

University of Colorado Boulder

Employee and Affiliated Respondents
Statistical Report

Fiscal Year 2025-2026

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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 Protected Class 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 Cases of 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.

The OIEC is a neutral, fact-finding office responsible for addressing and investigating alleged misconduct pursuant to specific Resolution Procedures updated on an annual basis. The 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, as well as conflict of interest in amorous relationships complaints received by the OIEC between July 1, 2025 and June 30, 2026. This includes cases involving respondents¹ who were CU Boulder employees, student employees acting in their employment role, contractors, volunteers, visitors, or other CU affiliates, even if the individual was not identified by name. Any complaint identifying a CU Boulder student acting in their *non-employment* role as the alleged offender is included in the OIEC's Fiscal Year 2024-2025 Report for Student Respondents. Cases involving non-affiliated respondents (identified and unidentified) are summarized in the OIEC's Fiscal Year 2025-2026 Statistical Report for Unidentified and Unaffiliated Respondents.

During the 2025-2026 fiscal year, there were 638 cases reported to the OIEC involving allegations of misconduct against 710 CU employees or affiliated respondents. 176 employee and affiliated respondents were not identified by name.

- 425 employee or affiliated respondents were alleged to have engaged in misconduct under the Protected Class Nondiscrimination Policy.
- 107 employee or affiliated respondents were alleged to have engaged in misconduct under the Sexual Misconduct, Intimate Partner Violence, and Stalking Policy.
- 10 employees were either alleged to have engaged in misconduct under the Conflict of Interest in Cases of Amorous Relationships Policy or reported a consensual relationship for compliance purposes.
- 15 employee or affiliated respondents were alleged to have engaged in misconduct under more than one of the three policies administered by the OIEC.
- 168 allegations did not fall under the three policies administered by the OIEC and these complaints were referred to other campus offices.

¹ "Respondent" means an individual who has been reported to be the perpetrator of misconduct.

Protected Class Nondiscrimination Policy Complaints²

Types of Discrimination and Harassment Complaint Resolutions³

The 385 cases under the Protected Class Nondiscrimination Policy, involving 425 employee or affiliated respondents, were addressed as follows (see Table 1):

- Allegations against 10⁴ respondents were addressed through a formal grievance in which the OIEC objectively reviews the facts of each case to resolve issues and to determine whether a violation of the university policy occurred based on a preponderance of the evidence standard.
- Allegations against 15 respondents were addressed through remedies-based resolutions that allow the university to tailor the response to the unique facts and circumstances of an incident and educate community members on the impacts of their actions, particularly in cases where there is not a broader threat to individual or campus safety. Often this includes conduct alleged that, even if true, would not rise to the level of a policy violation.
- Allegations against 52 respondents were addressed jointly by the OIEC and the respondent's supervisor or department or by the department in consultation with the OIEC.
- Allegations against 27 respondents resulted in a conclusion of no basis to proceed because the complaint did not share the name(s) of the employee or affiliated respondent(s), or the OIEC did not have the authority to address the complaint because the case did not fall under OIEC policies.
- Allegations against 11 respondents were closed after preliminary inquiry when it was determined that there was no basis for a formal grievance.
- Allegations against 4 respondents involved consultation with the OIEC to provide information about OIEC's investigative and other processes.
- In allegations against 142 respondents, the complainant did not respond to the OIEC's outreach.
- In allegations against 73 respondents, the complainant declined an OIEC resolution or requested their concerns be documented only at that time.
- Allegations against 69 respondents were referred to another office, as the concerns reported did not fall under the jurisdiction of the Protected Class Nondiscrimination Policy.

Table 1. Discrimination and Harassment Case Resolution	# of Employee and Affiliated Respondents
Formal grievance	10 ⁵
Remedies-based resolution	15
Concerns addressed with supervisor or department	52
No basis to proceed	27
Preliminary inquiry	11
Information about the investigative process only	4
Outreach and connection with support services	142

² Alleged violations of Title VI, which encompass discrimination and harassment on the basis of race, color, and national origin (including shared ancestry) are included in aggregate form in this section.

³ 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.

⁴ One formal grievance against one respondent was reported in the OIEC's Fiscal Year 2024-2025, but the OIEC's formal grievance process was initiated in the OIEC's Fiscal Year 2025-2026.

⁵ One formal grievance against one respondent was reported in the OIEC's Fiscal Year 2024-2025, but the OIEC's formal grievance process was initiated in the OIEC's Fiscal Year 2025-2026.

Declined resolution process/documentation only	73
Referred to another office	69
Pending	22
Total number of employee and affiliated respondents	425

Types of Discrimination and Harassment Allegations⁶

Among allegations of discrimination and harassment (or related retaliation) against the 425 CU Boulder employees or affiliates, the most commonly reported allegations involved disability (119), gender (90), race (84), and national origin (47), see Table 2.

Table 2. Types of Discrimination and Harassment Allegations	# Allegations	# Allegations Addressed by Remedies-Based or Other Resolutions⁷	# Allegations Addressed by Formal Grievance
Disability	119	117	2
Gender	90	90	0
Race	84	81	3
National Origin	47	45	2
Unknown Class or Provision ⁸	46	46	0
Age	20	20	0
Discrimination/Harassment Retaliation	19	14	5
Religion or Creed	17	17	0
Sexual Orientation	14	14	0
Color	12	12	0
Gender Identity	10	10	0
Veteran Status	9	9	0
Political Philosophy	9	9	0
Marital Status	4	4	0
Pregnancy	3	3	0
Political Affiliation	2	2	0
Gender Expression	1	1	0
Interference with Reporting	1	1	0
Providing False or Misleading Information	1	1	0
Failure to Report	0	0	0
Total	508	496	12

Discrimination and Harassment Formal Grievance Findings and Sanctions

⁶ Many cases involved allegations of a violation of more than one policy provision and/or related to multiple protected classes.

⁷ 36 cases were still pending a determination of the resolution process at the time of this report.

⁸ In these cases, complainants did not identify a specific protected class.

There were eight⁹ protected-class discrimination and harassment formal grievances against ten employees initiated during the 2025-2026 fiscal year. Six of these cases continue to be in progress at the time of this report. One case was dismissed because the respondent left CU Boulder before the conclusion of the formal grievance process. A determination has not been rendered in the on-going cases, and no appeals were received for any case at the time of publication of this report.

Findings for the eight formal cases against employees are presented in Table 3:

Table 3. Formal Grievance Findings	# of Employee Respondents
Pending	7
Case dismissed	1
No policy violation	2
Found responsible for a policy violation	0

Sexual Misconduct, Intimate Partner Violence, and Stalking Policy Complaints

Types of Sexual Misconduct Complaint Resolutions¹⁰

There were 101 cases under the Sexual Misconduct, Intimate Partner Violence, and Stalking Policy involving 107 employee or affiliated respondents that were addressed as follows (see Table 4):

- Allegations against 4 respondents were addressed through a formal grievance process in which the OIEC objectively reviews the facts of each case to resolve issues and to determine whether a violation of the university policy occurred based on a preponderance of the evidence standard.*
- Allegations against 7 respondents were addressed through remedies-based resolutions that allow the university to tailor the response to the unique facts and circumstances of an incident and educate community members on the impacts of their actions, particularly in cases where there is not a broader threat to individual or campus safety. Often this includes conduct alleged that, even if true, would not rise to the level of a policy violation.
- Allegations against 35 respondents were addressed jointly by the OIEC and the respondent's supervisor or department or by the department in consultation with the OIEC.
- Allegations against 12 respondents resulted in a conclusion of no basis to proceed because the complainant did not share the name(s) of the respondent(s), or the OIEC did not have the authority to address complaints that did not fall under OIEC policies.
- Allegations against 2 respondents involved consultation with OIEC to provide information about OIEC's investigative and other processes.
- In allegations against 25 respondents, the complainant did not respond to the OIEC's outreach.
- Allegations against 6 respondents were referred to another office, as the concerns reported did not fall under the jurisdiction of the Sexual Misconduct, Intimate Partner Violence, and Stalking Policy.
- In allegations against 13 respondents, the complainant declined an OIEC resolution or requested their concerns only be documented at that time.

⁹ One formal grievance against one respondent was reported in the OIEC's Fiscal Year 2024-2025, but the OIEC's formal grievance process was initiated in the OIEC's Fiscal Year 2025-2026.

¹⁰ 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.

Table 4. Sexual Misconduct Complaint Resolution	# of Employee or Affiliated Respondents
Formal grievance*	4
Remedies-based resolutions	7
Concerns addressed with supervisor or department	35
No basis to proceed	12
Preliminary Inquiry	0
Outreach and connection with support services	25
Referred to another office	6
Declined resolution process/documentation only	13
Information only	2
Pending	3
Total number of resolutions	107

*The OIEC recognizes that complainants may not want a formal grievance process to resolve their concerns, and whenever possible, the OIEC respects how a complainant would like a case resolved.

Types of Sexual Misconduct Allegations

Among the 101 sexual misconduct complaints made against 107 CU employees or affiliated respondents, the most commonly reported allegations included hostile environment sexual harassment (76), followed by sexual assault (fondling) (11), and stalking (10). See Table 5:

Table 5. Types of Sexual Misconduct Allegations	# Allegations	# Allegations Addressed by Remedies-Based or Other Resolutions¹¹	# Allegations Addressed by Formal Grievance
Hostile Environment ¹²	76	74	2
Sexual Assault (fondling)	11	10	1
Stalking ¹³	10	10	0
Unknown Provision / No Details	5	5	0
Sexual Assault (rape)	4	4	0
Sexual Exploitation	4	4	0
Sexual Misconduct Retaliation	4	2	2
Dating or Domestic Violence	3	3	0
Failure to Report	1	1	0
Interference with Reporting	1	1	0
Quid Pro Quo ¹⁴	1	0	1
False or Misleading Information	0	0	0
Total	120	114	6

¹¹ 3 cases were still pending a determination of the resolution process at the time of this report.

¹² Hostile Environment and/or Title IX Hostile Environment allegations.

¹³ Stalking and/or Title IX Stalking allegations.

¹⁴ Quid Pro Quo and/or Title IX Quid Pro Quo allegations.

Formal Grievance Processes for Sexual Misconduct

There were three separate cases involving four different respondents addressed through the formal grievance process. One formal grievance process against two respondents was dismissed at the request of the complainant and no appeals were received. Two formal grievance processes are still in progress at the time, and one appeal (which is pending) has been received as of the publication of this report.

Conflict of Interest in Cases of Amorous Relationships Policy Complaints

There were nine cases reported related to the Conflict of Interest in Cases of Amorous Relationships Policy, involving 10 respondents. All nine of these cases were addressed to ensure compliance with the requirements of the Conflict of Interest in Cases of Amorous Relationships Policy, including documenting the report and removing evaluative authority when required.