

University of Colorado Boulder
Support and Safety Measures
Statistical Report
Fiscal Year 2024-2025

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Overview

The Office of Institutional Equity and Compliance (OIEC) addresses all protected-class discrimination and harassment, sexual misconduct, and related retaliation complaints against University of Colorado Boulder (CU Boulder) employees and affiliates pursuant to university policy. The Nondiscrimination 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. The Conflict of Interest in Amorous Relationships Policy requires that persons who are involved in a consensual romantic or sexual relationship in which one party maintains a direct supervisory or evaluative role over the other party must bring that relationship to the timely attention of their supervisor so that the evaluative relationship can be removed.

In response to a report of allegations falling under these policies, the OIEC Support and Safety Measures (SSM) unit offers a variety of measures to ensure a safe and nondiscriminatory environment and to reduce disruptions to daily life. This includes providing resources for individuals who have experienced behavior prohibited under applicable policies (complainant) and those accused of prohibited conduct (respondent). SSM considers the various needs to all involved parties and coordinates with offices across campus to help implement these supportive and safety measures to help individuals continue their education or employment.

This report presents data on OIEC cases that received support or safety measures related to sexual misconduct, protected-class discrimination and harassment, and/or conflict of interest in amorous relationships complaints received by OIEC between July 1, 2024, and June 30, 2025.¹

During the 2024-2025 fiscal year, SSM received 607 referrals and outreached to each individual who may have experienced impact.

Of these 607 cases, SSM assisted with 69 support measures and 46 safety measures. Also included within these 607 cases were 71 outside inquiries regarding OIEC specific disciplinary history and 14 conduct review committee cases.

¹ All complainants are provided information about options for assistance and campus support and were referred to Office of Victim Assistance (OVA) or other confidential support services.

Support Measures Provided

Types of Support Measures²

SSM provided 69 support measures to students, staff, faculty, and non-affiliates.

Table 1. Types of Support Measures		# of support measures
Academic Services		25
No-contact orders enforced by the university		32
Medical Services		1
Accessing counseling services		3
Other		8
Total number of support measures		69

Examples of Support Measures

Academic Services

- Outreach to professors for assignment extensions, extra exam time, etc.
- Switching courses or course sections
- Checking course overlap with other party
- Letter of support for academic processes

No-contact orders enforced by the university

- Written notices of reducing or prohibiting contact between two parties

Medical Services

- Providing referral information for medical concerns.

Accessing counseling services

- Providing information about counseling services on and off campus

Other

- Providing assistance for religious accommodations
- Providing off-campus resources

² All complainants are provided information about options for assistance and campus support and were referred to Office of Victim Assistance (OVA) or other confidential support services.

Safety Measures Implemented

Types of Safety Measures

SSM assessed for and implemented 46 safety measures.

Table 3. Types of Safety Measures	# of safety measures
Campus exclusion orders	13
Interim student suspension	9
Residence hall exclusion	5
Student account hold	10
Changes to or exclusion from classes	2
Residence hall contract termination	2
Residential relocation	3
Administrative leave	2
Total number of safety measures	46

Examples of Safety Measures

Campus exclusion orders

- Student or employee is excluded from specific locations or the entire campus.

Interim student suspension

- During the course of a formal grievance process, a student is suspended from taking courses at the university, which includes both in-person and remote courses.

Residence Hall exclusion

- A student is prohibited from living within on-campus residential halls.

Student account hold

- Hold placed on student's university enrollment record to notify the OIEC when they re-enroll so follow up can occur at that time.

Changes to or exclusion from classes

- Switching courses as student is unable to attend a RAP course due to an exclusion.

Residence hall contract termination

- Ending the housing contract for a student who was living in the residence halls.

Residential relocation

- Moving a student from one residential location to another.

Administrative leave

- Employee placed on leave during the course of a formal grievance process and can be paid or unpaid.

Outside Inquiries Regarding OIEC discipline and Conduct Review Committee Cases

SSM oversees all outside inquiries regarding OIEC specific disciplinary history and policy findings for current or past students or employees. SSM also works in conjunction with the Conduct Review Committee (CRC) on cases where OIEC and CRC policies may overlap. During the 2024-2025 fiscal year, SSM assisted with **71** outside inquiries and **14** conduct review committee cases.

- **Outside inquiries** include reviewing, completing, and submitting sexual harassment/misconduct disclosure forms and other related sexual misconduct inquiries. These can include current or former employees and students.
- **Conduct Review Committee** cases are reports received regarding incoming or current CU Boulder students with allegations that need to be reviewed to determine if they occurred before or after the student was affiliated with the university, in which the student may be in violation of the policies enforced by the OIEC. CRC reviews the allegations and conducts appropriate follow up to ensure compliance with policies and campus safety.