



INSTITUTE DISCRIMINATION AND HARASSMENT RESPONSE OFFICE

ANNUAL REPORT 2024-2025 Academic Year



**INSTITUTE DISCRIMINATION &
HARASSMENT RESPONSE OFFICE**

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DIRECTOR'S MESSAGE

Dear Members of the MIT Community,

In sharing this year's annual report, which covers the academic period between July 2024 and June 2025, I hope to emphasize our office's ongoing dedication to building a welcoming environment for all.

The Institute Discrimination and Harassment Response Office (IDHR) serves as a vital resource for the entire MIT community, addressing concerns related to [discrimination and discriminatory harassment](#)—including sexual harassment under federal Title IX regulations. IDHR is committed to providing everyone at MIT—students, staff, faculty, and postdocs—information about resources, resolution options, individualized support, and education focused on preventing harassment and discrimination.

In the following pages, you will find summaries of incidents that were reported to our office and insights into IDHR's efforts to strengthen our systems as we considered the emerging needs of our community. Our team, often in close collaboration with MIT community partners, initiated a number of important projects in the preceding academic year, including:

- Establishing working groups tasked with developing action steps and recommendations based on student and employee climate survey feedback.
- Developing an educational program for individuals who have caused harm.
- Updating our processes to reduce investigation timelines.
- Efforts to improve data collection.

In 2024-2025, many in our community continued to navigate the charged and complex dynamics that extended from the year prior. The IDHR team remains dedicated to supporting those who seek our assistance, and we also continue to emphasize the vital importance of cultivating an environment where respectful and open dialogue can thrive.

I am profoundly grateful to my staff and our MIT partners for their integrity and steadfastness in this challenging and impactful work. I also extend my gratitude to all of you for engaging within your MIT communities in building a campus climate where every person is treated with civility and dignity.

Sincerely,



Sarah Rankin

Director, Institute Discrimination and Harassment Response Office

Our Vision

The Institute Discrimination and Harassment Response Office (IDHR) envisions an MIT community that prioritizes mutual respect, equity, inclusivity, and accountability where all members recognize the impact of their behavior on others with a willingness to grow and change.

Prohibited Conduct Policies Under IDHR's Scope

IDHR is a resource for the entire MIT community for concerns of [discrimination and discriminatory harassment](#), as defined in MIT's policies. This means we respond to incidents of discrimination or harassment against individuals on the basis of their protected identity, including race, color, sex, sexual orientation, gender identity, pregnancy, religion, disability, age, genetic information, veteran status, and national or ethnic origin. Sex discrimination includes sexual harassment, sexual assault, dating or domestic violence, and stalking.

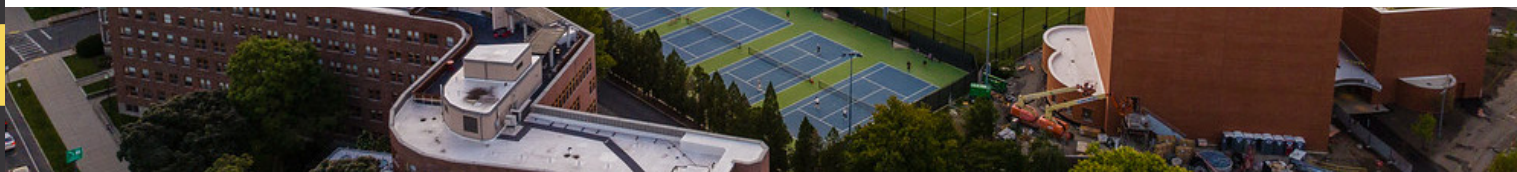
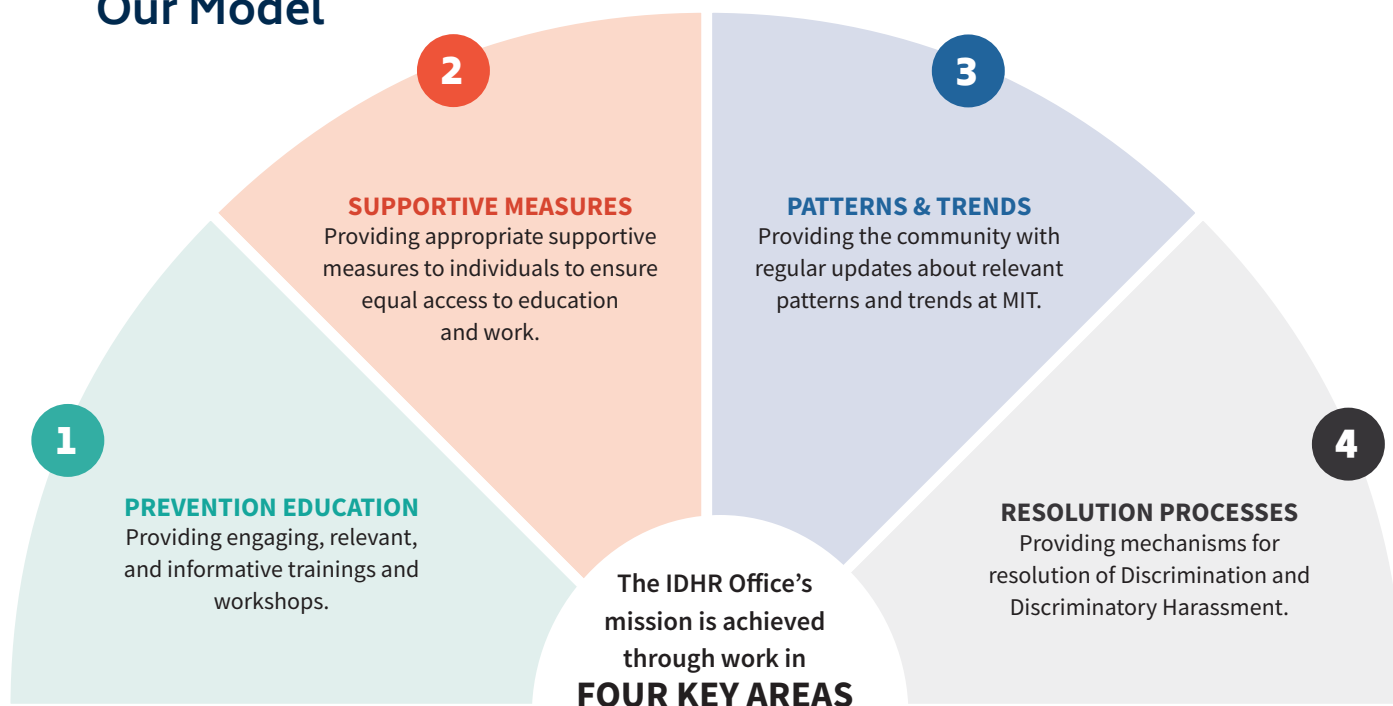
Community members are encouraged to reach out to us before something rises to the level of a policy violation to learn more about possible supportive measures, remedies, resolution pathways, and resources both on and off campus.

Student conduct: MIT's [Mind and Hand Book](#) is the official guide to MIT's expectations of all undergraduate and graduate students. [Section II](#) outlines standards of conduct including prohibitions on discrimination and harassment, including stalking, intimate partner violence, and sexual misconduct.

Employee conduct: MIT's [Policies & Procedures](#) (P&P) set forth Institute-level policies and procedures that apply to MIT faculty, other academic staff, research staff, non-academic staff, and, for some policies, to unpaid affiliates and other members of the MIT community. [Section 9](#) outlines policies that prohibit discrimination and harassment by employees.

Please find on our website a [full list of policies](#) that IDHR responds to.

Our Model



Our Team



Sarah Rankin
Director and
Title IX and VI Coordinator



Meg Chuhran
Manager of Office Operations
and Case Management



Catherine Barrett
Administrative Assistant



Tori Willbanks-Roos
Case Manager



Melissa Weed
Case Manager



Vera Grbic
Communications Officer



Simi Ogunsanwo
Manager of Prevention
Education and Outreach



Amanda Wynn-Rhodes
Education Specialist



Arti Kothari
Education Specialist

Resolution Team



Nina Harris
Manager of Adaptable Resolutions
and Restorative Practices



Moriah Silver
Manager of Investigations



Courtney Wilson
Investigator



Justine Plaut
Investigator



Aimee Bierman
Investigator



Suzanne Leon
Investigator



Brandi Parker
Investigations Coordinator

Additional Support for Parties Involved in an Incident

Involvement in a case of discrimination or discriminatory harassment can be stressful. In addition to IDHR, there are several other resources at MIT that support students and/or employees who may have experienced or witnessed an incident. **Note that MIT has both confidential and private resources—some are specific for [students](#), others are for [employees](#), and some are for the entire Institute community.** For example, students may want to reach out to Violence Prevention and Response, employees may find their Human Resource Officer (HRO) helpful, and anyone in the community may seek out the Ombuds Office to learn about options—these are a few of the available resources among others. We encourage you to look at the links above to find the support that may be appropriate for your need.

Deputy Title IX Coordinators

For concerns specifically related to sex- and gender-based discrimination or harassment (including sexual harassment, sexual assault, intimate partner violence, and stalking), [Deputy Title IX Coordinators](#) are designated MIT community members with whom you may feel more comfortable discussing your experience. They are trained staff members who can provide information about resources and reporting options available to employees and students at MIT.

New Campaigns to Raise Awareness about IDHR Resources

Some of the topics our office addresses can feel complex. We are excited to share new materials that provide important information about IDHR's resources and support offerings in a more accessible format.

Video - Introduction to IDHR

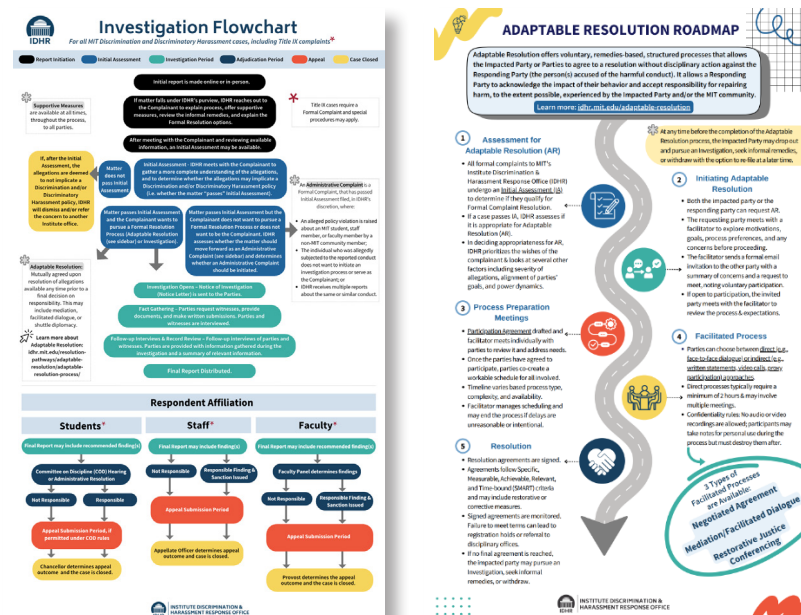
Watch our [short video](#) for an overview of the IDHR Office, including what you can expect when someone first reaches out to share a concern or report an incident. We hope this video helps the MIT community better understand who we are, what we do, and how we can support you.



Flowcharts - Investigation and Adaptable Resolution Processes

The following flowcharts showcase the two potential Formal Complaint pathways that are available through IDHR:

The [Investigation process](#) (which determines if a policy was violated) and the [Adaptable Resolution process](#) (which utilizes mediative and restorative processes to address impact and harm).



Efforts to Shorten Investigation Process

IDHR is committed to conducting thorough investigations into allegations of discrimination or discriminatory harassment in a timely manner. While investigation timelines vary widely based on the specifics of each case, they can be affected by legal and procedural requirements, party requests for extensions, health-related delays, the number of witnesses, and the complexity of the allegations.

In academic year 2024-2025, we took meaningful steps to improve process efficiency while maintaining investigative integrity. These changes aim to ensure a more responsive and accessible process for all parties involved. Key changes included:

- Implementing a streamlined system for extension requests
- Putting in place more efficient review practices for materials and transcripts
- Initiating report writing earlier in the process.

IDHR is already seeing a reduction in the average length of investigations following the implementation of our process improvements: In 2024-2025, investigations **on average took 55% less time** to complete than they took in 2022-2023—a decrease of around 4 months.



EDUCATION & INITIATIVES



The Education and Outreach Team is focused on prevention efforts, education, and outreach to the entire MIT community. In academic year 2024-2025, we reached over 13,258 students, faculty, staff, and postdocs across the Institute through a variety of training and outreach efforts.

2024-2025 Year in Review

This year, the education team focused on two major training initiatives and developed a new training around community values.

- **The MIT Panhellenic Association's Sorority Trainings for Addressing Risk (S.T.A.R.) program** is a programming initiative for sorority members on issues of personal risk, health, and safety. The program seeks to enhance the ability of sorority chapters and leadership to educate their members on how to navigate risk and wellness issues in effective and high-impact ways. IDHR provides a Promoting Inclusive Environments Workshop specifically developed for sorority members every two years with the previous rollout happening in academic year 2022-23. This academic year, we facilitated five sessions to 244 sorority members.
- **IDHR developed a pilot program called Community Values in Action.** The program aims to foster a values-driven community by promoting personal and collective reflection, raising awareness of support systems and resources for safety, wellbeing, and accountability. It strives to cultivate inclusive and respectful dialogue within residential and academic spaces, while encouraging personal growth and responsibility through meaningful community engagement. There are two versions of the program, one specifically designed for student leaders to equip them with the skills to lead an inclusive community as well as one for the general student community.
- **End Technology-Enabled Abuse virtual workshop:** In honor of Stalking Awareness Month, IDHR in collaboration with the Office of Graduate Education and the Violence Prevention and Response office, hosted Adam Dodge of EndTAB (End Technology-Enabled Abuse) for a virtual workshop. This workshop provided tools to empower attendees to take steps to protect themselves in the digital age. The interactive session illustrated what can be done to confront emerging digital safety challenges, such as: nonconsensual tracking; image-based abuse; online harassment, misuse of artificial intelligence; and more.



Training Spotlight - Promoting Inclusive Environments (PIE) Workshops

Promoting Inclusive Environments (PIE) Workshops are interactive, two-hour workshops focused on how to promote and sustain inclusive working and learning environments at MIT. In 2024-2025 IDHR collaborated with the Department of Chemical Engineering (ChemE) on a PIE Workshop series to further develop the department's commitment to building and sustaining inclusive environments. The workshop content consisted of a range of topics including organizational culture, power dynamics, bystander intervention strategies, and multiple interactive scenarios and discussion learning activities.

The IDHR Education Team, in collaboration with the ChemE Outreach and Community Engagement Specialist, trained over 415 members of the department, including faculty, staff, graduate students, and postdocs.

In feedback provided after the workshops:

92% of participants agreed or strongly agreed that they were knowledgeable about resources and policies at MIT related to discrimination and discriminatory harassment.

91% of participants also agreed or strongly agreed that they were knowledgeable about ways to make their community more welcoming and inclusive.

84% of workshop participants agreed or strongly agreed that the workshop was valuable.

Participants' reflections on the training:

“I really appreciate workshops like this that provide safe spaces to talk about lab dynamics honestly.”

“Thank you for organizing these workshops. Everyone has biases and the content of this workshop is necessary to educate everyone for a mutually respectful environment.”

“[...] I thought it was a good place to start and liked [that] the examples were relevant but not too personal.”

2024-2025 Year in Numbers

ONLINE TRAINING

We delivered prerecorded online trainings to

8,340 people.



1,107

Sexual Assault Prevention:
Incoming Undergraduate
Students

3,125

Sexual Assault
Prevention Ongoing -
Healthy Relationships:
Sophomores, Juniors, Seniors

2,278

Sexual Assault
Prevention:
Graduate Students

1,830

Building Supportive
Communities:
New Employees

IN-PERSON TRAINING

We delivered **76** trainings
and presentations to a total of

4,762 people.



Institute Initiatives

In addition to serving as the centralized resource for concerns related to discrimination and discriminatory harassment, IDHR staff engage in many initiatives to promote respect and belonging at MIT.

Employee and Student Survey Results

The Institute conducted surveys to understand the prevalence of sexual misconduct experienced by the MIT community. Surveys were released to employees in fall 2023 and to students in spring 2024. The surveys assessed sexist/crude behavior and unwanted sexual attention, stalking, intimate partner violence, image-based sexual exploitation, sexual violence, bystander confidence, and knowledge of MIT policies and resources.

In academic year 2024-2025, MIT released executive summaries of the [student](#) and [employee](#) surveys. To help the Institute continue building a safer and more inclusive community, subcommittees formed under the standing Committee on Sexual Misconduct Prevention and Response (CSMPR) were tasked with reviewing the detailed results and developing recommendations on where and how MIT can make improvements.

CORE: A New Education Program for Individuals Who Caused Harm

Cultivating Ownership and Responsibility through Education (CORE) is an education program for those who have caused sexual misconduct-based harm. MIT will be launching the CORE pilot in academic year 2025-2026. Utilizing the Science-based Treatment, Accountability and Risk Reduction for Sexual Assault (STARRSA) Active Psychoeducational model, the program aims to facilitate positive behavioral change by providing information that can help students address and resolve risk-relevant thoughts, feelings, and behaviors associated with sexual misconduct. The goal is for students to build skills and behaviors that enable respectful, prosocial interactions. CORE was established based on the recommendation of a subcommittee of the CSMPR, which was tasked with reviewing educational opportunities available to MIT community members accused of causing sexual harm, establishing a scope and educational modules for intervention, and developing metrics for evaluating an educational program's effectiveness.



MIT Change-Maker Awards

MIT's annual Change-Maker Awards recognize outstanding students, faculty, and staff for their work to combat sexual misconduct. MIT Change-Makers are extraordinary individuals or groups who actively and intentionally work to eradicate harassment and sexual violence by challenging harmful attitudes, language, or behaviors. Hosted by Violence Prevention and Response and IDHR, honorees were celebrated among invited guests at the Change-Makers' Banquet, which took place on April 14, 2025. The 2025 Change-Makers were:



Undergraduate Student Award: Grace Zhang

Since being inspired to pursue prevention education in her sophomore year via a PLEASURE presentation to her sorority, this year's undergraduate Change-Maker demonstrated a passion for making a difference. Grace Zhang joined PLEASURE to learn about the topics and share information in an impactful way with others. Grace naturally creates a judgement-free space and has an ability to make complex conversations feel approachable—as reflected in 25 successful trainings she led for MIT's athletic teams, sororities, fraternities, and social hosts. After recognizing that fraternity brothers wanted more actionable guidance, she redesigned her sessions to include more practical strategies, relatable analogies, and time for open discussion. Beyond her role as an educator, Grace has built strong connections within the Violence Prevention and Response community and Interfraternity Council leadership to coordinate trainings effectively. Grace's creativity in improving prevention education makes her an outstanding Change-Maker.



Graduate Student Award: Emmie Le Roy

Emmie Le Roy is a PhD candidate in the Department of Earth, Atmospheric & Planetary Sciences at MIT. Emmie was a student representative on the 2024 student sexual misconduct and harassment survey implementation team and spent two years on CSMPR. Emmie brought an extremely thoughtful approach to survey development, helping make the instrument more approachable to her peers. She promoted the survey at student events and brought new ideas for how we can reach students more directly. In her work in CSMPR, Emmie often asked insightful questions about incident data at MIT and put forth useful ideas on how MIT can improve outreach and make an impact with students. Emmie is considerate, thorough, and thoughtful in her approach to thinking about ways to improve campus climate, making her an exceptional MIT Change-Maker.



Student Group Award: MIT REFS (Resources for Easing Friction and Stress)

Resources for Easing Friction and Stress (REFS) are a group of graduate students who are a source of unyielding support to their peers as they navigate the intricacies of being at MIT. REFS are this year's Change-Makers because they engage in rigorous training on conflict styles, listening skills, and addressing power dynamics; create events and workshops to improve campus climate; and hold supportive conversations with their fellow graduate students. Graduate school is challenging as many students balance multiple pressures. Having a peer-based resource allows students to break down barriers to seeking help. Located in most MIT academic departments and programs, REFS support their peers by empowering them to advocate for themselves on injustice, harassment, imposter syndrome, and other issues. Some of their impactful programming included guided discussions on recognizing signs of distress, department-wide discussions on gender and identity-based harassment, and wellness hours with Student Mental Health and Counseling staff.



PLEASURE Educator of the Year: Lauren Higgins

Since joining PLEASURE in fall of 2023, Lauren has demonstrated an unparalleled commitment to educating her peers in an effort to confront sexual violence and promote healthy relationships at MIT. Lauren dove into her role by delivering trainings to fraternities as part of the Fraternity Sexual Assault Prevention Program (FSAPP). In her role as workshop co-chair, Lauren has helped to inform content and curriculum development for future sessions, and has trained other PLEASURE educators in workshop content, enabling more educators to facilitate trainings to the MIT community. Her enthusiasm for the work shines through, from coming to campus for fall Athletics in the early hours to run workshops on identity, culture and power dynamics, to facilitating Social Host Trainings, to creating custom workshops for new audiences. In addition to educating her peers, she also serves on the CSMPR helping key stakeholders gain a student perspective on sexual and dating violence on campus. Congratulations to Lauren for a well-deserved Change-Maker award as PLEASURE Educator of the Year.



Employee Award: Alicia Mackin

Alicia Mackin is the Director of Finance and Administration at the MIT Center for Transportation and Logistics (CTL). Alicia was always available to support CTL employees, providing a safe space for discussions. In addition, Alicia actively shared resources on MIT's harassment prevention initiatives, workshops, and other essential support services, ensuring that employees are well-informed. Furthermore, she diligently ensured that all employees at the Center completed their mandatory sexual harassment training. These many efforts encapsulate Alicia's role as a Change-Maker.

Committees and Working Groups

Committee on Sexual Misconduct Prevention and Response

As charged by MIT's President, the Committee on Sexual Misconduct Prevention and Response (CSMPR) is an advisory body that provides guidance to the Provost, the Chancellor and the Vice President for Human Resources. The committee works on initiatives that encourage a campus environment that is safe, respectful and free from discrimination, and oversees an Institute-wide approach to prevent and respond to sexual misconduct and other forms of gender-based discrimination. The 30 members of the committee represent a broad cross-section of the MIT community, including faculty, staff, and students. Sarah Rankin, Director of IDHR, and Professor Justin Steil served as co-chairs for 2024-2025.

During the 2024-2025 academic year, the CSMPR focused on several key efforts:

- Monitoring the implementation of the Educational Interventions Subcommittee Recommendations
- Finalizing content areas for the next rollout of the Preventing Sexual Harassment Training Initiative for employees and graduate students three years and above
- Establishing working groups to analyze and develop actionable responses to the 2023 employee and 2024 student sexual misconduct climate survey results.



Bias Response Team

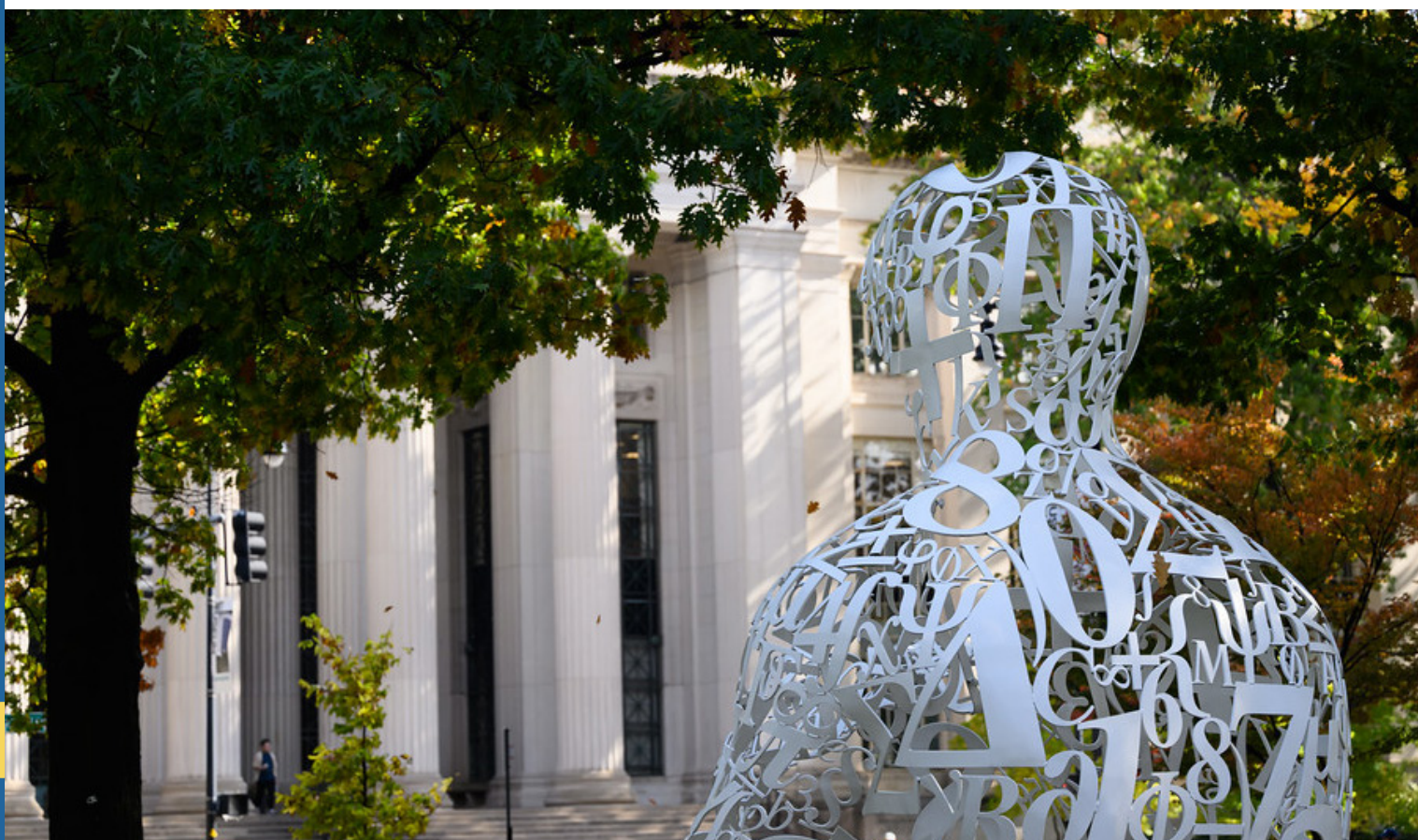
The [Bias Response Team \(BRT\)](#) is a working group of subject matter experts from multiple offices, including IDHR, who strategize and offer recommendations on how to address reported incidents of bias and discrimination impacting the MIT community. In some cases, IDHR convenes the BRT to identify intervention actions and support resources for the affected individual and/or community, and outreach as appropriate with the MIT community about the incident.

The Bias Response Team in Action: An Example from 2024-2025

After a disparaging phrase targeting an MIT community member from a specific group was reported, IDHR convened an emergency meeting of the BRT to coordinate support for the harmed individual and plan a broader response. The response plan included arranging a meeting between the affected individual and members of the administration to discuss needed supports, as well as MIT Police collecting evidence related to the incident and contacting the harmed individual to explain reporting options. To ensure continued monitoring, the plan also called for administrative follow-ups with both the harmed individual and the BRT to assess whether additional steps were necessary.

NASEM Action Collaborative

The National Academies of Science Engineering and Medicine (NASEM) Action Collaborative on Preventing Sexual Harassment in Higher Education is an initiative where colleges, universities, and other research and training institutions are identifying, researching, developing, and implementing efforts that move beyond basic legal compliance to evidence-based policies and practices for addressing and preventing all forms of sexual and gender harassment and promoting a campus climate of civility and respect. It does this by facilitating the exchange of information, ideas, and strategies, and by inspiring and supporting collective action among its member institutions. MIT continues to participate in the NASEM Action Collaborative to further the Institute's commitment of building an inclusive and safe environment where all members can thrive.





INCIDENT DATA

IDHR Preliminary Review of All Incidents

IDHR is committed to providing all community members with information about resources, informal remedies, formal resolution options, and individualized support (such as academic, workplace, and housing modifications). When our office is informed of an incident, one of our staff members typically reaches out to the Complainant or Impacted Party to offer a meeting to discuss resources and resolution pathways. Should they choose not to meet with us, we will send them an email outlining all their available options. IDHR will consult with the Complainant, where possible, to determine what type of process and/or support they prefer.

When IDHR receives an anonymous report, the Institute may be limited in its ability to respond. However, each anonymous report is assessed to determine if following up with a named person or Department, Lab, or Center (DLC) is appropriate and possible while maintaining the reporting party's request for anonymity.

Tracking Patterns of Repeated Concern

One of the benefits of a centralized office is the ability to track patterns of repeated concerns about the same individual or environment. IDHR utilizes a database to help identify such patterns of conduct and works closely with community partners to gather relevant information. For an employee, this preliminary review could include consulting with a DLC to review past concerns raised, performance reviews, grading trends, and/or course evaluations to inform the decision on appropriate next steps. For a student, this could include consulting with the Office of Student Conduct and Community Standards or other Department of Student Life (DSL) staff to review past conduct concerns raised to determine next steps.

This preliminary review process enables IDHR, with the support of community partners, to take a holistic approach in reviewing incidents and, where appropriate, identify early educational interventions for troubling conduct that does not yet rise to the level of a conduct policy violation, and to identify situations that may require the Formal Complaint Process (through an Administrative Complaint as defined on page 27) to appropriately address the alleged behavior.



IDHR strives to provide timely updates of incidents of Discrimination and Discriminatory Harassment in the MIT community. The data included in this year's annual report reflects the incidents reported to IDHR in academic year 2024-2025 involving students, staff, faculty, and postdocs. These figures shed light on the issues impacting campus, including the categories of incidents, the trajectories these cases took, the outcome of investigations, and more.

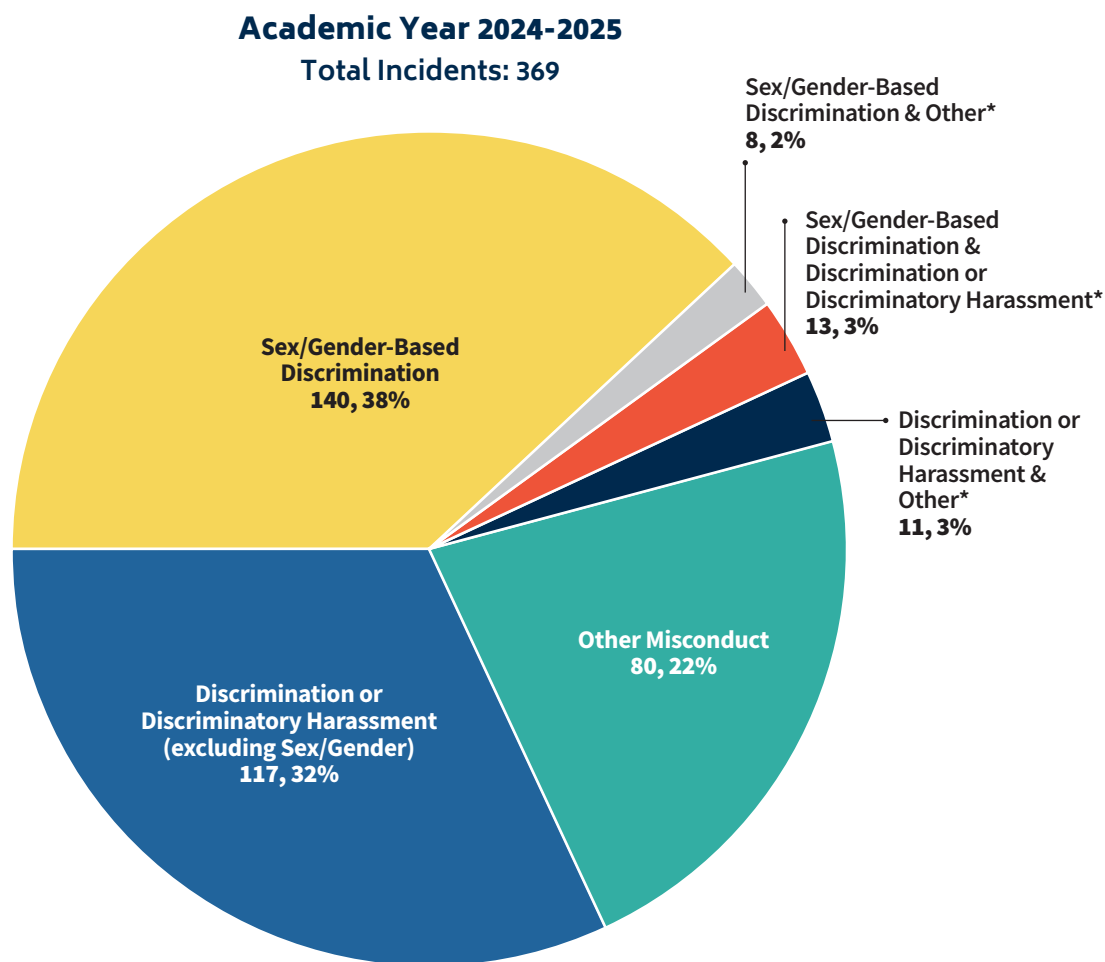
Total Reports to IDHR for 2024-2025 Academic Year

This pie chart represents all the incidents that IDHR was notified of through a variety of sources, including from direct incident reports, responsible employees, and referrals from Human Resources and the Office of Student Conduct and Community Standards. In total, IDHR received reports of **369 incidents**.

To learn more about the categories listed here, please refer to the Terms and Definitions on page 24.

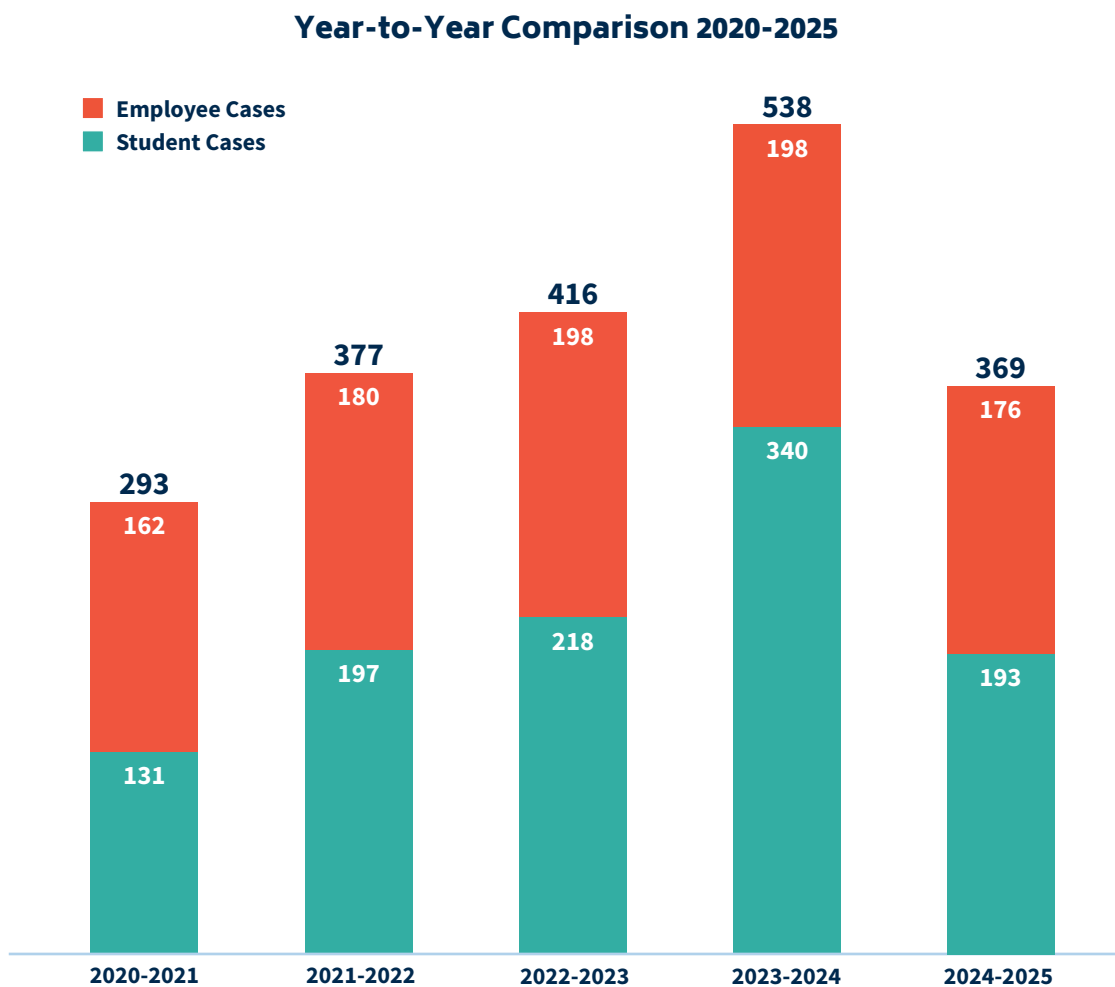
The reports are broken down into three broad categories:

1. Gender-Based or Sex-Based Discrimination;
2. Discrimination or Discriminatory Harassment (not based on Gender or Sex); and
3. Other forms of Misconduct.



*Note: The slices with an asterisk indicate the ways these categories overlap in the reports received by IDHR. It is not unusual for an incident to have multiple allegations, and recognizing these intersections is an important step in responding to these issues.

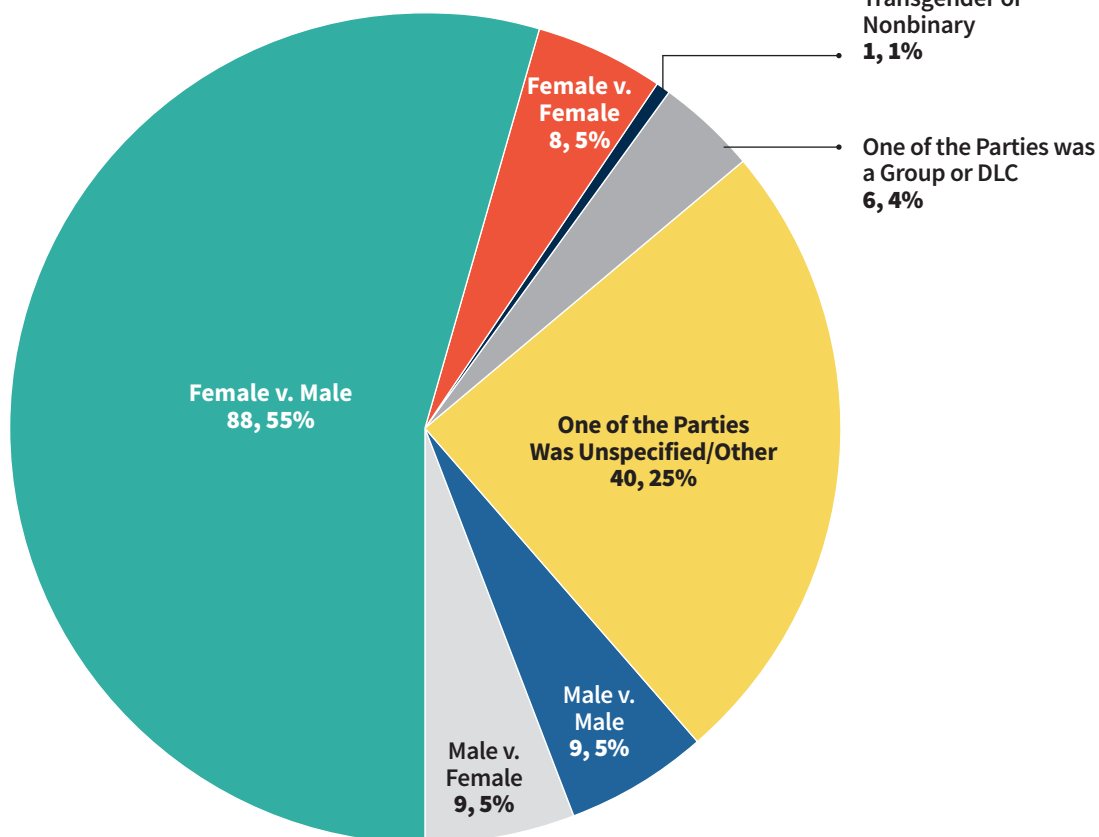
The chart below shows the progression of reported incidents received by our office between July 1, 2020 and June 30, 2025.



The chart below illustrates the gender affiliations of the parties in sex- and gender-based discrimination and harassment cases in 2024-2025. Please note that the gender affiliations of parties in other types of IDHR cases are not shown here.

Complainant v. Respondent Gender: Sex- and Gender-Based Cases

Total Incidents: 161



Case Trajectory

The figure below depicts the trajectory of the 369 incidents reported to IDHR, including reports of **Discrimination or Discriminatory Harassment and other incidents against Respondents (the individual(s) accused of violating an MIT policy) of all affiliations.**

Note: The available pathways in a particular case are in large part driven by the preferences of the Complainant and the extent of the information available to IDHR. Some incidents were reported to IDHR anonymously. Additionally, many Complainants indicated that they wanted to report for documentation purposes only, indicated they did not want to be contacted by IDHR, or asked only to be provided with information about rights, resources, and resolution options. Other reports included information about misconduct by non-MIT community members or lacked sufficient information for IDHR to pursue a Formal Complaint.

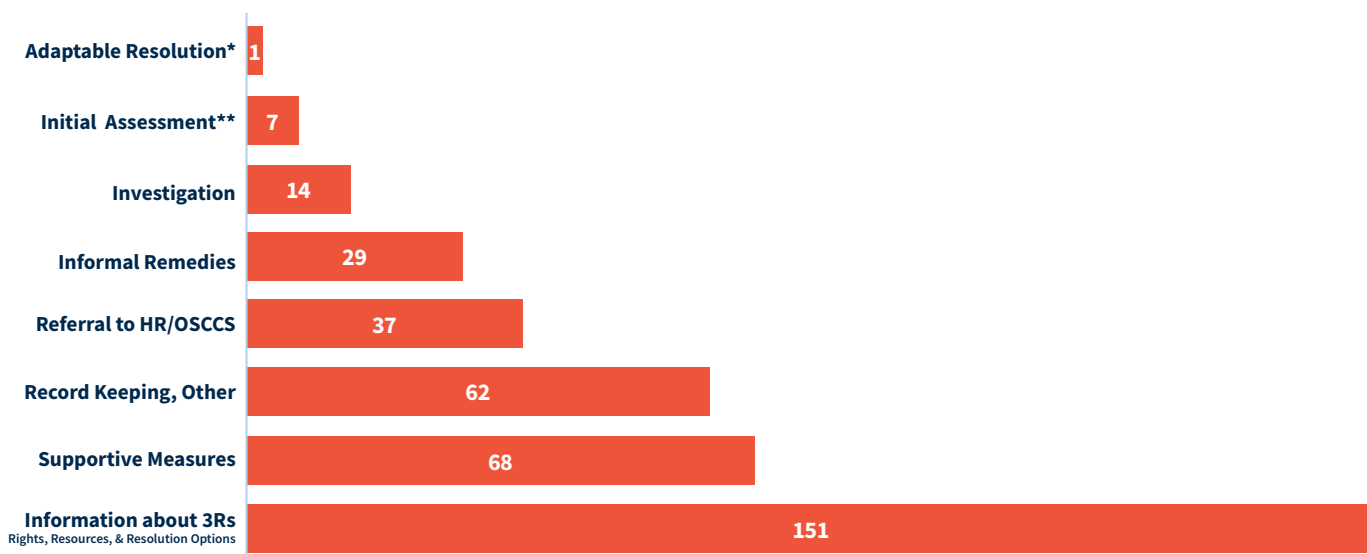
Case trajectories can be resolved through different pathways, including:

- Supportive Measures;
- Informal Remedies;
- Information about Rights, Resources, & Resolution Options (3Rs);
- Formal Complaint, including Adaptable Resolution or Investigation; and
- Referral when an incident falls outside the scope of our office.

For full definitions of each of these offerings, see page 24.

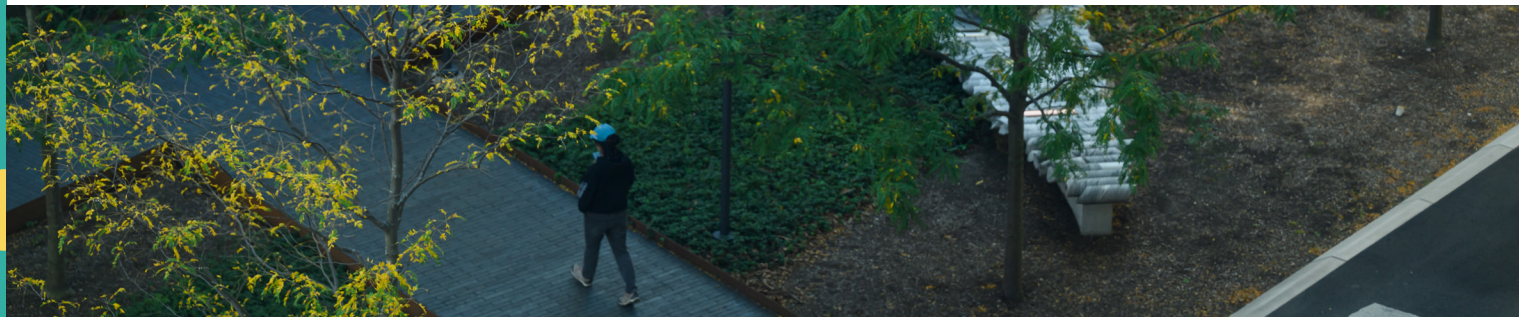
Some cases are resolved using more than one pathway, such as when Complainants and Respondents receive supportive measures during an Investigation. However, for data purposes we have chosen one pathway to best describe the final resolution of the case.

Trajectory for All 369 Reported Incidents



*Adaptable Resolution is only available in cases that pass an Initial Assessment and involve a student Respondent and/or Complainant.

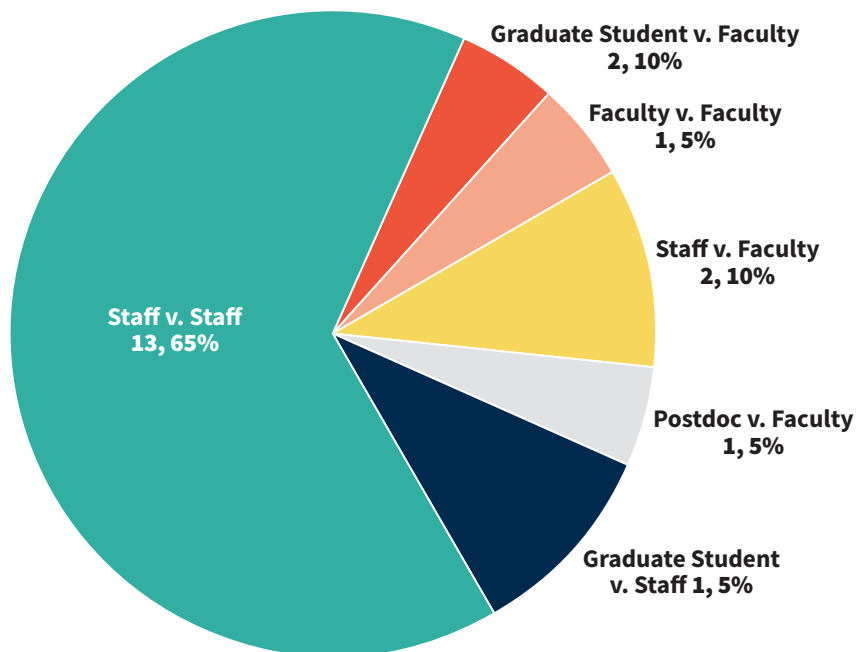
**Initial Assessments that did not result in an Investigation or Adaptable Resolution.



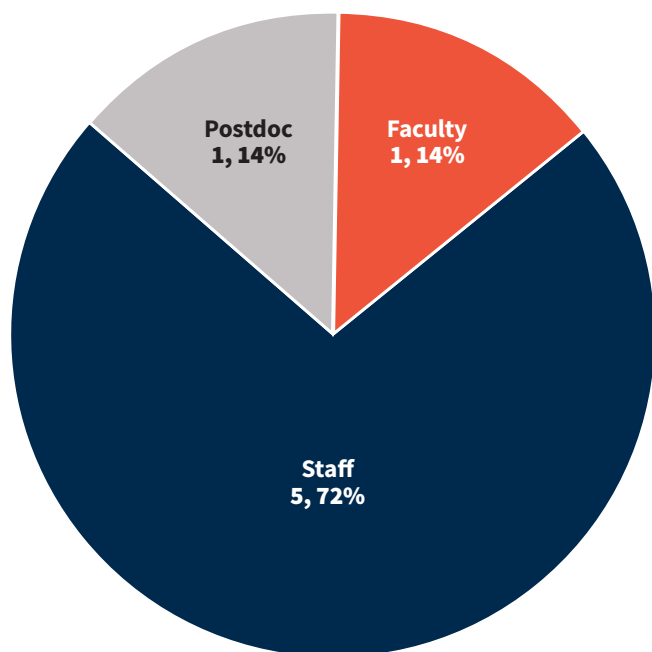
Employee Investigation Process Outcomes

To protect the confidentiality of cases and individuals involved in IDHR investigations, we have provided aggregate employee information for 4 academic years (July 1, 2021-June 30, 2025). The chart to the right illustrates the roles present in cases that proceed through the Investigation Process by expressing the affiliations of the 20 Complainants who filed Formal Complaints against 20 Respondents.

Complainant v. Respondent Affiliations
July 2021-June 2025



Affiliation of Respondents Engaged in an Administrative Complaint
July 2021-June 2025



Additionally, IDHR investigated 7 Respondents through the Administrative Complaint process (see page 24 for the definition). The chart to the left identifies the affiliation of the 7 Respondents.

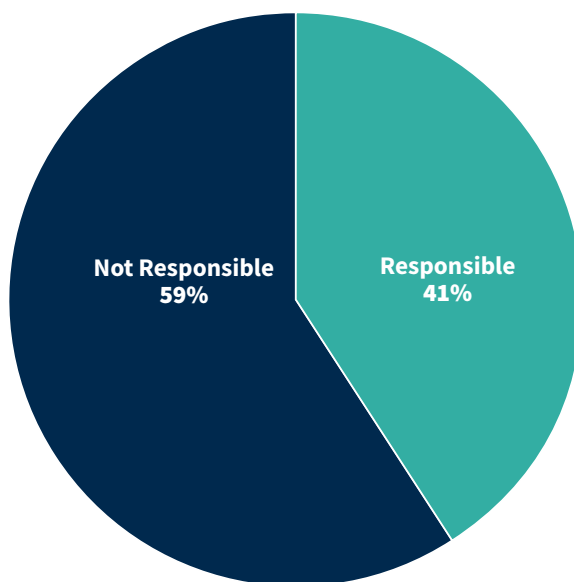


Of the 27 Respondents who were charged between July 2021 and June 2025, 41% were found responsible for at least one policy violation. Of those, 73% were found responsible for more than one policy violation.

A finding of “Not Responsible” is not a determination that the reporting party made a false complaint—it means that the decision-maker concluded that a policy violation was not established by the preponderance of the evidence standard (more likely than not).

Employee Respondents Found Responsible for at least 1 Policy Violation

July 2021-June 2025

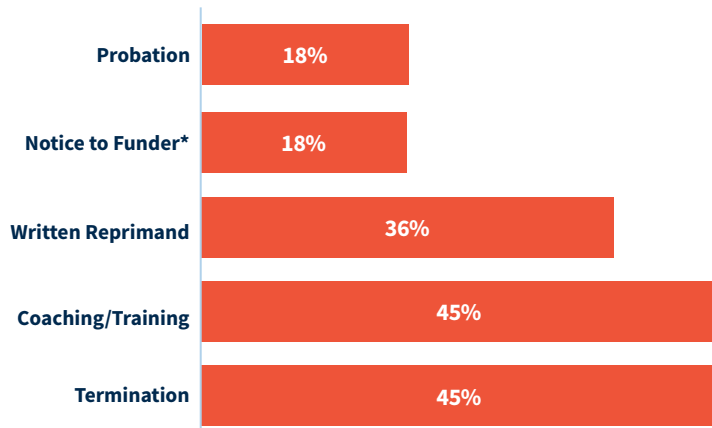


Though IDHR is not involved in the determination of disciplinary or corrective measures, we are able to provide the percentage of employee Respondents who received each sanction. Note that some Respondents received more than one sanction, accounting for the percentages equaling above 100.

Sanctions listed in the bar chart below are not exhaustive. The IDHR website has information on the [types of sanctions](#) that may be applicable for employees and the [decision-makers](#) responsible for determining sanctions.

Percentage of Responsible Respondents who Received Each Sanction

July 2021-June 2025



*Notice to Funder: Certain grant funders stipulate that they be informed when an individual they have funded has received disciplinary action from their organization.

Student Investigation Process Outcomes

To protect the confidentiality of cases and individuals involved in IDHR investigations, we have provided aggregate information over 4 academic years (July 1, 2021- June 30, 2025) on the **22* student cases** that alleged Sexual Misconduct, Sexual Harassment, Intimate Partner Violence, Stalking, Title IX Sexual Harassment, and/or Discrimination/ Discriminatory Harassment. The Committee on Discipline (COD) made 33 findings on these 22* cases, which are illustrated in the table below. Some of the individuals involved in these cases may have also been investigated for other policy violations that fall outside IDHR's scope, such as Non-Retaliation, Protests and Demonstrations, Harassment (not based on a protected class), and others. The findings for those charges are not listed below.

***Note:** There may be more than one finding per case.

A finding of "Not Responsible" is not a determination that the reporting party made a false complaint—it means that the decision-maker concluded that a policy violation was not established by the preponderance of evidence standard (more likely than not).

Findings of responsibility are based on the COD process and MIT policy, which is entirely separate from, and uses a different evidentiary standard than, criminal proceedings.

IDHR is not involved in the determination of disciplinary or corrective measures. Access the following web pages to learn about the [types of sanctions](#) that may be applicable for students and the [decision-makers](#) responsible for determining sanctions.

33 Formal Complaint Findings on 22 Cases from July 2021-June 2025

	Not Responsible	Responsible Finding & Sanction			Total
		Probation/ Education	Suspension	Expulsion	
Intimate Partner Violence	1	-	-	-	1
Stalking	2	2	-	-	4
Sexual Harassment	2	2	-	-	4
Non-Consensual Sexual Penetration	1	-	2	-	3
Non-Consensual Sexual Contact	2	-	2	-	4
Sexual Exploitation	-	2	-	-	2
Title IX Sexual Harassment	2	2	-	-	4
Discrimination/ Discriminatory Harassment	9	2	-	-	11





TERMS & DEFINITIONS

Gender-Based or Sex-Based Discrimination: Discrimination based on an individual's sex or gender (including discrimination based on pregnancy). Under the umbrella of "Gender-Based or Sex-Based Discrimination" are the following terms.

Sexual Misconduct: A range of behaviors including non-consensual penetration, non-consensual contact and sexual exploitation. Below find different types of sexual misconduct:

Non-Consensual Penetration: The sexual penetration or attempted sexual penetration of any bodily opening with any object or body part without effective consent.

Non-Consensual Contact: Any physical contact with another person of a sexual nature without effective consent, including touching someone's intimate parts (such as genitalia, groin, breast, or buttocks, either over or under clothing); touching a person with one's own intimate parts; or forcing a person to touch another's intimate parts.

Exploitation: Taking sexual advantage of another person including:

- Providing alcohol or other drugs to someone without that person's knowledge, or unreasonably pressuring the person to consume alcohol or drugs, with the purpose of causing incapacitation in order for one to take sexual advantage of the person.
- Recording, photographing, transmitting, or allowing another to view images of private sexual activity and/or the intimate parts of another person without effective consent.
- Allowing third parties to observe private sexual acts without effective consent.
- Voyeurism, including by electronic means.
- Indecent exposure.
- Knowingly or recklessly exposing another person to a significant risk of sexually transmitted infection, including HIV, without their knowledge.

Sexual Misconduct: Unspecified: This category is used when IDHR does not have enough information to categorize the incident in the above-mentioned categories.

Intimate Partner Violence: Actual or threatened physical violence, intimidation, or other forms of physical or sexual abuse directed toward a partner in an intimate relationship that would cause a reasonable person to fear harm to self or others.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or to suffer substantial emotional distress. "Course of conduct" means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

Sexual Harassment: Unwelcome conduct of a sexual nature when submission is a condition of employment or academic standing; or such conduct that is so severe or pervasive that it creates an intimidating, hostile, or abusive working, academic, or living environment.

Consent: Consent means "effective consent" as defined in the [Mind and Hand Book, Section II](#). In part, the policy reads that, "Effective Consent is: informed; freely and voluntarily given; mutually understandable words or actions which indicate willing participation in mutually agreed upon sexual activity."

Gender-Based Discrimination: Other: Discrimination on the basis of gender not described above.

The definitions on these pages are summarized based on Institute Policies. Complete policies and definitions can be found in the [Policies & Procedures](#) and the [Mind and Hand Book](#). Further definitions can be found on the [IDHR website](#).



Discrimination & Discriminatory Harassment, not based on Gender or Sex: Discrimination based on a protected identity, including race, color, religion, disability, age, genetic information, veteran status, or national or ethnic origin. It does not include discrimination on the basis of gender or sex.

Discrimination & Discriminatory Harassment: Other: Incidents reported that did not contain sufficient information to be categorized under another category of protected class.

Other Misconduct: Concerns received that do not meet the Institute definitions of discrimination nor discriminatory harassment (including sexual misconduct) based on a protected class. This includes inappropriate conduct such as bullying, hazing, or demeaning behavior, that may not be protected under MIT's nondiscrimination policy. Additionally, IDHR uses this term in our annual report to capture the reported incidents that may not have a related Institute policy but cause concern to the community.

General Terms

Academic Year: The data presented in this report is from academic year 2024-2025, which is the period between July 1, 2024 and June 30, 2025.

Employee: Faculty members, senior research scientists, senior research engineers, senior research associates, staff members, and postdoctoral scholars.

Student: Students enrolled for undergraduate degree programs and graduate degree programs, and visiting students.

Incidents/Cases: When the IDHR Office is notified of a situation via our online reporting form, the MIT Hotline, email, phone, referral, or via a responsible employee. Not all reported incidents result in the Formal Complaint Process. "Reporting an incident" simply means letting the IDHR Office know something has occurred. The data compiled for this report includes all incidents shared with IDHR in the 2024-2025 academic year.

Respondent: The individual(s) accused of violating an MIT policy. Also termed "Responding Party" in some instances.

Complainant: The individual(s) reporting an alleged MIT policy violation and/or who submits a Formal Complaint of Discrimination or Discriminatory Harassment. Also termed "Impacted Party" in some instances.

Case Trajectory: Sections of the annual report will elaborate on how incidents were addressed when IDHR was notified. The following are pathways IDHR uses to address cases.

Information about Rights, Resources, & Resolution Options (the "3Rs"): IDHR is contacted by or connected to many individuals who would like information about support resources and reporting options but do not want additional action taken at this time. This may also include anonymous incident reports that IDHR was unable to follow up on.

Supportive Measures: Supportive Measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties. Supportive Measures may be offered, as appropriate, to either or both the Complainant or Respondent prior to an Investigation or while an Investigation is pending. They are provided to restore or preserve access to the Institute's education program or activity, including measures designed to protect the safety of all parties or the Institute's educational environment, and/or deter discriminatory harassment, discrimination, and/or retaliation. These actions may include, but are not limited to, housing alterations, referrals to visa and immigration assistance, and workplace and academic modifications.

Informal Remedies: A Complainant may request Informal Remedies such as an educational conversation, educational workshop, or Mutual No Contact Order (MNCO). These may be facilitated by IDHR or in consultation with IDHR. Informal Remedies may also be offered by Human Resources (HR) or the Ombuds Office.

Initial Assessment: When a Complainant indicates they would like to pursue a Formal Complaint Process—be it through the Adaptable Resolution or Investigation pathway—IDHR conducts an Initial Assessment of the concerns to determine whether the behavior described may implicate a Discrimination and/or Discriminatory Harassment policy or if it is better suited for another office. An Initial Assessment consists of a review of the available information. At its discretion, IDHR may meet with the Complainant to gather a more complete understanding of the allegations.

Formal Complaint Process: A Formal Complaint is a document or [online form](#) submitted to IDHR alleging a violation of one or more of the Institute’s Discrimination & Discriminatory Harassment policies. A “Formal Complaint” is an umbrella term to describe the two available resolution process options. The two options are an Adaptable Resolution or an Investigation Process. This is a terminal process, meaning that once the Formal Complaint Process has been completed, the case cannot be re-opened.

Adaptable Resolution: One of the Formal Complaint pathways the Complainant can request to meaningfully address the harm they have experienced. Adaptable Resolution may take the form of mediation, restorative justice conferencing, or negotiated resolutions. To proceed with this resolution pathway, all involved parties (Complainant, Respondent & IDHR/MIT) must voluntarily consent to participating in this process. Supportive measures including housing, workplace, and academic modifications may also be utilized. Adaptable Resolutions may be facilitated by the IDHR Office directly or by another office in consultation with IDHR. This is what HR & federal Title IX procedures refer to as “Informal Resolution.”

Investigation Process: The Investigation Process is a Formal Complaint pathway that can be initiated to determine whether an MIT policy was violated. The process includes Investigation, adjudication, and sanctioning, if appropriate. Supportive measures including housing, workplace, and academic modifications may be utilized concurrently. For more information about current Formal Complaint Processes, please visit IDHR’s website.

Complaint Withdrawn: If at any point in the Formal Complaint Process the Complainant decides that they do not wish to continue moving forward with the process, they may choose to withdraw their complaint. Even if a complaint is withdrawn, supportive measures may still be requested. In the event the IDHR Office judges the complaint to be of serious enough consequence for the wider MIT community, and there is enough information for the case to be resolved, IDHR will investigate this as an Administrative Complaint.

Administrative Complaint: A Formal Complaint, that has passed Initial Assessment, filed by IDHR where: (1) an alleged policy violation is raised about an MIT student, staff member, or faculty member by a non-MIT community member; (2) the individual who was allegedly subjected to the reported conduct does not want to initiate an Investigation process or serve as the Complainant; or (3) IDHR receives multiple reports about the same or similar conduct. Administrative Complaints are opened when, in the judgment of IDHR, the concern warrants investigation and is feasible under the circumstances.

Referral to HR/OSCCS: There may be times when an incident reported to our office does not fit under our scope and jurisdiction and may be referred to HR or the Office of Student Conduct and Community Standards (OSCCS) (e.g. an employee reports that their supervisor is not permitting them to utilize sick or personal leave or a student reports that a member of their residence hall was disruptive and damaged the floor lounge).



INSTITUTE DISCRIMINATION &
HARASSMENT RESPONSE OFFICE