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# Civil Rights in Education: The Role of the Office of Institutional Equity and Compliance

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Ethics and Compliance Education Series

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# Civil Rights in Education

- Universities are required to create a safe and non-discriminatory environment
- Universities are required to have processes to educate and prevent as well as investigate and remedy violations of university policy in compliance with federal law

# Policies Addressed by OIEC

- Sexual Misconduct Policy
- Protected Class Discrimination and Harassment Policy
- Conflict of Interest in Amorous Relationships Policy

# What is prohibited by policy?

- Sexual assault, harassment and exploitation
- Intimate partner abuse
- Stalking
- Discrimination and harassment based on:  
Race, color, national origin, sex, sexual orientation, gender, gender identity, gender expression, age, pregnancy, disability, religion, creed, veteran status, political affiliation, and political philosophy

# Role of OIEC

- Education and Prevention
- Remedial and Interim Measures
- Investigation
  - Formal and Informal Processes
- ADA Compliance

# Case Study

Why these policies and processes exist

# Larry Nassar 2018

- USA Gymnastics and Michigan State University doctor
- Abused over 140 girls and women over the past 20 years
- Sentenced to 40-175 years in prison for sexual abuse
- Federal sentence of 60 years for child pornography
- Michigan State University President Lou Anna K. Simon Resigned
- Former dean of the university's College of Osteopathic Medicine arrested
- Survivors are calling for investigations at USAG and MSU



What are the keys to  
preventing these tragedies?

# The Obligation to Report

## Understanding Why Reporting Matters

# Who is obligated to report?

- Faculty and Instructors
- Athletic Trainers and Coaches
- Managers and Supervisors
- Graduate and Undergraduate TA's
- Resident Advisors (RA's)
- Academic Advisors

# Report to OIEC?

A student discloses being sexually assaulted before coming to CU.

# Report to OIEC?

A staff person discloses something that sounds like harassment, but asks you to not tell anyone.

# Report to OIEC?

Someone discloses an experience that sounds related to protected class harassment, but doesn't sound serious enough to be a policy violation.

# Why Does Reporting Matter?

# Why Reporting Matters

- Ensure that the person subjected to the behavior is safe and receives support and resources
- Understand the nature and scope of the concerns and take steps to stop concerning behaviors
- Ensure health and safety of the campus community
- Implement remedial and protective measures
- Identify trends and patterns of problems



# Recognizing When to Report

- Any incident that could be a potential policy violation
- Even when the individual disclosing wishes to maintain privacy
- Even when an incident is disclosed or occurs within a private or personal context or setting
- Even when a responsible employee does not oversee the individual who is adversely affected
- Regardless of when or where the incident occurred

# What Happens When Someone Reports?

- OIEC will outreach to the Complainant
  - Offer confidential resources
  - Provide information about our process and options
  - Consider remedial and protective measures
- Complainant has the choice to proceed or not (with exceptions)
  - Consider “override” factors
  - Formal and informal resolution process
- No limitation on appointing authority’s ability to take immediate action

# When in doubt...

Contact OIEC for further guidance

# How Do I Contact OIEC?

Phone: 303-492-2127

Email: [cureport@Colorado.edu](mailto:cureport@Colorado.edu)

Web-Based Reporting Form:  
[www.colorado.edu/institutionalequity](http://www.colorado.edu/institutionalequity) (“Report an Incident” tab)

# 2015 Sexual Misconduct Survey

- 61% of survey respondents who indicated they had been sexually assaulted told someone about the incident.
- Among those who told someone:
  - 93% told a friend and/or roommate
  - 10% talked with a confidential counselor
  - 8% officially reported to the university and/or to police

# DON'T IGNORE IT.

If it seems messed up, it is messed up.  
Learn ways to help in a sketchy situation.

Find out how to address harassment, discriminatory actions,  
unwanted sexual behavior, abusive relationships and stalking.

[colorado.edu/dontignoreit](https://colorado.edu/dontignoreit)



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## Bystander Intervention

All of us encounter situations as bystanders where others might need some help. Taking time to think through difficult situations improves people's ability to see more opportunities to help, think of more strategies that might be effective, and feel more confident doing something and more comfortable with the outcome, whatever it is.

[Learn more about how to be an effective bystander.](#)



## How to Help a Friend

Friends, family, roommates, co-workers, and others we feel close to are often our first point of contact when we are struggling or when something bad happens and we need to talk to someone. Knowing how to be effective in a support role is something that we all need.

[Learn ways to respond when someone discloses a traumatic event or how to approach someone you are worried about.](#)



## Buddy System

We always hear that using the buddy system will help us keep each other safe in the world. It's also likely that we have experienced the buddy system failing or falling apart.

[Here are some ways to create a buddy system that is more likely to succeed.](#)

# Confidential Campus Resources

- Office of Victim Assistance (OVA)
- Ombuds
- Faculty and Staff Assistance Program (FSAP)
- Counseling and Psychiatric Services (CAPS)
- Medical Providers (physicians and nurses)



# Questions?