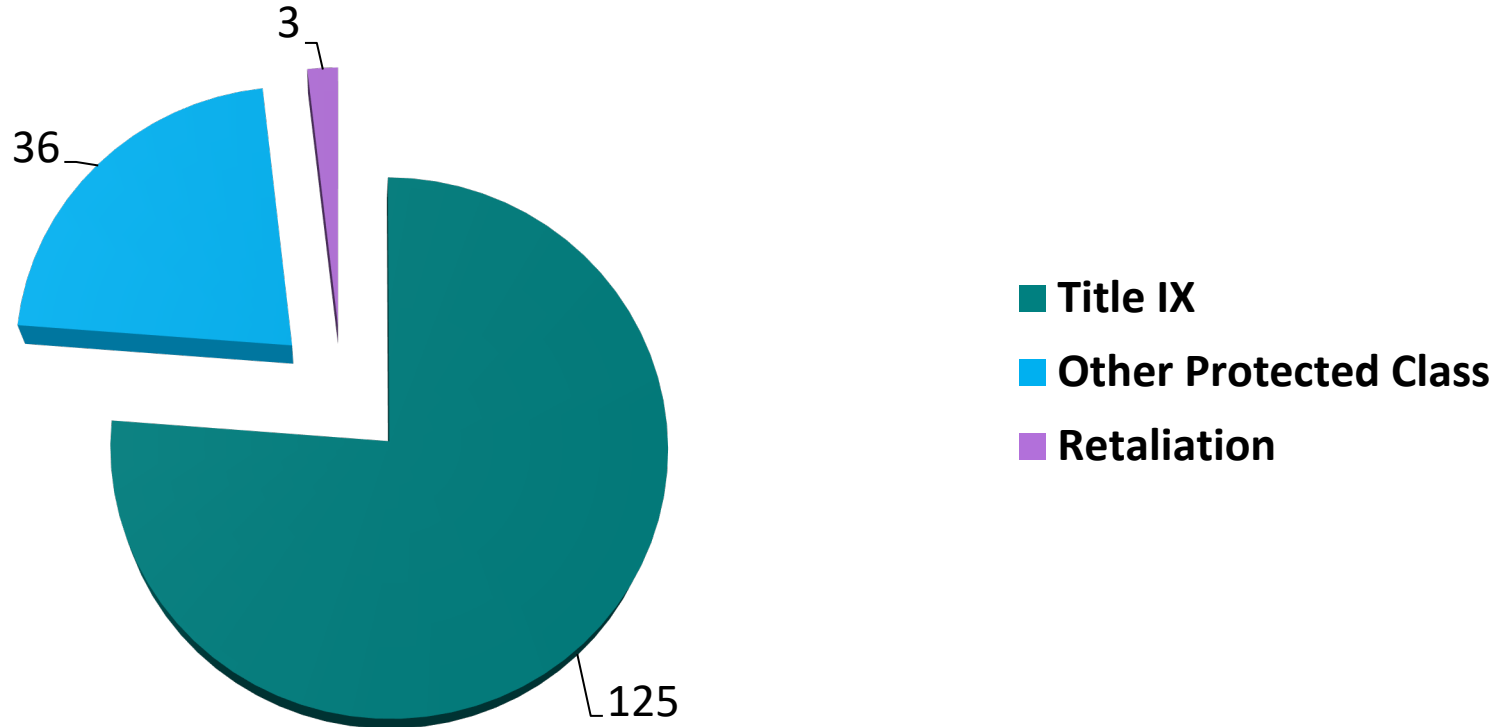
## FY2023 Annual Data

*Audit, Risk & Compliance Committee, September 2023*

# ANNUAL COMPARISON



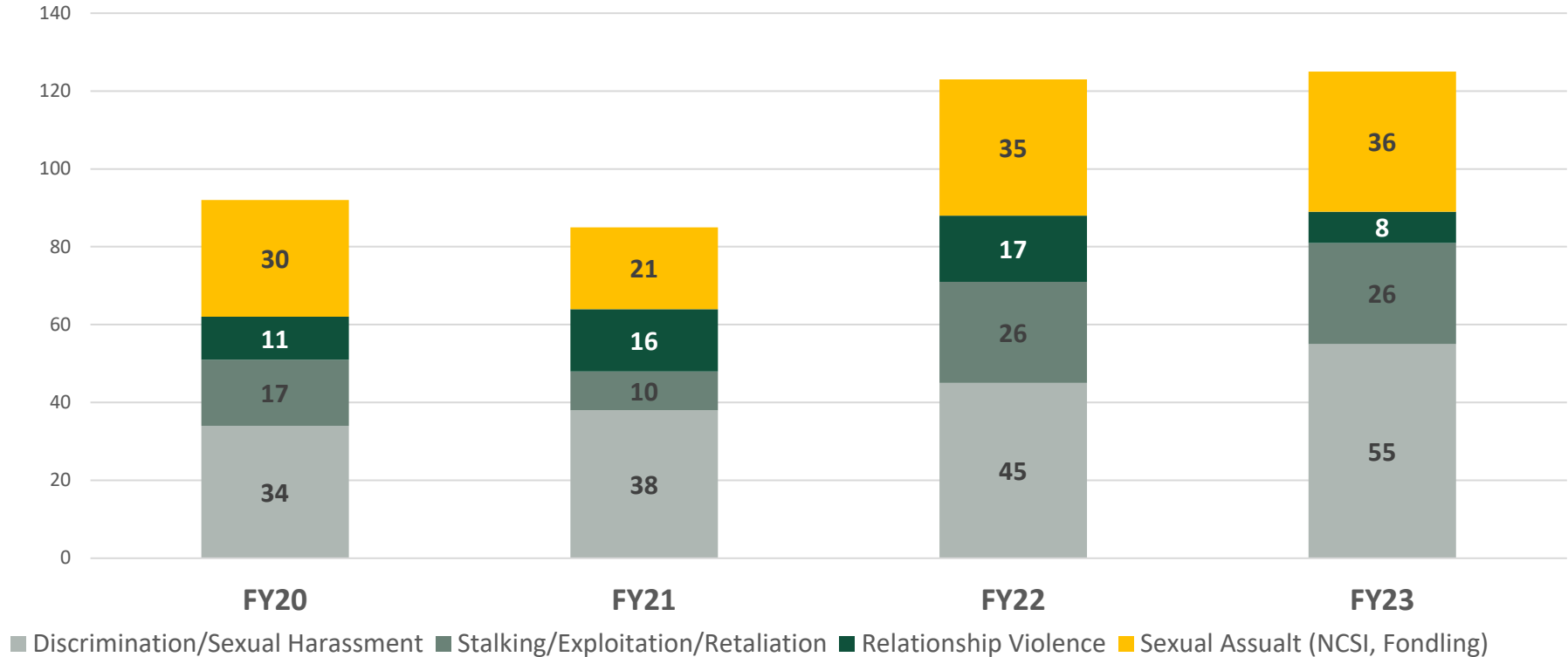
# Types of Discrimination Reported to OCE FY 23



# Employee Reports

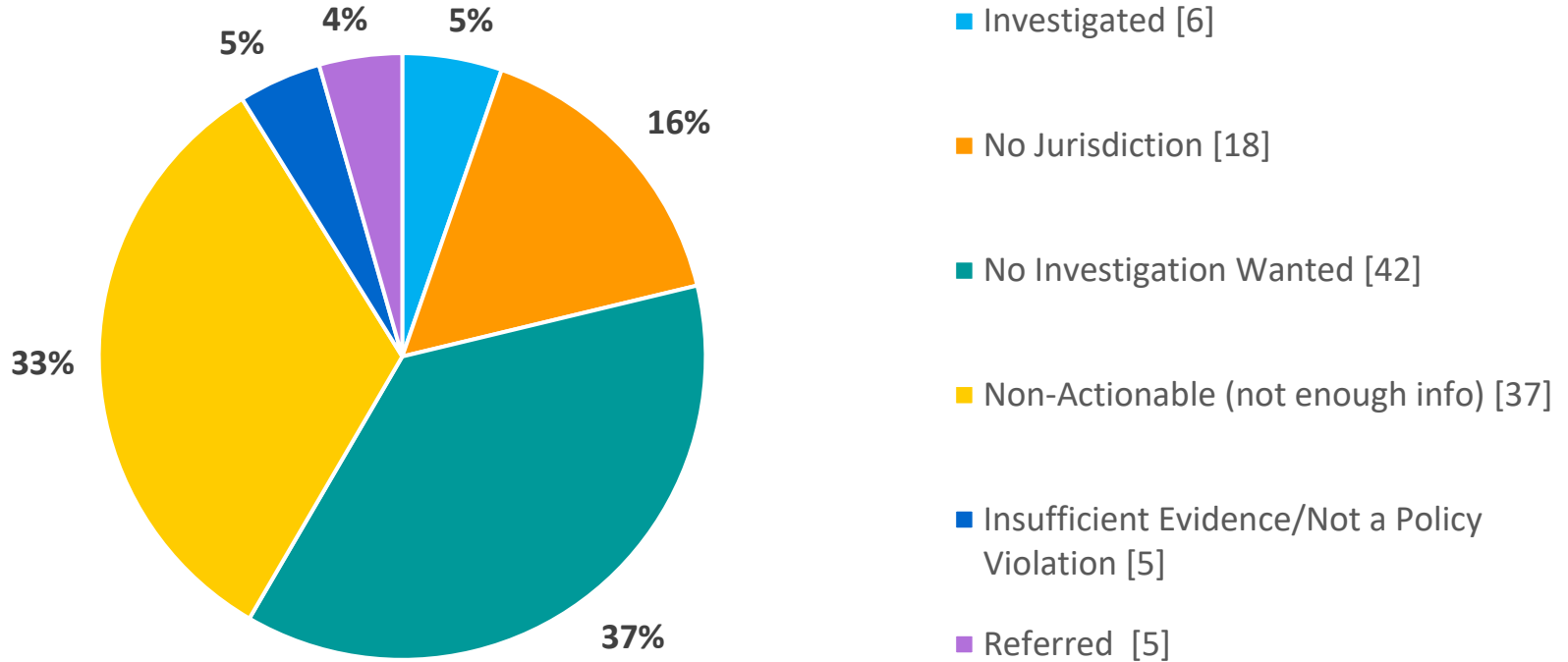
- 29 reports of alleged misconduct with faculty/adjunct faculty, visiting scholar, post doctorate or staff member respondent
- 9 reports to external agency (OCR, EEOC)
- 2 reports regarding department/unit
- Report volume per 100 employees in FY 23
  - OC&E = .967 (vs. 1.267 in FY22)

# ANNUAL TITLE IX /VAWA DATA



# ANNUAL TITLE IX /VAWA DATA

FY23 Title IX Response to Reports



# FY22 TITLE IX INVESTIGATIONS

- 6 sexual misconduct investigations
  - 1 responsible for policy violation
  - 1 not responsible
  - 4 still in process (2 preparing for Hearing; 1 investigation report; 1 investigation ongoing)



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# COMPLIANCE UPDATES

*Audit, Risk & Compliance Committee, September 2023*





- Department of Education New Regulations
- Pregnancy Rights
- Transgender Athletics Participation

# TITLE IX REGULATIONS



- Communication & Education
  - [www.wm.edu/ce](http://www.wm.edu/ce)
  - Proactive Hazing Education
- Policy & Procedures – IT, Academic, Administration, HR
- Monitoring effectiveness and detect issues

# EFFECTIVE COMPLIANCE PROGRAM

