

UNIVERSITY OF HAWAI‘I SYSTEM ANNUAL REPORT



REPORT TO THE 2023 LEGISLATURE

Annual Report on Title IX Complaints and Cases

Act 242, SLH 2022

October 2022

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I. Introduction

The University of Hawai'i (UH), under the leadership of President David Lassner, is actively engaged in promoting programmatic initiatives that support safe and nondiscriminatory campus environments systemwide. To that end, and as part of the University's institutional efforts to address all reports of sex discrimination and gender violence, UH Title IX Offices and designated confidential resources on all ten campuses work in concert to ensure that members of our campus community are provided various options and utilize the many resources available to them to report allegations of sex discrimination and/or to gain confidential assistance and support towards their safety and well-being.

The prohibition of sex discrimination in all forms is a goal that the University and the Hawai'i State Legislature share. In part, the purpose of Act 242, Session Laws of Hawai'i 2022, is to ensure that the needs of victims of unlawful sex-based discrimination, including sexual harassment, gender-based harassment, and sexual assault, are properly addressed, by requiring the University to report Title IX case data annually. Pursuant to Act 208, Session Laws of Hawai'i 2016, the University conducts a biennial systemwide campus climate survey on sex discrimination and gender-based violence and submits to the Legislature a report that includes a summary of the most recent campus climate survey results, information on the number of sexual assaults that occurred on a University of Hawai'i system campus within the past five years, and recommendations and efforts to improve campus safety and accountability. Through this report created pursuant to Act 242, the University addresses the Legislature's additional request for information pertaining to its case management data at each of our ten campuses.

II. Data for Academic Year 2021-2022 (August 13, 2021 through May 13, 2022)

In providing the complaint data below, please note that the numbers for each campus include data from both confidential resources (including advocates and mental health counselors) and Title IX Coordinators. Therefore, a single incident may be double counted (*e.g.*, if the same complainant or victim seeks resources from multiple offices, or if working with a confidential resource empowers a complainant to move forward with reporting information to a Title IX Coordinator). Additionally, multi-campus cases may also contribute to double-counting (*e.g.*, if a complainant makes a complaint and seeks services from multiple offices because they are taking classes at multiple campuses, or if a complainant and a respondent in a case have affiliations at different campuses).

In identifying the types of prohibited behavior for the purposes of reporting on the types of complaints, please note that some complaints may include more than one alleged prohibited behavior.

In providing percentages for training course completion, training data was organized based on the type and format of the course provided. Online training data has been

rounded to the nearest whole percent. For the online training for students, different versions of the training are customized for graduate, undergraduate, and community college students. Additionally, as noted below, there is also a customized online training available for student athletes and employees identified by the athletics departments at UH Mānoa and UH Hilo.

UH Mānoa

Complaint Data	# (AY 21-22)
Complaints received alleging violation of Ch. 368 or Title IX (Combined total received by Title IX and Confidential Resources)	268
Confidential complaints	135
Informal complaints	115
Formal complaints	2
Complaints involving a student complainant and a student respondent	76
Complaints involving a student complainant and an employee respondent	21
Complaints involving an employee complainant and an employee respondent	3
Complaints involving an employee complainant and a student respondent	0
An investigation was commenced but a decision has not yet been rendered	1
An investigation was completed and a decision was rendered	1
A party has filed an appeal and the appeal is pending	0

Types of prohibited behavior reported in complaints made: Sex Discrimination, Sexual Harassment, Gender-Based Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking

Training Data	% (AY 21-22)
Percentage of employees who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	10%
Percentage of employees who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	6%
Percentage of athletics employees who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368*	100%
Percentage of athletics employees who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368*	100%

Percentage of employees who have completed an in-person or non-EverFi training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	4.3%
Percentage of students enrolled who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	4% Graduate Students 2% Undergraduate Students
Percentage of students enrolled who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	3% Graduate Students 1% Undergraduate Students
Percentage of student athletes enrolled who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368*	100%
Percentage of student athletes enrolled who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368*	100%
Percentage of students enrolled who have completed an in-person training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	2.7%

* A separate version of the online training is made available to employees and students identified by the UH Mānoa athletics department, and is separately tracked as part of NCAA compliance efforts.

UH Hilo

Complaint Data	# (AY 21-22)
Complaints received alleging violation of Ch. 368 or Title IX (Combined total received by Title IX and Confidential Resources)	45
Confidential complaints	44
Informal complaints	0
Formal complaints	1
Complaints involving a student complainant and a student respondent	23

Complaints involving a student complainant and an employee respondent	3
Complaints involving an employee complainant and an employee respondent	2
Complaints involving an employee complainant and a student respondent	1
An investigation was commenced but a decision has not yet been rendered	0
An investigation was completed and a decision was rendered	1
A party has filed an appeal and the appeal is pending	0

Types of prohibited behavior reported in complaints made: Sex Discrimination, Sexual Harassment, Gender-Based Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking

Training Data	% (AY 21-22)
Percentage of employees who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	10%
Percentage of employees who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	6%
Percentage of athletics employees who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368*	100%
Percentage of athletics employees who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368*	100%
Percentage of employees who have completed an in-person training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	20.9%
Percentage of students enrolled who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	3% Graduate Students 2% Undergraduate Students

Percentage of students enrolled who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	1% Graduate Students 1% Undergraduate Students
Percentage of student athletes enrolled who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368*	100%
Percentage of student athletes enrolled who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368*	100%
Percentage of students enrolled who have completed an in-person training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	19.1%

* A separate version of the online training is made available to employees and students identified by the UH Hilo athletics department, and is separately tracked as part of NCAA compliance efforts.

UH West O'ahu

Complaint Data	# (AY 21-22)
Complaints received alleging violation of Ch. 368 or Title IX (Combined total received by Title IX and Confidential Resources)	15
Confidential complaints	13
Informal complaints	2
Formal complaints	0
Complaints involving a student complainant and a student respondent	1
Complaints involving a student complainant and an employee respondent	3
Complaints involving an employee complainant and an employee respondent	4
Complaints involving an employee complainant and a student respondent	0
An investigation was commenced but a decision has not yet been rendered	0
An investigation was completed and a decision was rendered	0
A party has filed an appeal and the appeal is pending	0

Types of prohibited behavior reported in complaints made: Sex Discrimination, Sexual Harassment, Gender-Based Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking

Training Data	% (AY 21-22)
Percentage of employees who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	10%
Percentage of employees who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	12%
Percentage of employees who have completed an in-person training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	6.2%
Percentage of students enrolled who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	2%
Percentage of students enrolled who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	0%
Percentage of students enrolled who have completed an in-person training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	0.5%

Hawai'i Community College

Complaint Data	# (AY 21-22)
Complaints received alleging violation of Ch. 368 or Title IX (Combined total received by Title IX and Confidential Resources)	6
Confidential complaints	2
Informal complaints	4
Formal complaints	0
Complaints involving a student complainant and a student respondent	6

Complaints involving a student complainant and an employee respondent	0
Complaints involving an employee complainant and an employee respondent	0
Complaints involving an employee complainant and a student respondent	0
An investigation was commenced but a decision has not yet been rendered	0
An investigation was completed and a decision was rendered	0
A party has filed an appeal and the appeal is pending	0

Types of prohibited behavior reported in complaints made: Sex Discrimination, Sexual Harassment, Sexual Assault, Domestic Violence, and Stalking

Training Data	% (AY 21-22)
Percentage of employees who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	12%
Percentage of employees who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	6%
Percentage of employees who have completed an in-person training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	6.3%
Percentage of students enrolled who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	1%
Percentage of students enrolled who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	0%
Percentage of students enrolled who have completed an in-person training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	1.1%

Honolulu Community College

Complaint Data	# (AY 21-22)
Complaints received alleging violation of Ch. 368 or Title IX (Combined total received by Title IX and Confidential Resources)	11
Confidential complaints	1
Informal complaints	10
Formal complaints	0
Complaints involving a student complainant and a student respondent	1
Complaints involving a student complainant and an employee respondent	0
Complaints involving an employee complainant and an employee respondent	0
Complaints involving an employee complainant and a student respondent	1
An investigation was commenced but a decision has not yet been rendered	0
An investigation was completed and a decision was rendered	0
A party has filed an appeal and the appeal is pending	0

Types of prohibited behavior reported in complaints made: Sex Discrimination, Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking

Training Data	% (AY 21-22)
Percentage of employees who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	23%
Percentage of employees who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	14%
Percentage of employees who have completed an in-person training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	n/a
Percentage of students enrolled who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	0%

Percentage of students enrolled who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	0%
Percentage of students enrolled who have completed an in-person training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	n/a

Kapi'olani Community College

Complaint Data	# (AY 21-22)
Complaints received alleging violation of Ch. 368 or Title IX (Combined total received by Title IX and Confidential Resources)	8
Confidential complaints	5
Informal complaints	3
Formal complaints	0
Complaints involving a student complainant and a student respondent	2
Complaints involving a student complainant and an employee respondent	1
Complaints involving an employee complainant and an employee respondent	0
Complaints involving an employee complainant and a student respondent	0
An investigation was commenced but a decision has not yet been rendered	0
An investigation was completed and a decision was rendered	0
A party has filed an appeal and the appeal is pending	0

Types of prohibited behavior reported in complaints made: Sexual Harassment, Dating Violence, Domestic Violence, and Stalking

Training Data	% (AY 21-22)
Percentage of employees who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	16%
Percentage of employees who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	6%

Percentage of employees who have completed an in-person training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	n/a
Percentage of students enrolled who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	1%
Percentage of students enrolled who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	1%
Percentage of students enrolled who have completed an in-person training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	n/a

Kaua'i Community College

Complaint Data	# (AY 21-22)
Complaints received alleging violation of Ch. 368 or Title IX (Combined total received by Title IX and Confidential Resources)	20
Confidential complaints	16
Informal complaints	3
Formal complaints	1
Complaints involving a student complainant and a student respondent	2
Complaints involving a student complainant and an employee respondent	8
Complaints involving an employee complainant and an employee respondent	0
Complaints involving an employee complainant and a student respondent	1
An investigation was commenced but a decision has not yet been rendered	1
An investigation was completed and a decision was rendered	0
A party has filed an appeal and the appeal is pending	0

Types of prohibited behavior reported in complaints made: Sex Discrimination, Sexual Harassment, Sexual Assault, Domestic Violence, Stalking

Training Data	% (AY 21-22)
Percentage of employees who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	15%
Percentage of employees who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	10%
Percentage of employees who have completed an in-person training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	n/a
Percentage of students enrolled who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	0%
Percentage of students enrolled who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	0%
Percentage of students enrolled who have completed an in-person training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	n/a

Leeward Community College

Complaint Data	# (AY 21-22)
Complaints received alleging violation of Ch. 368 or Title IX (Combined total received by Title IX and Confidential Resources)	26
Confidential complaints	5
Informal complaints	21
Formal complaints	0
Complaints involving a student complainant and a student respondent	2
Complaints involving a student complainant and an employee respondent	0
Complaints involving an employee complainant and an employee respondent	0

Complaints involving an employee complainant and a student respondent	0
An investigation was commenced but a decision has not yet been rendered	0
An investigation was completed and a decision was rendered	0
A party has filed an appeal and the appeal is pending	0

Types of prohibited behavior reported in complaints made: Sex Discrimination, Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence

Training Data	% (AY 21-22)
Percentage of employees who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	16%
Percentage of employees who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	8%
Percentage of employees who have completed an in-person training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	4.2%
Percentage of students enrolled who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	1%
Percentage of students enrolled who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	0%
Percentage of students enrolled who have completed an in-person training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	n/a

UH Maui College

The following complaint data for UH Maui College contains partially complete confidential complaint data, as the community and campus confidential resources are on extended leave and could not be reached for details beyond the aggregate, non-personally identifiable information that is periodically reported.

Complaint Data	# (AY 21-22)
Complaints received alleging violation of Ch. 368 or Title IX (Combined total received by Title IX and Confidential Resources)	67
Confidential complaints	59
Informal complaints	2
Formal complaints	0
Complaints involving a student complainant and a student respondent	0
Complaints involving a student complainant and an employee respondent	3
Complaints involving an employee complainant and an employee respondent	0
Complaints involving an employee complainant and a student respondent	0
An investigation was commenced but a decision has not yet been rendered	0
An investigation was completed and a decision was rendered	0
A party has filed an appeal and the appeal is pending	0

Types of prohibited behavior reported in complaints made: Sex Discrimination, Gender-Based Harassment, Sexual Assault, Domestic Violence, Stalking

Training Data	% (AY 21-22)
Percentage of employees who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	8%
Percentage of employees who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	20%
Percentage of employees who have completed an in-person training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	n/a

Percentage of students enrolled who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	1%
Percentage of students enrolled who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	0%
Percentage of students enrolled who have completed an in-person training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	n/a

Windward Community College

Complaint Data	# (AY 21-22)
Complaints received alleging violation of Ch. 368 or Title IX (Combined total received by Title IX and Confidential Resources)	19
Confidential complaints	14
Informal complaints	1
Formal complaints	1
Complaints involving a student complainant and a student respondent	7
Complaints involving a student complainant and an employee respondent	2
Complaints involving an employee complainant and an employee respondent	2
Complaints involving an employee complainant and a student respondent	0
An investigation was commenced but a decision has not yet been rendered	1
An investigation was completed and a decision was rendered	0
A party has filed an appeal and the appeal is pending	0

Types of prohibited behavior reported in complaints made: Sex Discrimination, Sexual Harassment, Gender-Based Harassment, Dating Violence, Domestic Violence, Stalking

Training Data	% (AY 21-22)
Percentage of employees who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	9%

Percentage of employees who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	11%
Percentage of employees who have completed an in-person training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	1.5%
Percentage of students enrolled who have completed an online training course (Fall 2021) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	1%
Percentage of students enrolled who have completed an online training course (Spring 2022) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	0%
Percentage of students enrolled who have completed an in-person training course (AY 2021-22) on the University's Title IX policies and procedures, and on any other policies and procedures adopted by the University in accordance with HRS Ch. 368	8.6%

III. Conclusion

UH remains committed to the continuous improvement of our Title IX programs so that students can achieve academic success and personal growth in a safe and supportive environment. UH greatly appreciates the Legislature for its continued support of gender equity in higher education.