

University of Colorado Boulder
Office of Institutional Equity and Compliance
Fiscal Year 2018-2019
Report for Unidentified and Unaffiliated Respondents

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) students pursuant to the University of Colorado Boulder Discrimination and Harassment Policy and the University of Colorado Sexual Misconduct, Intimate Partner Abuse and Stalking Policy.

The Discrimination and Harassment Policy prohibits protected-class discrimination, harassment, and/or related retaliation. The Sexual Misconduct, Intimate Partner Abuse and Stalking Policy prohibits sexual misconduct and/or related retaliation including non-consensual sexual intercourse, non-consensual sexual contact, 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 updated on an annual basis. OIEC reviews the facts of each case objectively in order to effectively resolve issues and to determine whether a violation of university or campus policy occurred based on a preponderance of the evidence standard.

This report was prepared on November 7, 2019. It includes data on sexual misconduct, protected class discrimination and harassment, and related retaliation complaints received by OIEC between July 1, 2018 and June 30, 2019 involving complaints that *did not identify the alleged offender by name or by campus role (student, staff, faculty, or affiliate)*, **or** identified the alleged offender(s), and that individual(s) was unaffiliated with the university and therefore the OIEC did not have jurisdiction¹.

As with other complaints, OIEC outreaches to the impacted individuals involved in these cases, offers options for assistance and support, and refers the impacted parties to OVA or other confidential support. These cases can be time-intensive as OIEC determines the underlying facts of the case and provides a continuum of support for impacted parties.

Between July 1, 2018 and June 30, 2019, OIEC received 142 complaints against unknown or unaffiliated individuals under the Discrimination and Harassment Policy and 263 complaints against unknown or unaffiliated individuals under the Sexual Misconduct, Intimate Partner Abuse and Stalking Policy. Four cases involved charges under more than one policy. The types of allegations made under each policy are presented in Tables 1 and 2. In addition, there were 56 complaints that did not fall under the Sexual Misconduct, Intimate Partner Abuse and Stalking or Discrimination and Harassment policies resulting in a total of 456 complaints against unknown or unaffiliated individuals that were reported to OIEC during the 2018-2019 fiscal year.

¹ In OIEC statistical reports for prior years, unidentified and unaffiliated respondents were included in the Employee, Affiliate, Non-Affiliate, and Unidentified Non-Student Respondent Report. As the number of complaints reported to OIEC has nearly doubled since 2014, cases involving unidentified and unaffiliated respondents are now reported separately.

Table 1. Types of Discrimination and Harassment Allegations	# Allegations
Race	49
Sexual Orientation	26
Gender	19
National Origin	16
Religion/Creed	9
Disability	7
Political Affiliation	5
Gender Identity	4
Age	3
Color	3
Gender Expression	2
Political Philosophy	0
Veteran Status	0
Unknown Provision / No Details	19
Total	166

Table 2. Types of Sexual Misconduct Allegations	# Allegations
Non-consensual Sexual Intercourse	109
Sexual Harassment	60
Intimate Partner Abuse	43
Non-consensual Sexual Contact	38
Stalking	19
Sexual Exploitation	15
Unknown Provision / No Details	5
Total	291