

University of Colorado Boulder

Unidentified and Unaffiliated Respondents  
Statistical Report

Fiscal Year 2023-2024

Office of Institutional Equity and Compliance  
9-1-2024

## Overview

The Office of Institutional Equity and Compliance (OIEC) addresses all protected-class discrimination and harassment, sexual misconduct, and related retaliation complaints against affiliates of the University of Colorado Boulder (CU Boulder), pursuant to university policy. The Discrimination and Harassment Policy prohibits protected-class discrimination, harassment, and/or related retaliation. The Sexual Misconduct, Intimate Partner Violence, and Stalking Policy prohibits sexual misconduct and/or related retaliation including sexual assault (rape), sexual assault (fondling), sexual exploitation, sexual harassment, as well as intimate partner abuse (including dating and domestic violence), and stalking.

OIEC is a neutral, fact-finding office responsible for addressing and investigating alleged misconduct pursuant to specific Resolution Procedures that are updated on an annual basis. OIEC objectively reviews the facts of each case to resolve issues and to determine whether a violation of university or campus policy occurred based on a *preponderance of the evidence* standard.

This report presents data on sexual misconduct, protected-class discrimination and harassment, and related retaliation complaints received by OIEC between July 1, 2023 and June 30, 2024 involving reports that did not identify the respondent<sup>1</sup> by name or by campus role (student, staff, faculty, or affiliate), *or* identified a respondent who was unaffiliated with the university, and therefore, outside of OIEC jurisdiction.

As with all complaints, OIEC outreached to the impacted individuals involved in these cases to offer options for assistance and support and referred the impacted parties to Office of Victim Assistance (OVA) or other confidential services. These cases can be time intensive as OIEC determines the underlying facts of the case and provides a continuum of support for impacted parties.

During the 2023-2024 fiscal year, a total of 496 cases involving allegations against 506 unidentified or unaffiliated individuals were reported to OIEC:

- 176 unknown or unaffiliated respondents were alleged to have engaged in misconduct related to the Discrimination and Harassment Policy.
- 265 unknown or unaffiliated respondents were alleged to have engaged in misconduct related to the Sexual Misconduct, Intimate Partner Violence, and Stalking Policy.
  - 7 cases involved charges under both policies.
- 70 allegations against unknown or unaffiliated individuals did not fall under either policy.
- There were 2 additional respondents affiliated with UCCS and CU Denver alleged to have violated their respective campus policies. These allegations were referred to their respective campuses.

The types of allegations<sup>2</sup> made under each policy are presented in Tables 1 and 2.

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<sup>1</sup> “Respondent” means an individual who has been reported to be the perpetrator of misconduct.

<sup>2</sup> For each policy, there are more allegations than respondents because a single case may involve multiple allegations.

## Data Tables

| <b>Table 1. Types of Discrimination and Harassment Allegations</b> | <b># Allegations</b> |
|--|----------------------|
| Race   | 61                   |
| Religion or Creed  | 38                   |
| Unknown Class or Provision / No Details                            | 18                   |
| National Origin  | 17                   |
| Gender and Sex   | 14                   |
| Political Affiliation  | 12                   |
| Sexual Orientation   | 11                   |
| Gender Identity  | 10                   |
| Disability   | 5                    |
| Political Philosophy   | 4                    |
| Color  | 4                    |
| Gender Expression  | 2                    |
| <b>Total</b>   | <b>197</b>           |

| <b>Table 2. Types of Sexual Misconduct Allegations</b> | <b># Allegations</b> |
|--|----------------------|
| Sexual Assault (rape)                                  | 95                   |
| Hostile Environment <sup>3</sup>                       | 52                   |
| Dating or Domestic Violence                            | 42                   |
| Sexual Assault (fondling)                              | 42                   |
| Stalking <sup>4</sup>                                  | 27                   |
| Unknown Provision / No Details                         | 17                   |
| Sexual Exploitation                                    | 9                    |
| Retaliation  | 0                    |
| Failure to Comply with Orders and Sanctions            | 0                    |
| <b>Total</b>   | <b>284</b>           |

<sup>3</sup> Hostile Environment and/or Title IX Hostile Environment allegations.

<sup>4</sup> Stalking and/or Title IX Stalking allegations.