

Support and Safety Measures

In addition to resolution options, OIEC provides support and safety measures. These resources are available even if someone chooses not to pursue a resolution process.

Examples of these measures include, but are not limited to:

- Working with professors for deadline extensions or excused absences
- Assisting with employment modifications
- Evaluating campus no contact orders
- Connecting to campus resources, including counseling and advocacy



Learn more about campus and community-based resources by visiting the OIEC website.

Criminal Legal Pathways

OIEC processes are separate from any law enforcement or court process. For criminal processes, a report must be made to law enforcement.

Emergency: 911
CU Police: 303-492-6666
Boulder Police: 303-441-3333

Both OVA and OIEC can assist complainants in reporting to law enforcement when alleged misconduct is also a criminal offense.

Confidential Campus Support

The Office of Victim Assistance (OVA) provides confidential and free trauma counseling and/or advocacy. Advocacy can include talking people through various options, rights, and resolution pathways.

An OVA advocate counselor can attend meetings with OIEC staff, police, medical providers, etc. alongside the impacted party.

OVA provides support regardless of whether someone chooses to report an incident or initiate an OIEC resolution process.



Call: 303-492-8855 (24/7)
Email: assist@colorado.edu
Website: colorado.edu/ova

OIEC Resolution Pathways

The Office of Institutional Equity and Compliance (OIEC) reviews and follows up on every report made to our office.

We reach out to the impacted person(s) to share information about:

- resolution pathways,
- support and safety measures, and
- separate confidential services.



Institutional Equity and Compliance
UNIVERSITY OF COLORADO BOULDER

Things to Know about All Reports Made to OIEC

A **complainant** is the person who is subjected to the alleged misconduct.

A **respondent** is the person alleged to have engaged in misconduct.

Neither a report to OIEC nor talking with OIEC staff automatically initiates a resolution process.

Respondents are only notified of a report if a resolution process (educational resolution, adaptable resolution, or an investigation) has been initiated.

In most cases, unless there is a significant and immediate safety risk, OIEC will not initiate a resolution process until the complainant requests one.

There is no time limit for a complainant to initiate a resolution process.

Documentation

OIEC documents every concern reported to our office.

Complainants may choose to share information about what happened for the sake of documentation without needing to move forward in a resolution process.

Educational Resolution

The aim of an educational resolution is to use a tailored approach to address specific concerns about behavior, impact, and policy expectations. This resolution pathway does not determine if behavior violates campus policy or apply sanctions.

Education may take the form of a policy compliance meeting (an individual conversation between OIEC staff and the respondent) or through an OIEC-led skill-based workshop.

Adaptable Resolution

The aim of adaptable resolution is to involve the complainant and respondent in finding mutually agreed upon solutions that address harm. This resolution pathway does not determine if behavior violates university policy or apply sanctions.

An adaptable resolution utilizes strategies such as shuttle diplomacy (OIEC staff serves as a go-between while the complainant and respondent work towards an agreement), community circles, or restorative justice practices. Agreements may include, but are not limited to:

- Respondent engages in education
- Both parties create a schedule for when to utilize shared campus spaces
- Respondent agrees not to take classes with complainant

Investigation (a.k.a. Formal Grievance Process)

The aim of an investigation is for OIEC to determine if behavior, based on a more likely than not standard, violated university policy. If a respondent's behavior is found to have violated policy, sanctions are applied. This resolution pathway follows a structured process for collecting relevant information and interviewing the complainant, the respondent, and any witnesses.

Sanctions are university-imposed consequences. Sanctions can include, but are not limited to:

- Respondent receives an educational intervention
- No contact order
- Warning/written reprimand
- Academic probation
- Suspension
- Campus exclusion
- Expulsion (for students) or termination of employment (for employees)



Learn more about these resolution options on the OIEC website.