

Office of Equity Annual Report Fiscal Year (FY): July 1, 2023-June 30, 2024

OVERVIEW

The Office of Equity (“OE”) was created to administer the University of Colorado Denver | Anschutz Medical Campus’s (“CU Denver | CU Anschutz”) Nondiscrimination Policy (“Nondiscrimination Policy”) and the University of Colorado’s Sexual Misconduct, Intimate Partner Violence, and Stalking Policy (“Sexual Misconduct Policy”) by addressing all complaints of discrimination and harassment based on protected characteristics, all complaints of prohibited sexual misconduct, and any related retaliation reported by University students, faculty, staff, and/or third parties. In addition to the Nondiscrimination and Sexual Misconduct Policies, the OE also enforces the University of Colorado’s Conflict of Interest in Cases of Amorous Relationships Policy (“Amorous Relationships Policy”).

MISSION

The OE is committed to fostering an inclusive environment for all members of the CU Denver | CU Anschutz community. Utilizing a comprehensive, integrated approach, their team facilitates equal access to education and employment by engaging in transparent case resolutions, conducting impartial investigations, offering support and safety measures, and providing prevention education.

The OE’s administration of the University’s Nondiscrimination Policy and Sexual Misconduct Policy is conducted in accordance with Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and other applicable federal and state laws.

The OE fulfills this mission by:

- Providing compliance, oversight, and support with all applicable federal and state civil rights laws for both the CU Denver and CU Anschutz campuses, prohibiting

discrimination, harassment, sexual misconduct, and related retaliation—currently serving over 22,000 students and more than 17,000 faculty & staff.

- Consulting, training, and providing prevention resources to the University community regarding discrimination, harassment, sexual misconduct, retaliation, and bystander intervention;
- Receiving, evaluating, and responding to all reported concerns of alleged violation(s) of the policies under the OE’s purview;
- Coordinating the provision of supportive and safety measures as needed;
- Investigating complaints of alleged violation(s) of policies under the OE’s purview, as appropriate;
- Providing oversight of various physical locations on both campuses including lactation rooms, ADA accessible areas, and gender-inclusive restrooms;
 - Anschutz Medical Campus: [CU Anschutz Map](#)
 - University of Colorado Denver: [CU Denver Map](#)
- Maintaining accurate files and data to respond to media inquiries, as well as legal and CORA document requests; and
- Conducting ongoing evaluation regarding the efficacy, accuracy, and legal sufficiency of relevant policies and procedures.

Inclusive Campus Culture

The OE is committed to fostering an inclusive environment for all members of the CU Denver | CU Anschutz community.

OE Training Offerings

The OE offers a wide range of educational support to both campuses related to compliance and equitable campus conduct. Training can be customized upon request. If the OE is unable to provide training, their team can direct folks to the appropriate office to provide educational resources. Visit the [OE’s Training Catalog](#) to review descriptions for the following trainings:

Instructor-Led (offered by request)

- Equity 101: What We Do
- No Longer on Standby: Ethical Bystander Intervention

Online Courses (Skillsoft & Canvas)

- Prevention Together
- CU: Discrimination and Sexual Misconduct—CU Denver and CU Anschutz

Self-Guided Learning

In addition to online and instructor-led trainings, the OE offers (and continually updates) [five learning guides](#) designed to further personal education for students, staff, faculty, community members, facilitators, and other academic audiences, on the following topics:

- Diversity, Equity, Inclusion, & Access 101
- Ethical Bystander Intervention
- Gender Visibility
- Intersectionality
- Relationship Violence

Because the learning guides are designed to start the conversation/one's educational pursuit, the OE lists offices/centers, additional resources, facilitated training opportunities, and learning tools connected to each topic.

OE Staff Training

The OE prioritizes offering educational support and learning opportunities to its professional staff. Each year, professional development funds are allotted (as available) to fund opportunities for OE staff to learn from experts in compliance, equitable campus conduct, diversity, and inclusion. This year, several OE staff members were able to attend the Title IX Training, including:

- Office of the Colorado Attorney General's: Conducting Fair and Thorough Trauma-Informed Investigations.
- Association of Title IX Administrators: Summer Symposium
- Equal Employment Opportunity Commission: Excel Conference 2023
- Maxient: Maxfest 2024
- Colorado Office of School Safety: IHE Safety Symposium on Title IX Today & Tomorrow
- Equal Employment Opportunity Commission: Investigations 101: Who? What? When? How?

OE Campus Involvement

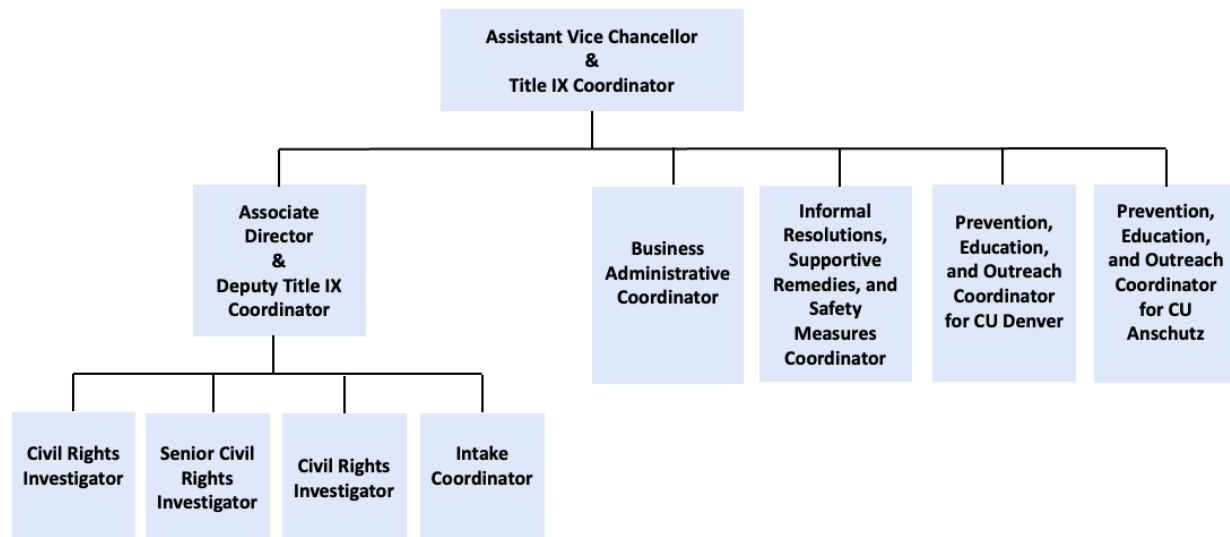
OE staff are encouraged to participate in external campus organizations related to compliance, equitable campus conduct, diversity and inclusion. Those organizations, in alphabetical order, include (but are not limited to):

- CARE (Campus Assessment, Response, and Evaluation) Team

- CU System Title IX Regulations Committee
- FaST (Faculty and Staff Assessment and Response) Team
- Human Resources Council on Diversity and Inclusion (CODE HR)
- Faculty Council LGBTQ+ Committee
- Phoenix Center at Auraria | Anschutz Outreach and Education Committee
- Sexual Assault Interagency Council (SAIC)
- Special Admissions Committee
- Staff Council, Staff Inclusive Excellence Committee
- Title IX Working Group

STAFF

During FY 2023-2024, there were significant positional and departmental changes in the OE that required their team to hire new staff and restructure current professional staff responsibilities to fill critical vacancies in the areas of administration and investigations. The organization chart below reflects the current OE staffing.



SHORT AND LONG-TERM GOALS

The OE is committed to assisting in the creation of an environment where students can obtain their education and faculty/staff can perform their work free from discrimination and harassment. To do so, the OE has outlined the following goals:

- Ensure University compliance with the Nondiscrimination and Sexual Misconduct Policies.

- Increase the office's visibility across the CU Denver | CU Anschutz campuses, locally in the community/state, and nationally with other institutions/national organizations.
- Identify and improve office efficiencies (intake, investigation, and post-investigation efforts).
- Increase outreach and training efforts, as well as refine training programs and educational materials.
- Analyze and develop tools to review the efficacy of training programs.
- Enhance respondent resources, including potential training for respondent advisors.
- Develop climate assessment tools/surveys for each campus.
- Continue collaboration with national partners on existing and future research opportunities.
- Digitally archive discrimination, harassment, and sexual misconduct files.
- Refine University policies and procedures (within the OE's purview).
- Further develop collaborative relationships with other administrative offices, including CU System partners/colleagues, faculty/staff/student committees, and local agency councils.
- Address gaps within resolution processes and increase resources available to involved parties participating in their office's processes.
- Leverage University provided technology to continue seamlessly providing resources to campus virtually/in hybrid formats.

ACCOMPLISHMENTS

New and Ongoing Initiatives

Title IX Regulations and Sexual Misconduct Policy

On April 19, 2024, the Department of Education released its final Title IX rules, which took effect on August 2, 2024. CU System implemented a 2024 version of the Sexual Misconduct Policy in alignment with the new Title IX Regulations.

According to the department's summary and fact sheet, the new rules prohibit discrimination based on sexual orientation and gender identity, strengthen protections against all forms of sex-based harassment, protect students from discrimination based on pregnancy and childbirth, protect students who seek to avail their Title IX rights from retaliation, and require schools to promptly address all complaints of sex discrimination with a "fair, transparent, and reliable process."

Lactation Spaces

The OE has continued its involvement with the management and maintenance of all lactation spaces on the CU Denver and CU Anschutz campuses, in conjunction with Facilities Management, Security and Badging, the Office of Information Technology/EMS, and the Women and Gender Center. During FY 2023-2024, the OE provided oversight for the current inventory of 50 lactation spaces across both campuses. The OE worked to identify the need for more spaces, collaborated with other departments to build out and equip lactation spaces, maintained the existing spaces, and monitored space access and usage. The OE is proud to support approximately **230** registered lactation space users with their lactation needs while on-campus.

FaST Team

The OE continues to contribute to the work of the Faculty and Staff Threat Assessment and Response (FaST) Team which serves both CU Denver | CU Anschutz. The FaST Team was established to make initial determinations about whether concerning workplace behavior presents a potential danger to the employee or others, the extent of the threat, immediate steps to be executed in response, and who should respond. The FaST Team works to identify appropriate resources to help manage concerning situations, conducts on-going review of concerning situations, and follows-up on cases/with involved parties until concerns are resolved. The FaST Team meets monthly, but the team will convene more frequently if/when there are reported or observed situations requiring assessment and response. The OE's presence on the FaST Team enhances the effectiveness of the team because the concerns reported often involve elements related to the policies administered by the OE.

TRAINING, PREVENTION, & OUTREACH

The Office of Equity seeks to regularly provide training, prevention, and outreach efforts in various ways. From August 2023 through April 2024, the office had two dedicated full-time staff members (Prevention, Education, and Outreach Coordinator & Prevention, Education, and Training Coordinator) to support constituents on both campuses. From April 2024 through the end of the fiscal year (July 2024), there was only one Prevention, Education, and Outreach Coordinator handling requests and needs for both campuses. At the end of the fiscal year (July 2024), the OE posted the position and convened a search committee to fill the vacant second Prevention, Education & Outreach Coordinator role, dedicated specifically to the Denver campus for the following fiscal year (2024-2025).

The OE Prevention, Education, and Outreach Coordinators focus on maintaining current and relevant training materials for both campuses. These presentations, resources, and educational materials are strategically designed and customized to respond to community needs and outreach requests. The Prevention, Education, and Outreach Coordinators are instrumental in developing campus-wide partnerships to 1) ensure that equity is at the forefront of what we do as a community; 2) determine focus areas for educational outreach; and 3) design and implement targeted training in support of educational resolutions within the OE. The Prevention, Education, and Outreach coordinators are also the primary points of contact for campus events related to tabling and community building, i.e., Annual Block Parties, Lynx Bash.

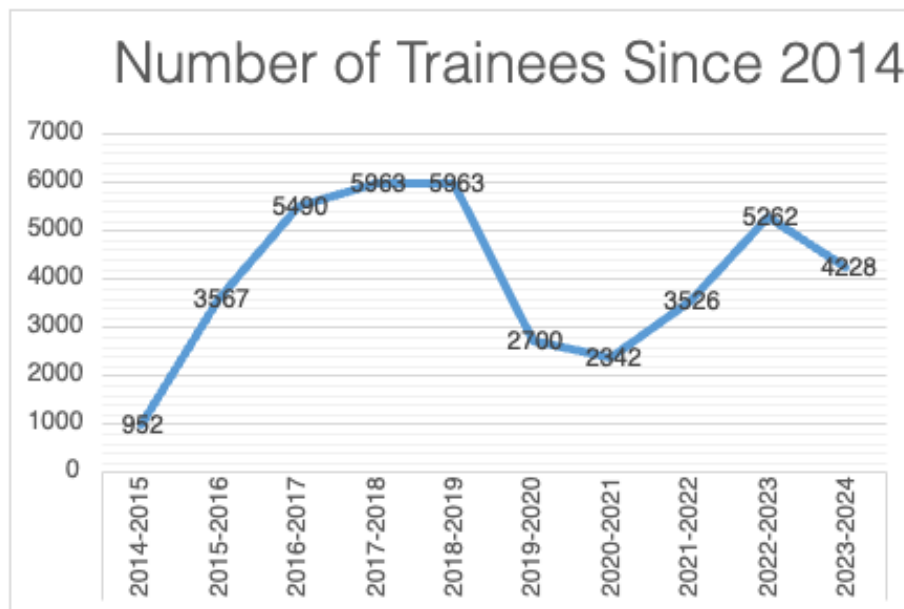
Having one person per campus devoted to prevention and education projects allows the office to 1) tailor content material for each respective campus that addresses the unique needs of each campus population; and 2) develop more meaningful and intentional campus partnerships because of the additional time each staff member will have to allot to their respective campus.

For CU Anschutz, the Prevention, Education, and Outreach Coordinator and OE AVC have also started building relationships with the hospital partners affiliated with the Anschutz Medical Campus and their Human Resources departments.

Statistical Data

In FY2023-2024...

- The OE facilitated **46** trainings.
- The OE trained **4,228** individuals (comprised mostly of staff, faculty, and students).



STATISTICAL DATA: REPORTS TO THE OE

As outlined above, the OE addresses all instances of protected characteristic discrimination and harassment, any form of prohibited sexual misconduct, and any related retaliation complaints against students, faculty, and staff as outlined in the University's Nondiscrimination and Sexual Misconduct Policies.

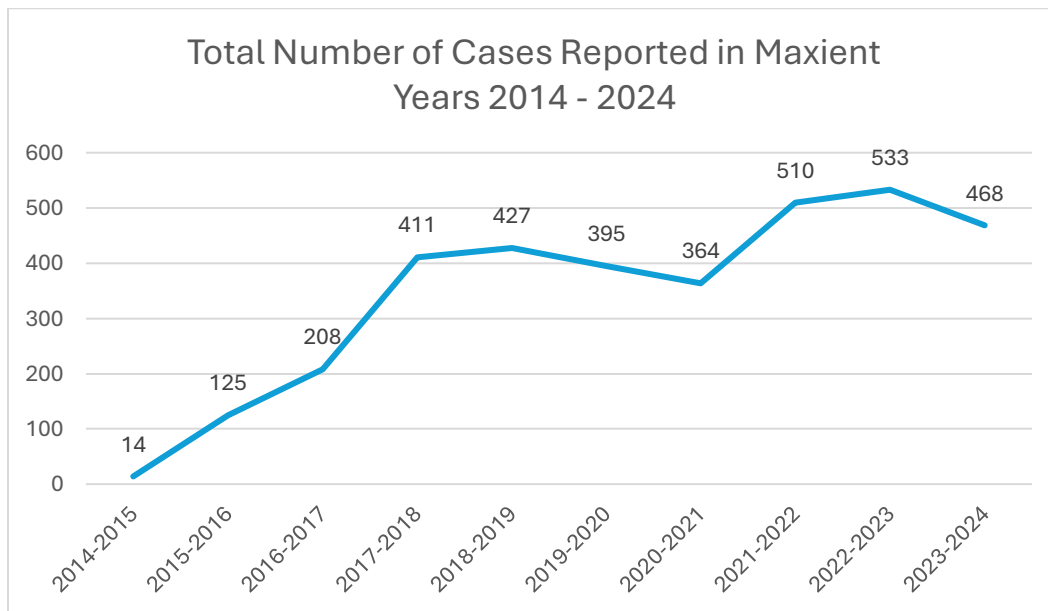
The University's Nondiscrimination Policy prohibits discrimination, harassment, and/or related retaliation based on 16 protected characteristics which include: race, color, national origin, sex, age, disability, pregnancy, creed, religion, sexual orientation, veteran status, gender identity, gender expression, political philosophy, political affiliation, or marital status.

The Sexual Misconduct Policy prohibits sexual misconduct and/or related retaliation including sexual assault (rape, incest, statutory rape, fondling), dating violence, domestic violence, sexual harassment, sexual exploitation, and stalking. In October 2018, revisions were made to this Policy to include the following additional violations: failure to report, providing false/misleading information, interference with reporting, and failure to comply with orders and sanctions.

The OE is a neutral, fact-finding office responsible for addressing and investigating alleged misconduct pursuant to the University’s Nondiscrimination and Sexual Misconduct Policies and the OE’s Resolution Procedures. The OE reviews each report objectively to effectively address and resolve the matter, which may include a responsibility determination as to whether a violation of University or campus policy occurred based on a preponderance of evidence standard.

The following information summarizes data from all concerns reported to the OE related to sexual misconduct, protected characteristic discrimination and/or harassment, and related retaliation during FY 2023-2024. Data is representative of reported concerns on both campuses involving complaints filed by students, faculty, staff, and other third-parties against respondents who include students, faculty, and/or staff. It includes complaints made by affiliates and non-affiliated individuals with the University, as well as complainants and respondents who were not identified.

For FY 2023-2024, the OE received **468** reports. This figure has **decreased by 12%** from last year (FY2022-2023) and **decreased by 8%** from the two years ago (AY2021-2022).



Academic Year 2014-2015	14 Reports
Academic Year 2015-2016	125 Reports
Academic Year 2016-2017	208 Reports
Academic Year 2017-2018	411 Reports
Academic Year 2018-2019	427 Reports

Academic Year 2019-2020	395 Reports
Academic Year 2020-2021	364 Reports
Academic Year 2021-2022	510 Reports
Fiscal Year 2022-2023	533 Reports
Fiscal Year 2023-2024	468 Reports

- **Number of Concerns Reported by Policy/Concern**

- **184:** Nondiscrimination Policy
- **177:** Sexual Misconduct Policy

Note: Reports may be classified as discrimination and sexual misconduct. For example, allegations of discrimination-sex and sexual misconduct-hostile environment.

- **3:** Amorous Relationships Policy
- **15:** Pregnancy and Parenting
- **91:** OE FYI (Unrelated to OE Policies/Referrals)

- **Number of Concerns and the OE's Response**

- **218 No Action Cases:** Number of reported concerns where there was *no basis to proceed*. These reported concerns *do not* generally result in an educational resolution process, referral to another office, or a formal investigation for one or more of the following reasons:
 - *Insufficient information* was provided as to the identity of either the complainant or respondent such that it would enable the office to appropriately address the concern as reported.
 - The reported concern was provided for informational purposes only and would not otherwise rise to the level of a potential policy violation (*request no action*).
 - The complainant declined to participate in any process offered by their office (*no action requested*), including formal investigation (and when declination of a formal investigation was permissible as outlined in the Sexual Misconduct Policy).
 - The complainant did not respond to OE outreach attempts made to fully understand their concern (*no response to outreach*).
- **48 Referral Cases:** Number of reported concerns where information reported was not related to/did not fall under the OE's jurisdiction. These reported concerns were referred to the appropriate University department/office for resolution/support.
- **26 Supportive and Safety Measures/Informal Resolutions Cases:** Number of reported concerns where the OE responded with measures designed to ensure the safety of all involved parties/University community and address the well-being/continued access to University educational/employment opportunities.
- **20 Preliminary Inquiry Cases:** Number of reported concerns that required an initial assessment to determine whether or not the concern would rise to the level of a policy violation and be considered eligible for formal investigation.
 - **18** cases were determined *not eligible* for formal investigation.
 - **2** cases were *ongoing/open* at the time this annual report was published; investigation determination still needs to be made.
- **20 Formal Investigation Cases** and **28 Educational Resolution Cases:** See sections below for details regarding these two resolution options.
 - **14** investigation cases were *open* at the time this annual report was published.

Case Type	Total	CU Anschutz	CU Denver	Other
Sexual Misconduct	177	47	129	1
Nondiscrimination	184	79	105	0
Pregnancy Accommodation	15	8	7	0
OE FYI <i>(issues unrelated to OE policies)</i>	91	29	62	0
Amorous Relationships	3	1	2	0

NOTE: Reports may be classified as discrimination *and* sexual misconduct. For example, allegations of discrimination-sex and sexual misconduct-hostile environment. The "Other" column includes reports or incidents which did not occur on, or were otherwise unrelated to, the CU Denver or CU Anschutz campuses.

Number of Nondiscrimination Cases Based on Reported Protected Characteristic			
Basis	Total	CU Anschutz	CU Denver
Race	53	23	30
Sex	31	13	18
Disability	25	13	12
National Origin	13	2	11
Religion	23	8	15
Age	12	6	6
Discrimination Retaliation	4	3	1
Pregnancy	13	10	3
Sexual Orientation	12	4	8
Color	2	1	1
Veteran Status	2	0	2
Gender Identity	15	3	12
Political Philosophy	0	0	0
Political Affiliation	3	0	3

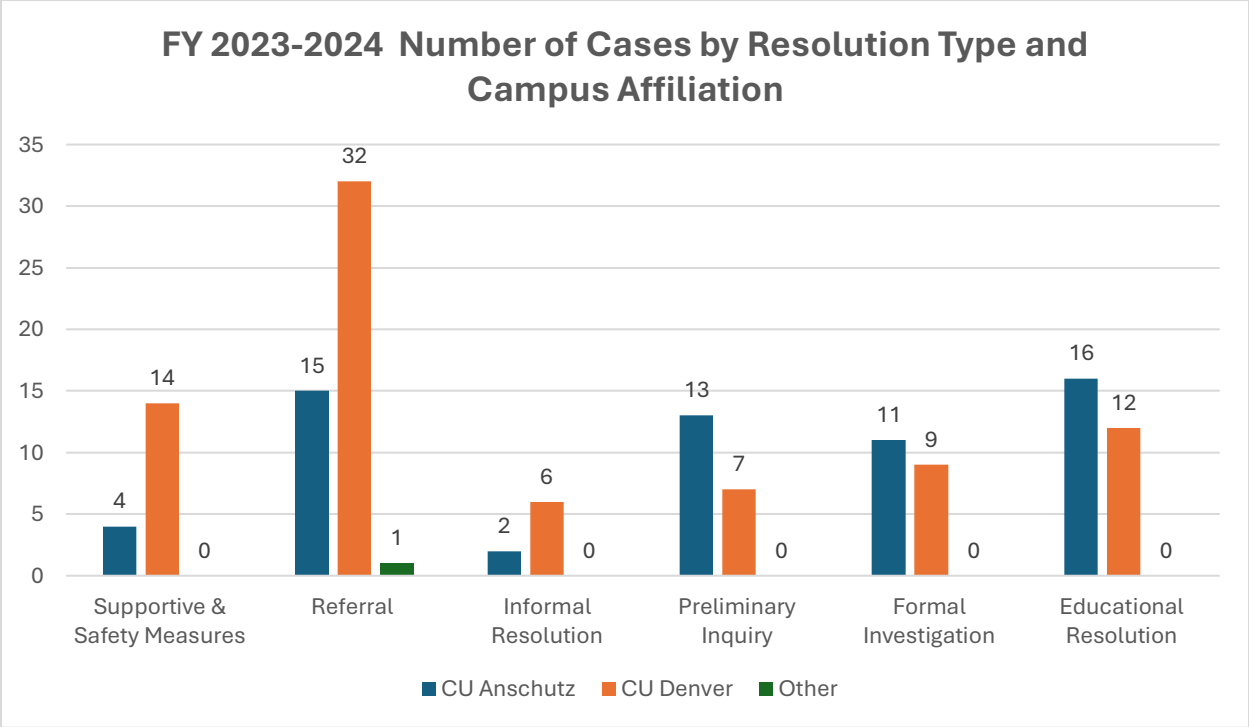
Creed	5	3	2
Gender Expression	2	0	2
Not Specified/Not Related	13	7	6

NOTE: Reports made to the OE can involve allegations of discrimination or harassment based on multiple protected characteristics. For example, a complainant can allege discrimination based on race *and* national origin. Reports can also include allegations of discrimination/harassment *and* sexual misconduct. Each year the OE also receives several reports that do not contain sufficient information to understand whether there is discrimination or harassment based on a protected characteristic and/or receives several reports that are outside the OE's jurisdiction/are unrelated to policies administered by the OE ("Not Specified/Not Related").

Number of Sexual Misconduct Cases Based on Type of Sexual Misconduct				
Type of Misconduct	Total	CU Anschutz	CU Denver	Other
Rape	29	2	27	0
Fondling	9	5	4	0
Statutory Rape	2	0	2	0
Incest	0	0	0	0
Title IX Quid Pro Quo	0	0	0	0
Sexual Harassment Quid Pro Quo	0	0	0	0
Title IX Hostile Environment	26	14	12	0
Hostile Environment	46	19	27	0
Sexual Exploitation	11	1	10	0
Dating Violence	7	1	5	1
Domestic Violence	27	6	21	0
Title IX Stalking	5	1	4	0
Stalking	17	2	15	0

Sexual Misconduct Retaliation	0	0	0	0
Not Specified/Not Related	0	0	0	0

NOTE: Reports made to the OE can involve allegations of sexual misconduct based on multiple types of sexual misconduct. For example, a reporting party can allege sexual misconduct based on sexual harassment *and* stalking. Reports can also include allegations of sexual misconduct *and* discrimination. Each year the OE also receives several reports that do not contain sufficient information to understand whether there is sexual misconduct and/or receives several reports that are outside the OE’s jurisdiction/are unrelated to policies administered by the OE (“Not Specified/Not Related”. The “Other” column includes reports or incidents which did not occur on, or were otherwise unrelated to, the CU Denver or CU Anschutz campuses.



NOTE: “Other” includes reports or incidents which did not occur on, or were otherwise unrelated to, the CU Denver or CU Anschutz campuses. “No Action” resolution type cases are excluded from this graph.

EDUCATIONAL RESOLUTION PROCESS

As outlined in the Nondiscrimination and Sexual Misconduct Policies, the OE may determine that the most prompt and effective way to address a concern is through the educational resolution process.

The primary focus during an educational resolution remains the welfare of the complainant and the safety of the campus community. Educational resolutions do not involve written reports or determinations as to whether a policy was violated. Instead, this form of resolution allows the

University to tailor responses to unique facts and circumstances of an incident, particularly where there is not a broader threat to an individual or campus safety. Such resolutions may include, but are not limited to:

- Providing targeted or broad-based educational programming or training; and/or
- Meeting with the respondent(s) to:
 - Discuss the behavior as alleged and provide an opportunity to respond.
 - Review prohibited conduct under applicable policies.
 - Identify and discuss appropriate future conduct and behavior as well as how to avoid behavior that could be interpreted as retaliatory.
 - Inform complainant(s) of the respondent's responses, if appropriate.
 - Notify other relevant University offices or others (i.e., Human Resources, Office of Student Conduct and Community Standards, the respondent's supervisor or other disciplinary authority) of the allegations and responses, if necessary, who will determine whether any other disciplinary action is appropriate.

Participation in an educational resolution is voluntary by complainants and respondents; however, there may be occasions when, if the allegations were proven true would violate policy, failure to participate could result in the OE deciding to proceed with a formal investigation regardless of involved party participation.

The OE managed **28** educational resolutions in FY 2022-2023. These include matters raising concerns of either discrimination or harassment based on a protected characteristic, sexual misconduct, or related retaliation.

FORMAL INVESTIGATIONS

The OE may resolve a reported complaint of alleged discrimination and/or harassment under either the Nondiscrimination Policy or the Sexual Misconduct Policy, in instances when the allegation(s), if true, would be prohibited under the applicable policy. The OE is committed to providing a prompt, fair, and impartial resolution of all complaints referred to for formal investigation.

The OE may decline to pursue a formal investigation if (1) a complainant has requested that a formal investigation not be pursued, and (2) the OE has determined that the complainant's request can be honored consistent with the University's obligation to provide a safe and nondiscriminatory environment.

During FY2023-2024, the OE managed **20 formal investigations**.

- **11 cases:** Sexual Misconduct Formal Investigations
 - **2 cases found *responsible*** for violating University policy
 - Sanctions issued:
 - 1-Expulsion
 - 1- Demotion, educational training requirements, and additional position/duty-related sanctions

- 1 case was **dismissed** (insufficient evidence to proceed)
- 8 cases were **open/ongoing** at the time the annual report was published; responsibility determination and sanctions (if found responsible) still needed
- **9 cases:** Discrimination Formal Investigations
 - 1 case found **responsible** for violating University policy
 - Sanctions issued:
 - 1-Ineligible for rehire
 - 2 cases were **dismissed** (no basis to proceed)
 - 6 cases were **open/ongoing** at the time the annual report was published; responsibility determination and sanctions (if found responsible) still needed

Formal Investigation Sanctions Summary

- The **Student Sanctioning Board** determines sanctions for *student respondents* and the **Department/Hiring Authority** determines sanctions for *faculty/staff respondents*.
- Sanctions are determined based on the following factors:
 - Severity and/or pervasiveness of conduct and whether it escalated during the incident;
 - The impact of separating a student from their education;
 - Whether the complainant was incapacitated at the time of the conduct;
 - Relationship between the parties, including degree of control of one party over another;
 - Whether there was force/violence, weapons, or threats of force/violence;
 - Any prior history of related criminal, conduct, or policy violations, including but not limited to the University's Code of Conduct and any active disciplinary sanctions in place at time of the conduct;
 - Impact of incident on complainants;
 - Acceptance of responsibility by respondent; and
 - On-going safety risk to complainant or community.