

In addition to sexual misconduct, the Equal Opportunity Report and Response (EORR) Office responds to reports of possible civil rights discrimination based on a protected category.¹ EORR also reviews reports of retaliation and workplace violence and responds to general inquiries. Individuals sometimes contact EORR to report academic issues, employment concerns, student concerns, or general bullying. EORR refers these reports to the appropriate offices or individuals at UW.

In 2025, EORR logged a total of 321 reports.² 119 of those reports (37%) were related to allegations of sexual misconduct or behaviors prohibited under Title IX. 19% were related to allegations of disability discrimination and 11.2% were related to allegations of racial discrimination. Below is a table showing the number of reports for each category and the percentage of the total it represents; it also includes the number of dismissals, “Referral of Concerns” (ROCs), and findings for each category.

Type	Count	% of Total	Dismissals	ROCs	Findings
Disability Discrimination	45	14.00%	37	8	-
Sexual Harassment	39	12.10%	30	5	-
Racial Discrimination	36	11.20%	33	12	-
Retaliation	27	8.40%	2	5	-
Sexual Assault	25	7.80%	20	-	-
Dating/Domestic Violence	24	7.50%	23	-	-
Workplace Violence	24	7.50%	16	4	1
Gender Discrimination	20	6.20%	17	4	-
Political Discrimination	14	4.40%	13	1	-
Sexual Orientation/Gender Identity	12	3.70%	11	-	-
Religious Discrimination	11	3.40%	8	2	-
Stalking	11	3.40%	11	1	-
Employment Issues	9	2.80%	9	3	-
Hostile Environment	9	2.80%	8	1	-
Sexual Misconduct	9	2.80%	7	-	-
Ethnic Discrimination	7	1.90%	6	7	-
Student Conduct Issues	5	1.60%	4	-	-
Inquiries	4	1.20%	4	-	-
Veterans Discrimination	4	1.20%	3	1	-
National Origin Discrimination	3	0.90%	3	-	-
Academic Issues	2	0.60%	2	-	-
Age Discrimination	2	0.60%	2	-	-
Criminal Activity	2	0.60%	2	-	-
Protection Orders	2	0.60%	-	-	-
Hazing	1	0.30%	1	-	-
Sexual Exploitation	1	0.30%	1	-	-

¹ See [UW Regulation 4-1 \(Equal Education and Employment Opportunity\)](#).

² This includes a small number of duplicate reports, where multiple people made separate reports about the same incident.

As the data shows, most reported behaviors did not rise to the level of a violation of UW regulations.³ Please note that the review or investigation of 25 cases is still on-going, so additional findings and dismissals are still possible. Also, a lack of findings does not necessarily mean that the behavior did not occur as reported; cases may be closed before a review is completed, such as when a complainant requests that a review not occur or when a respondent leaves UW before a review is completed. In such circumstances, EORR typically continues their review when there is a potential on-going risk to the health or safety of an individual.

EORR dismisses some cases during the initial assessment or when circumstances dictate that a case not move forward. The table below shows the reasons for dismissal and the number of each type in 2025:

Type	Number
Complainant requested no action	67
No response from complainant	54
Duplicate report	48
No jurisdiction/respondent left UW	43
Does not rise to level of a violation	43
No protected category involved	20
Informal resolution completed	3
Complaint withdrawn	2

A lack of findings does not mean that other issues unrelated to a protected class were not identified and addressed by Human Resources (HR) and supervisors. In some cases, there are on-going issues that may need further review by other offices on campus, including those that have been dismissed or that result in no finding. EORR often issues an ROC memo to refer such matters to the appropriate offices. For example, EORR may determine that a conflict between two individuals was not due to discrimination, but additional work is necessary to address the situation by departmental supervisors and HR. In 2025, EORR issued 47 ROC memos and referred 127 cases to other departments or entities. Below is a chart showing how many cases were referred to different areas of campus, including cases that are referred to more than one office.

Office	Number
Department or unit	54
Human Resources	44
UW CARES Team	19
Academic Affairs	15
Dean of Students	15
UW Police Department	6
External agencies/other institutions	4
Fraternity/Sorority Life	4
International Students and Scholars	3
Athletic Department	2
Other Law Enforcement	2
Dean's Office	1
Disability Support Services	1
Office of the Registrar	1

Even in cases that are not formally referred to other offices, supervisors are typically notified of the reports made to EORR to address other possible policy violations, professionalism, conflict resolution, and work environment issues.

³ See [UW Regulation 4-2 \(Discrimination and Harassment\)](#), [UW Regulation 4-3 \(Title IX and Sexual Misconduct\)](#), and [UW Regulation 4-4 \(Violence in the Workplace\)](#).