



# 2022-2023 ANNUAL REPORT



## Administration and Finance



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# Message From the Executive Director

While we know this publication is being provided later than anticipated, given the commitment of the office to providing transparency and information to the Georgia Tech community, we wanted to make sure to provide the report.

We were excited to build on the momentum we created in our first fully staffed year and continue to improve the programming and outreach we started in 2022. We greatly expanded programming, as well as focused on internal processes and procedures to better serve the constituents who come to us for resources and support.

We continue to be committed to fulfilling every request for information, workshops, and resources. In furtherance of our commitment, we reviewed internal processes and updated important communications, as well as adopted best practices for the current academic year.

2023 marked the 50th Anniversary of the Rehabilitation Act, which provided the first federal legislation providing protections, resources, and support for those with disabilities in education. There was a combination of educational and celebratory events throughout the Fall 2023 semester to share the importance of this legislation, as well as the continued work to be done to fulfill the promise of inclusion at Georgia Tech.

We know that there have been a plethora of significant changes at the Institute throughout the last 18 months, with more announced. Thank you for continuing to partner with us as we navigate change at every level and work together to fulfill our commitment to an inclusive campus for all.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Alexis Martinez'.

**Dr. Alexis Martinez**

Executive Director, Equity and Compliance Programs & Interim Title IX Coordinator

# Meet the Team



**J. Denise Johnson  
Marshall**

Institute ADA Coordinator,  
Director Equity and  
Compliance Programs



**Kendra Brown**

Assistant Title IX Coordinator



**Ben Siple**

Assistant ADA  
Coordinator



**Reona Blankumsee**

Equity Investigator



**Destiny Johnson**

Administrative Professional

# Our Mission & Goals

## Our Mission

Through **education**, **response**, and **collaboration**, we illuminate and remove Institutional barriers to equity & inclusion, while fostering a culture beyond compliance.

## Goals



### Education:

- Re-evaluate the dissemination of in-person and online educational opportunities, including the use of Institute online learning platforms
- Expand the Institute's understanding of the scope of the Rehabilitation Act and its impact on higher education through 50th Anniversary programming initiatives.
- Increase the availability of information on the Informal resolution/alternative resolution pathways in all Institute ADA/Sexual Misconduct Grievance Procedures.



### Response:

- Reevaluate the Institute ADA & Sexual Misconduct grievance processes to reduce the timeframe from complaint to resolution.
- Fully implement Maxient Case management system for online reporting, communication to parties, case management, and statistical reporting of incidents by the end of the Fall 2023 semester.



### Collaborate:

- Create a campus partnership to develop a series of events to commemorate the 50th Anniversary of Section 504 of the Rehabilitation Act
- Engage institute partners and student leaders in the national search for the next Institute Title IX Coordinator

# Programming & Outreach

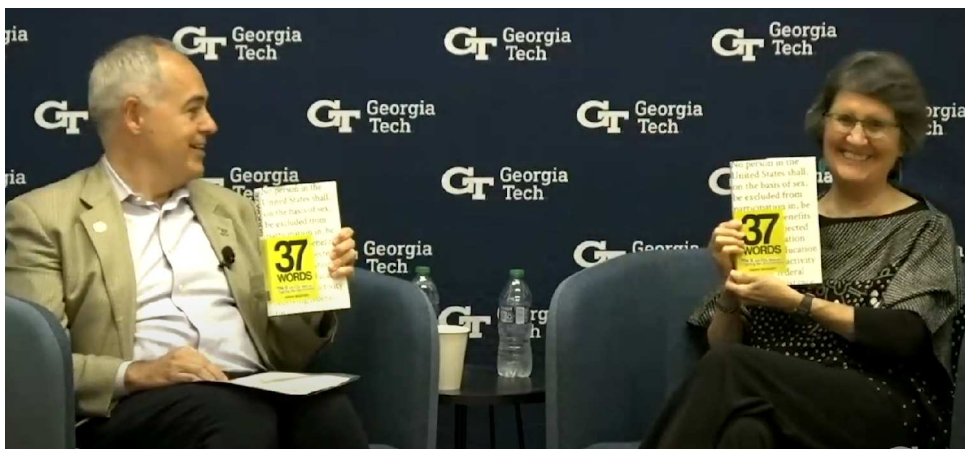
Throughout the academic year, Equity & Compliance Programs was committed to increasing our outreach and programming efforts by partnering with departments, students, faculty, staff, and organizations. In this section, we have highlighted some events from the 2022-2023 academic year.

## 50th Anniversary of Title IX Reflection

Georgia Tech hosted a variety of events to commemorate the 50th anniversary of the landmark law, its impact on Georgia Tech and higher education, and the path forward.

- *50 Years of Title IX Exhibit:* Equity & Compliance Programs and the Georgia Tech Library created a panel display that showcased historical information about the passage of Title IX, as well as the impacts at Georgia Tech. The display was in Clough Undergraduate Learning Commons throughout the fall semester.
- *Picture a Scientist Screening and Panel Discussion:* In November 2022, Equity and Compliance Programs and the Georgia Tech Library hosted a screening of the Emmy-nominated documentary *Picture a Scientist*, which highlighted gender inequality in science and told the stories of prominent female researchers. After the screening, Dr. Christine Valle, Dr. Diley Hernández, and Chikita Sanders spoke about their unique experiences as women working in STEM.
- *Conversation with Cabrera – 37 Words:* In November 2022, President Cabrera sat down with award-winning journalist and author, Sherry Boschert, to discuss her latest book *37 Words: Title IX and Fifty Years of Fighting Sex Discrimination*. *37 Words* is the first book to tell the complete history of Title IX through the gutsy people behind it, from women denied jobs at the law's beginnings to students struggling against sexual assault today. Their intersecting narratives offer a timeless playbook for anyone who is horrified by current attacks on women's rights and is wondering what to do about them.

For more information on campus-wide events honoring the 50th Anniversary of Title IX please visit <https://diversity.gatech.edu/equity-and-compliance/50th-anniversary-title-ix>



# Programming & Outreach

## Equity & Compliance Breakfast Meet & Greet

During the spring semester, Equity and Compliance Programs hosted our first Breakfast Meet and Greet series. The first session was an open house and an opportunity for students to meet the staff, ask questions, and provide feedback on our new website. In the second session, the ADA Coordinator gave a brief overview of the Americans with Disabilities Act/Section 504 and the grievance process. In the third session, the Title IX Coordinator discussed reporting options, the informal and formal resolution process, and answered questions about the Title IX Notice of Proposed Rule Making. We are excited and look forward to hosting more information sessions during the upcoming academic year.



## Sexual Assault Awareness Month (SAAM):

In honor of Sexual Assault Awareness Month, Equity and Compliance Programs collaborated with VOICE and the Women's Resource Center during the month of April to hold annual campus-wide events such as Take Back the Night and Teal Ribbon Day. Our office also participated in the Women's Resource Center's Sexual Citizens Book Club.



# Education and Prevention with Equity and Compliance Programs

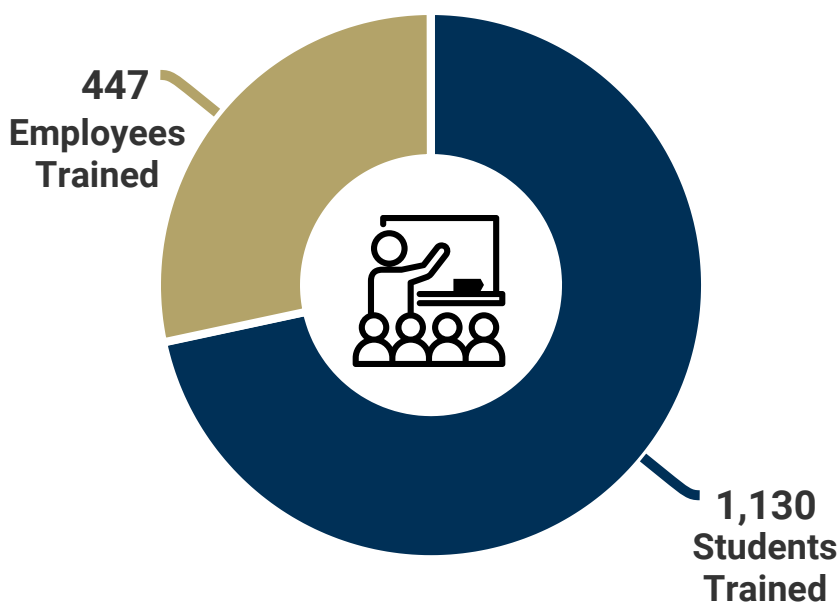
Equity and Compliance Programs collaborates with various offices across the Institute to provide comprehensive training to faculty, staff and students. Through training and education initiatives that span from 15-minute office introductions to 2-hour sessions, we are working to make sure everyone is aware of the current policies, resources and support services available at the Institute.

Any division, department, or organization that would like to request training should visit <https://diversity.gatech.edu/equity-compliance/request-equity-and-compliance-training>

## Georgia Tech Annual Compliance Training

This past year Equity and Compliance Programs created an Identifying and Responding to Sexual Misconduct Module that was included in the Georgia Tech Annual Compliance Training. The 2022 Annual Compliance Training was established to help Georgia Tech employees exercise sound ethical judgment, act with integrity and transparency, and understand their responsibility for the University System of Georgia (USG) and the Institute's policies and compliance obligations. The training was required for all active GT employees (faculty, staff, Tech temps, retired but working and student employees) hired on or before October 3, 2022.

## Training and Education



### Topics Covered:

- Identifying and responding to sexual misconduct
- What it means to be a Responsible Employee for reporting purposes
- How to file a sexual misconduct complaint
- Support services and interim measures available to individuals impacted by sexual violence
- Procedures for investigating and resolving sexual misconduct complaints
- Service Animal Training
- ADA Transition Plan Q&A with Building Managers



## Quick Statistics



**181**

Incidents Reported



**18**

Formal Complaints



**8**

Informal Resolutions



**51**

Trainings Conducted



**1,577\***

Individuals Trained



**6**

Pregnancy  
Accommodations

Statistics include information from both the ADA and Title IX Coordinators. They are compiled to provide a holistic view of office activity and engagement.

\*This number does not include the Annual Compliance training that is required of all Georgia Tech employees.

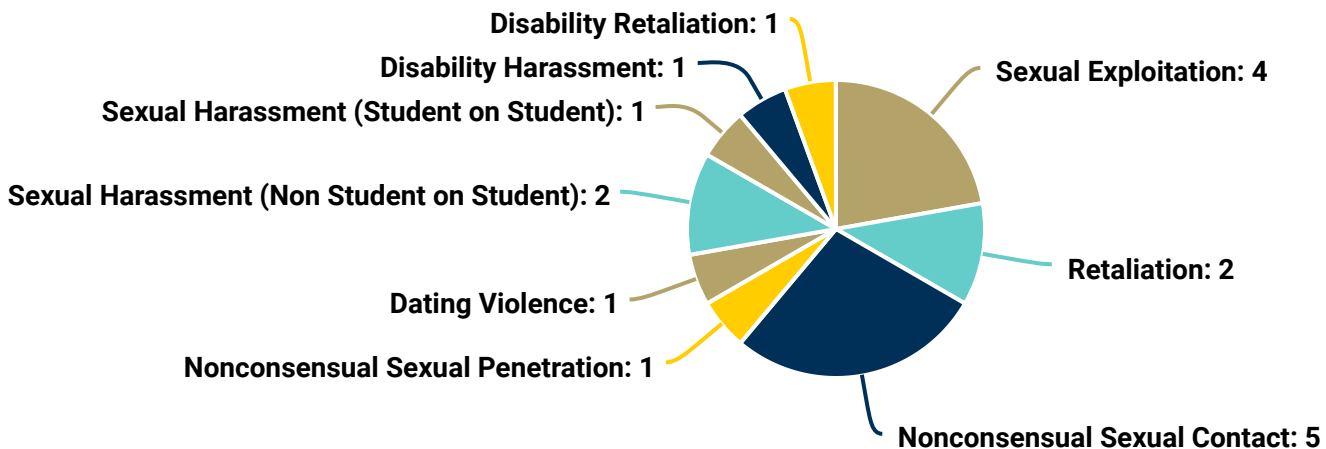
# Equity & Compliance Programs Total Numbers

## Reported Incidents



These are the total incidents reported, in person, via email, or via the online forms from July 1, 2022 to June 30, 2023. The majority of the reports received were made through a responsible employee or directly by an impacted party.

## Formal Complaints\*



\*For descriptions of behaviors prohibited by the Sexual Misconduct Policy and additional information about GT's commitment to the ADA, visit [diversity.gatech.edu/equity-compliance](https://diversity.gatech.edu/equity-compliance)

# Incident Reports Received by Category\*

## Americans with Disabilities Act/504

Category	2022-2023	2021-2022
Virtual Learning/Accommodations	0	5
Physical Accessibility (Automatic Door, Furniture Placement, Restroom, Fixed Seating, Signage)	12	5
IT Accessibility	0	4
Housing	0	2
Classroom Environment	1	4
Service Animals	2	3
Process Review	0	1
Employment	1	N/A
Consult	4	N/A
Disability Discrimination	1	N/A
Retaliation	1	N/A
Disability Harassment	1	N/A
Other	2	N/A

## Title IX/Sexual Misconduct

Category	2022-2023	2021-2022
Dating Violence	9	5
Domestic Violence	4	2
Non-Consensual Sexual Contact	30	21
Non-Consensual Sexual Penetration	7	16
Retaliation	3	3
Sexual Exploitation	12	4
Student on Student Sexual Harrassment	13	20
Other Sexual Harrassment	41	17
Stalking	21	21
Other	10	37

\*An incident report may include more than 1 claim/category. All allegations are included in the charts.

# ADA/504 Compliance Initiatives

Our office began using a new case management and incident reporting system to enhance response to disability-related grievances of the institute. We served in the lead role in conjunction with Georgia Tech Partnership on Accessible Communication and Technology (GT PACT) to create guidance and best practices on accessible required educational resources. Through the re-establishment of the ADA Policy and Guidelines Committee, we provided fundamental updates on the IT Accessibility Policy while anticipating proposed updates to include digital accessibility and Section 504 of the Rehabilitation Act, and began work on the Service and Assistance Animal Policy for the institute.

## ***ADA/504 Compliance Initiatives***

During 2022-2023, ADA Compliance initiated projects that offered guidance for event planning, highlighted the history of disability policy, featured individuals who work to maintain the accessibility of our facilities, and developed educational resources.

### *Commemoration of 50 years of Section 504 of the Rehabilitation Act of 1973 (Section 504):*

In January of 2023, the office began officially organizing and developing a committee to plan events and workshops to coincide with the 50th anniversary of the history and contributions of Section 504 to higher education. A full recap of events are listed:

**<https://diversity.gatech.edu/equity-compliance/50-years-section-504>**



 Georgia Tech.

### *Building and Facility Manager Network:*

Our office conducted a feedback session on relevant institute policies and designed a specialized assessment to gather training needs. Resulting in a facility manager learning track on ADA compliance available in the Fall of 2023.

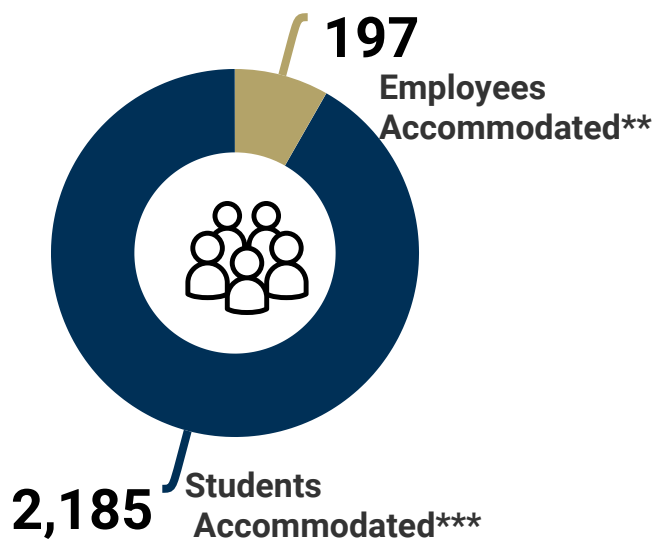
### *Guide to Inclusive Event Planning:*

ADA Compliance collaborated with the Event Coordinators Network to create the Georgia Tech Guide to Inclusive Event Planning. The guide was established to provide assistance on how to make an event more accessible to participants with disabilities.

# ADA/504 Compliance Review

ADA compliance at Georgia Tech is comprised of several offices that play a role in access to programs, services, and activities and physical, programmatic, and policy barrier removal for our students, employees, and visitors with disabilities.

## Number of Accommodated Individuals



Total Approved Accommodations = **2,382\***

\*As provided by the Office of Disability Services and Employee Relations

\*\* Compared to the previous year 137. An increase of 60 employees or 43.79%

\*\*\*Compared to the previous year 1,867. An increase of 318 students or 17.03%

## Digital Accessibility

Access to digital technology is an essential tool for effective participation in the education and work environment. Georgia Tech seeks to maintain accessible resources through remediation and the use of product accessibility templates to better understand the level of accessibility before purchasing products and services.

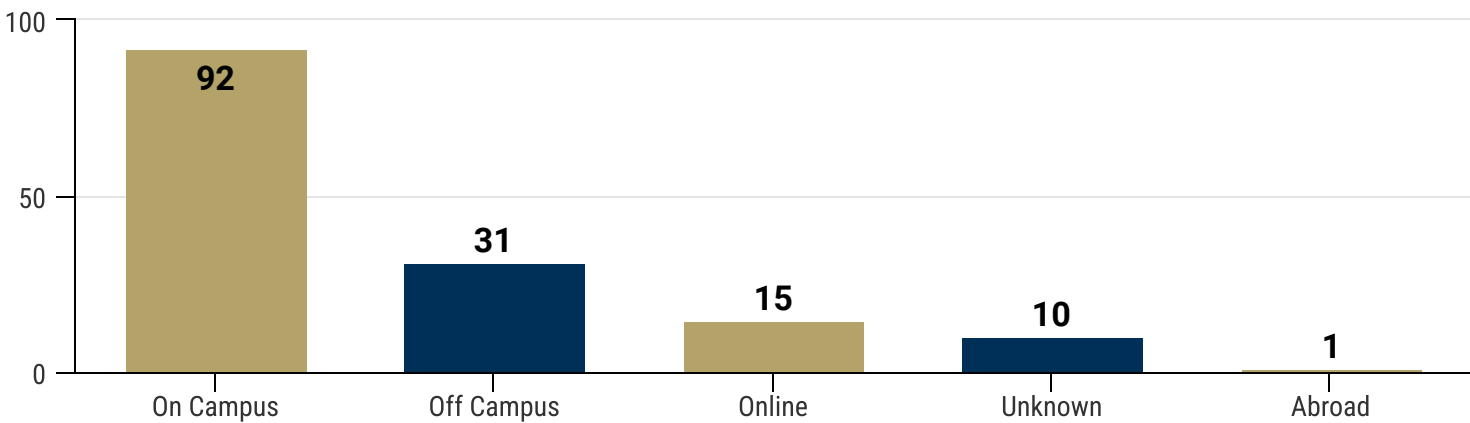
- **4700+** Voluntary Product Accessibility Templates (VPAT) Reviewed
- **119,000+** Web Pages Remediated as part of WCAG and Section 508 Compliance Audits
- **50+** Section 508 Exceptions Reviewed
- **45+** Vendor Accessibility Roadmaps Created

Georgia Tech is committed to equal opportunity in employment and education for persons with disabilities and complies with Americans with Disabilities Act of 1990 and 2008, and the Rehabilitation Act of 1973. Accessibility includes access to physical building space, as well as information through the GT website, online learning management systems, and other digital media.

# Sexual Misconduct Overview

Georgia Tech is committed to addressing all incidents of sex- or gender-based discrimination, including sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, and stalking. The Institute works to end prohibited behavior, prevent recurrences, and remedy the effects by providing resources, accommodations, and support to those affected. The Sexual Misconduct Policy applies to all faculty, staff, and students and may apply to incidents that happen on or off campus.

## Incident Locations\*



\*As included in submitted incident reports.

Please note: Equity and Compliance Programs definitions or statistics may not be reportable offenses under the Clery Act, the federal campus crime disclose law. More information on the Clery Act and the Institute's annual disclosure publication is available at [police.gatech.edu/georgia-tech-annual-safety-security-reports](https://police.gatech.edu/georgia-tech-annual-safety-security-reports)

# Sexual Misconduct Case Trajectory

This figure depicts the trajectory of 149 incidents reported.

**Incidents Reported:** The Office of Equity and Compliance Programs receives reports from all members of the Institute as well as individuals not affiliated with the Institute through our online reporting form, email, phone, or mail.

**Formal Complaint:** A signed written statement filed with Equity and Compliance Programs alleging a violation of the sexual misconduct policy that results in an investigation, adjudication, and if appropriate, sanctioning process. Formal Complaint Breakdown: 5 Complaints Dismissed, 1 Complaint Withdrawn, 8 Informal Resolutions, and 3 Hearings.

**Information Only:** When an individual elects to speak with our office regarding a matter dealing with TIX/SM the individual is given a full overview of resources, supportive measures, reporting options, voluntary remedies, and resolution pathways. When a report is tagged as Information only the individual did not request to initiate an informal or formal grievance process. This also includes 20 cases that different supportive measures were provided to at least one party.

**Referrals:** There may be times when a reported incident does not fit under our scope and/or jurisdiction. If appropriate, it is referred to Human Resources, Ethics and Compliance, or the Office of Student Integrity for review and investigation.

**No Show/No Response:** Cases are coded in this manner to reflect that following the received report, our office reached out multiple times and the impacted individual did not follow up with our office.

**No Contact Directives:** These are meant to be nondisciplinary, nonpunitive services provided, as reasonably available, without fee or charge to the parties to restore or preserve access to the Institute's educational environment and/or deter discriminatory behavior, harassment, and/or retaliation.

Each case is assessed to determine if the Institute needs to take additional action beyond the Complainant's request. There may be times when the Institute moves forward with investigating a situation, but the Complainant is never required to participate.

149 Incidents Reported

17 Formal Complaints

79 Information Only

20 Referrals

34 No Show/No Response

26 No Contact Directives

# Contact Us



## Postal Address:

Paper Tricentennial Building  
500 Tenth St. NW  
Atlanta, GA 30318

## Website:

[diversity.gatech.edu/equity-compliance](https://diversity.gatech.edu/equity-compliance)

## Email

[titleix@gatech.edu](mailto:titleix@gatech.edu)  
[adacompliance@gatech.edu](mailto:adacompliance@gatech.edu)

## Phone Number:

404-894-5698

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