

## University Policy & Commitments

The University of Colorado is committed to creating and maintaining a positive learning, working, and living environment for all its students, faculty, staff, and visitors. Part of that commitment includes striving to prevent and address discrimination on the basis of sex, including sexual harassment and sexual violence.

The university has policies, procedures, and resources in place to promptly, fairly, and thoroughly address reports and concerns of sexual assault, intimate partner violence, domestic abuse, and stalking, as well as to support any individuals who may be impacted by these behaviors.

If someone is the target of any of the above behaviors, the institution will provide in writing a list of their rights and support services, including but not limited to counseling services, mental health services, physical health services, victim advocacy, legal services, and Visa and immigration assistance. The university will provide support to students who have restraining orders or other similar legal protections.

Retaliation against anyone making a report or participating in a university process is prohibited.

- **The Office of Institutional Equity and Compliance (OIEC)** at CU-Boulder Processes and Procedures for complaints of discrimination, harassment, and sexual misconduct is available at: <http://www.colorado.edu/institutionalequity/policies>

### Colorado Criminal Definitions

- Criminal definitions of sexual assault, domestic violence, intimate partner violence, and stalking: <http://www.colorado.edu/institutionalequity/definitions>

## Campus Resources

All services listed here are free or low cost to students.

### CONFIDENTIAL ASSISTANCE

#### Office of Victim Assistance (OVA)

303-492-8855  
[cuvictimassistance.com](http://cuvictimassistance.com)

#### Counseling and Psychiatric Services (CAPS)

CAPS at C4C  
303-492-6766  
CAPS at Wardenburg  
303-492-5654  
<http://www.colorado.edu/health/counseling-psychiatry/counseling-psychiatric-services>

### OTHER ASSISTANCE

#### GLBTQ Resource Center

303-492-1377  
[www.colorado.edu/GLBTQRC](http://www.colorado.edu/GLBTQRC)

#### Women's Resource Center

303-492-5713  
[www.colorado.edu/WomensResourceCenter](http://www.colorado.edu/WomensResourceCenter)

#### Student Support and Case Management

303-492-7348  
Center for Community S430

#### Annual Security and Fire Safety Report

Crime Statistics for Campus (Clery Report)  
[www.colorado.edu/clery](http://www.colorado.edu/clery)

## Community Resources

#### Moving to End Sexual Assault (MESA)

303-443-7300 (24-hour crisis and information)  
[www.movingtoendsexualassault.org](http://www.movingtoendsexualassault.org)

#### Safehouse Progressive Alliance for Nonviolence (SPAN)

Focused on intimate partner violence  
303-444-2424

# TITLE IX

**“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”**

— Title IX of the Education Amendments of 1972

## Reporting Options

There are a number of places and options for anyone who has experienced, witnessed, or has information about intimate partner violence, sexual assault, sexual harassment, stalking, or domestic violence, including:

### REPORT CONFIDENTIALLY

#### DFPDUNTTTTUODF

Center for Community (C4C) S440  
303-492-8855  
cuvictimassistance.com

### REPORT TO THE UNIVERSITY

#### Office of Institutional Equity and Compliance )P FD

303-492-2127  
colorado.edu/institutionalequity

### REPORT TO LAW ENFORCEMENT

911 or 303-492-6666  
police.colorado.edu

#### Cpvmefs QprEf dSunfou

911 or 303-441-3333

Individuals may request assistance in making a report and may participate in a criminal process, a university process, both, or neither. Individuals can decline to notify law enforcement and are not required to participate in any legal or university process, even in situations where the university may need to proceed without individuals' participation.

## Process Overview

The University of Colorado has processes and procedures in place to equitably and promptly respond to concerns of sexual assault, intimate partner violence, domestic violence, and stalking.

These concerns can come from reports made directly by students, faculty, or staff as well as information shared by campus and local law enforcement. While there are several options for addressing these reports, mediation or other informal resolution options are not appropriate for allegations of violence of any kind, including sexual and intimate partner violence.

Both respondents and complainants will be given the opportunity to meet separately with an investigator.\*

This meeting is the party's principle opportunity to present information and evidence, provide names of witnesses, and ask questions about the process. It is important to preserve any evidence that can assist in the process. Both parties may bring an advisor of choice to any of these proceedings. During this process the university may implement interim protective measures to ensure the safety of those involved and protect the integrity of the investigation.

Interim protective measures can include no-contact orders; changes in class schedule; adjustments to housing and living situations; changes to work schedules and situations; changes in transportation; or visitation, access, or activity restriction.

Interim measures are available regardless of whether an individual chooses to participate in any criminal or university process.

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\* Investigators participate in annual training on issues related to intimate partner violence, domestic violence, sexual assault, and stalking. This includes training on how to conduct an investigation that protects the safety of victims.

## Resolution

Once a report is completed, it is reviewed by an independent committee to check for fairness, thoroughness, and reasonableness. The committee is made up of university employees who receive training in the implementation of this process. The committee may request further investigation, adopt the report of the investigator, or complete its own report based on the information in the investigation. The committee may not conduct its own investigation or hearings.

After the committee reviews the report, the parties are notified of the outcome in writing. Because the report is reviewed by a separate committee; neither party may appeal the decision. After all presented information is reviewed, there is a determination of whether it is *more likely than not that a violation of code or policy occurred.*

If a respondent is found responsible for a policy violation, sanctions or other disciplinary action will be issued as appropriate.

## Confidentiality

As part of its commitment to privacy, CU does not include personally identifiable information in publically available records (such as the Clery Report), keeps information about assistance and investigations confidential to the greatest extent possible, and only shares information with other university employees who have a legitimate need to know.