

August 23, 2010

To: Faculty Senate
From: Clyde Howard, Director
Subject: Dispute Resolution Report



The tables show dispute resolution contacts and complaints for October 1, 2008 to September 30, 2009 and October 1, 2009 to August 20, 2010.

Office of Affirmative Action
214 Anderson Hall
Manhattan, KS 66506-0104
785-532-6220
Fax: 785-532-4374

Advice, Consultation and Referral

Issue	Contacts	
	2008-09	2009-10
Recruitment and Selection for Employment	57	41
Faculty Roles and Responsibilities	9	6
Faculty/Student Conflicts	5	3
Work Visa	11	5
Work Climate	21	14
Employment Equity	25	11
ADA	2	7
Gender Identity	2	1
Total	132	88

Informal Complaints

Issue	Contacts	
	2008-09	2009-10
Recruitment and Selection for Employment	2	4
Faculty Roles and Responsibilities	0	0
Faculty/Student Conflicts	1	2
Violence in Workplace	0	1
Work Climate	2	5
Policy/Procedure	0	3
Sexual Harassment	8	4
Retaliation	2	3
Discrimination	14	10
Total	29	32

Formal Complaints

Issue	Complaints	
	2008-09	2009-10
Discrimination	7	8
Failure to Provide EEO	0	0
Racial Harassment	0	2
Retaliation	1	3
Sexual Harassment	11	7
Total	19	20

Americans with Disabilities Act

Issue	Contacts	
	2008-09	2009-10
State ADA Grievance	1	0
Interactive Process	3	7
Total	4	7