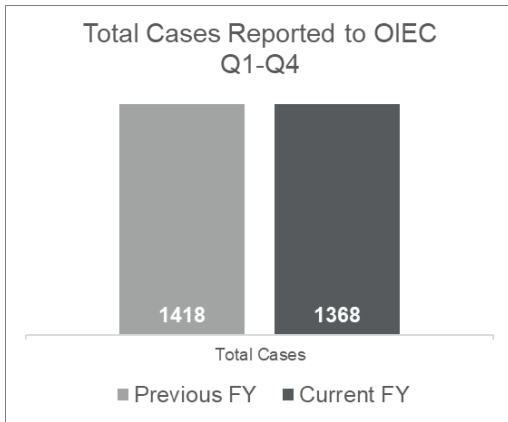


# OIEC 4TH QUARTER REPORT | 2020-21

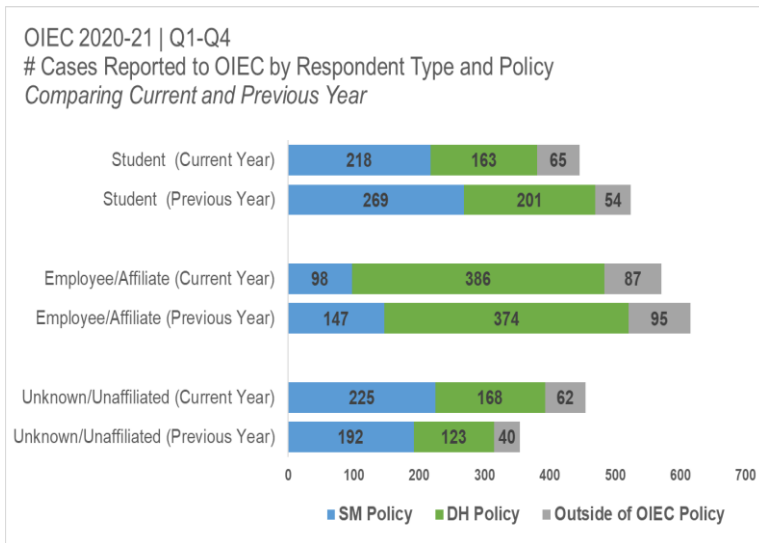
July 2020 - June 2021 Case Data



**Comparing FY 2019-20 to 2020-21, there was a 4% decrease in the number of cases reported to OIEC.**

**The most common allegations by policy are presented below:**

Q1-Q4 Discrimination and Harassment	Student (163 Cases)	Employee/Affiliate (386 Cases)	Unknown/Unaffiliated (168 Cases)
Race	73	119	65
Gender	47	102	21
Sexual Orientation	24	13	29
Disability	17	79	12
National Origin	9	32	12
Political Philosophy	9	20	11
Political Affiliation	7	12	8
Gender Identity	7	21	6
Age	2	25	4



Q1-Q4 Sexual Misconduct	Student (218 Cases)	Employee/Affiliate (98 Cases)	Unknown/Unaffiliated (225 Cases)
Sexual Harassment	81	67	36
Stalking/Gender-based stalking	51	13	29
Non-consensual Sexual Intercourse	36	7	51
IPA/Domestic and Dating Violence	38	14	46
Non-consensual Sexual Contact	24	4	16
Sexual Exploitation	15	4	17

**Q1-Q4 complaints against students and employees were resolved as follows:**

STUDENT Type of Resolution	Discrimination and Harassment	Sexual Misconduct
Outreach & Connection with Support	62	92
Informal Resolution/ Policy Compliance Meeting	35	35
No Basis to Proceed	27	25
Declined Resolution Process/Documentation Only	25	32
Informational only	5	5
Pending	1	7
Concerns Addressed w/ Supervisor/Dept	5	6
Preliminary Inquiry	0	1
<b>Formal Adjudication*</b>	0	11

\*There were 11 formal investigations of students for sexual misconduct during Q1-Q4; 3 are closed, 1 was dismissed, and 7 cases are pending. In addition, 1 respondent was found responsible for failure to comply with OIEC direction in a sexual misconduct case, and 2 were found responsible for failure to comply in two separate discrimination and harassment cases. Actions taken include disciplinary holds.

EMPLOYEE/AFFILIATE Type of Resolution	Discrimination and Harassment	Sexual Misconduct
Outreach & Connection with Support	153	36
Informal Resolution/ Policy Compliance Meeting	64	18
No Basis to Proceed	33	8
Declined Resolution Process/Documentation Only	75	11
Informational only	6	2
Pending	14	6
Concerns Addressed w/ Supervisor/Dept	34	14
Preliminary Inquiry	3	1
<b>Formal Adjudication*</b>	2	1

\*There was 1 formal investigation of sexual misconduct (involving two employee respondents). There are 2 formal investigations of employee discrimination and harassment that are currently pending. In addition, there was 1 formal investigation of a violation of the Conflict of Interest in Amorous Relationships Policy.

**During Q1-Q4, the Safety and Support Measures unit independently addressed 305 cases and served as second investigator on 34 cases. They also supported an additional 37 cases: 15 formal adjudications and 22 informal/educational resolutions. ADA Compliance initiated 547 new matters.**

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## Unit Accomplishments (4th Quarter)

### Assessment

- Supported Leeds, CIRES, JILA, Institutes JEDI committee, and Biochemistry Department to interpret Campus Culture Survey findings in order to plan for and implement actions.
- Ongoing preparation for Fall 2021 launch of the campus-wide Campus Culture Survey, including supporting other CU campuses, developing communications plan, final survey revisions/refinements, and analysis planning.

### ADA Compliance

- Continued to navigate changes in process related to COVID-19 precautions.
- Consulted on questions related to remote and hybrid work arrangements.
- Researched and guided conversations about university equipment related to remote work.

### Case Resolutions

- Conducted the first cross-examination hearings in the new formal grievance process under the Sexual Misconduct, Intimate Partner Violence, and Stalking Policy.
- Revised the OIEC Resolution Procedures for the upcoming academic year.
- Case Resolutions and Support and Safety Measures (SSM) assisted the Office of Student Conduct and Conflict Resolution (SCCR) in adjudicating conduct cases related to COVID-19 violations.

### Education & Prevention

- In-Person/Virtual Training Attendance:  
Total trainings: 43 | Number of participants: 713 | Students: 233 | Staff & Faculty: 447 | Affiliates, Volunteers, & Non-CU: 33
- Scope of Training: Culture Reset – Department Values and Norms Setting, Calling People In – Addressing Microaggressions and Bias, Bystander Intervention, Mitigating Unconscious Bias, Discrimination and Sexual Misconduct Policy, and Mandatory Reporting.

### Support & Safety Measures

- Worked with the Office of Vicim Assitance (OVA) and campus partners on SSM outreach to be more transparent on the value of multicultural counselors, and connection to resources especially for discrimination/harassment cases based on protected class.
- Collaborated with Admissions and campus partners to ensure admissions document includes disclaimers about what will be reported to OIEC and reaching out to affected students once they confirm.
- IDEA Council – drafted campus land acknowledgment and had it voted into effect, and drafted DEI evaluation accountability for faculty and had it voted to move to BFA for implementation.