

OIEC, OVA, FSAP & CAPS

Learn about the unique resources at CU Boulder	OIEC – Office of Institutional Equity and Compliance	OVA – Office of Victim Assistance	CAPS – Counseling and Psychiatric Services FSAP – Faculty & Staff Assistance Program
What is the purpose of the office?	Office of Institutional Equity and Compliance (OIEC) is responsible for addressing conduct prohibited by CU's non-discrimination, sexual misconduct, intimate partner abuse and stalking policies. OIEC also provides education and assessment to improve campus culture and determines workplace accommodations regarding disability and pregnancy.	Office of Victim Assistance (OVA) is a confidential trauma response, counseling, advocacy and support resource at CU. OVA's advocate counselors are licensed mental health clinicians. OVA is separate and independent from OIEC, CAPS, FSAP and police.	Counseling and Psychiatric Services (CAPS) and Faculty & Staff Assistance Program (FSAP) are confidential resources that provide information and short-term counseling for students/employees who have been accused of prohibited conduct (respondents). These staff are licensed clinicians/social workers and are separate and independent from OIEC and police.
What issues are addressed?	Prohibited conduct under university policy includes sexual harassment, assault and exploitation, intimate partner abuse (including dating and domestic violence), stalking, protected-class* discrimination and harassment or related retaliation.	A dedicated department to support people impacted by any traumatic, disturbing or disruptive life event. This includes sexual, family or relationship violence or abuse, sexual assault, stalking, discrimination, disasters, mass violence, physical assault, hazing, harassment, crime and other traumatic experiences.	Support for respondents is centered around helping individuals navigate the OIEC process. Being named as a respondent can be challenging and can elicit a variety of emotions. Individuals may choose to share as little or as much as they want around the circumstances of their case.
What services are offered?	Individuals adversely impacted by prohibited conduct can report to OIEC. OIEC investigators act as neutral fact finders to ensure due process in a formal adjudication that can result in disciplinary action of the accused. They also offer informal, remedies-based resolution options separate from the formal process. OIEC also provides safety and support measures to address negative impacts on academic, workplace or living environments.	OVA advocate counselors provide therapy, safety planning and self-care support. They also help people explore medical and academic options as well as options for pursuing criminal, civil, university administrative or other legal remedies and offer advocacy throughout any of these processes. OVA is separate and independent from law enforcement and OIEC. Reporting is not necessary in order to utilize OVA services.	CAPS/FSAP provide short-term counseling, safety planning and self-care support. They also provide a confidential space for individuals to explore any challenges that emerge as a result of being named a respondent. CAPS/FSAP are separate and independent from OIEC and police. Reporting is not necessary in order to utilize services.

* The CU Protected Class Nondiscrimination Policy protects individuals from discrimination and harassment based on race, color, national origin, pregnancy, sex, age, disability, creed, religion, sexual orientation, gender identity and its expression, veteran status and political affiliation/philosophy.

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Are services confidential?	No. Information is private and can only be shared with people who have a legitimate need to know. Nothing is shared publicly except as authorized by an applicable party or as required by law.	Yes. Information shared is confidential and cannot be released without consent. OVA will not share information with OIEC or police unless expressly asked by the person seeking OVA services. Some limits to confidentiality exist, primarily related to plans to harm self or others and child abuse.	Yes. Information shared is confidential and cannot be released without consent. CAPS/FSAP will not share information with OIEC or police unless expressly asked by the person seeking CAPS/FSAP services. Some limits to confidentiality exist, primarily related to plans to harm self or others and abuse of vulnerable parties.
Is staff available 24/7?	No. OIEC staff are not emergency responders, but will typically respond within one business day to reported incidents. Call 911 if there is an immediate threat or safety concern.	No. OVA staff are not emergency responders, but when the office is closed (nights/weekends/holidays) after-hours phone support is available at 303-492-8855. Call 911 if there is an immediate threat or safety concern.	No. CAPS/FSAP staff are not emergency responders, individuals should phone CAPS at 303-492-2277 (24-hour phone service). Employees should call or text 988 to reach the National Crisis Lifeline. Call 911 if there is an immediate threat or safety concern.
Do they provide services to anyone at CU?	Yes. This includes all students, staff, faculty and affiliates.	Yes. This includes all students, staff, faculty and affiliates.	Yes. CAPS provides services to all eligible CU students, and FSAP does for all eligible faculty and staff. You do not have to be a respondent in a case to access these services.
Does an incident have to occur on campus?	No. OIEC handles complaints regardless of when or where an incident occurred. OIEC can only discipline people affiliated with the university if they are found responsible for violating policy.	No. OVA offers support for past or current traumatic experiences regardless of where and when it occurred or who caused the impact.	No. CAPS/FSAP offers support to students/employees who have been accused of prohibited conduct (respondents) that has occurred on or off campus.
Is there any cost associated with services?	No. OIEC is a free service designed to ensure a safe and non-discriminatory educational, working, and living experience at the university.	No. OVA is a free service for all members of the campus community. Advocacy services are unlimited. Counseling services are short-term.	No. CAPS/FSAP are free services for all eligible students/employees in the campus community who have been accused of prohibited conduct (respondents). Counseling services are short-term.
Where can I learn more?	Visit colorado.edu/oiec to learn more about university policies, adjudication procedures, support resources, education and assessment.	Visit colorado.edu/ova to learn more about trauma support services and how to help someone who has experienced a traumatic event.	Students visit colorado.edu/counseling or call CAPS at 303-492-2277 to schedule an appointment. Employees visit colorado.edu/fsap .