



2021-22 BY THE NUMBERS

33%

Reduction in the investigation timeframe from the past year.

433

Individuals supported through the Support and Safety Measures team.

21,853

Students and employees completed online education on discrimination, harassment, sexual misconduct, and bystander intervention skills.



133

Different events ADA provided ASL/captioning services.



10,759

Student Sexual Misconduct Survey responses analyzed.



6,276

Students and employees educated through 210 facilitated sessions.



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ADA Compliance

- Managed the largest number of cases ever administered by the ADA Compliance office, fielding **606** new contacts from employees, supervisors, campus partners, and members of the public related to ADA accessibility and accommodations.
- Provided American Sign Language Interpretation or live captioning at **141** events on campus and in virtual platforms.
- Assessed and responded to requests for formal workplace accommodations in **68** instances after engaging in interactive processes with employees and supervisors.
- Provided campus community members and visitors a range of services including effective communication such as large-print programs and assistive listening support, temporary ramping, priority seating, transportation assistance, and live audio description in conjunction with various university events and productions, many of which occurred in person for the first time in nearly three years.
- Collaborated with campus partners including Facilities Management Campus Planning, Human Resources, and the Center for Inclusion and Social Change to evaluate existing lactation spaces and develop a new campus lactation policy. This policy establishes standards and procedures to ensure access for lactating individuals across campus.

“Needing this type of help is new to me and I have not been sure where to turn or how to make things work...I am extremely grateful for all the ways you have helped and been so kind.” *–Instructor*

“Thank you for your work and most helpful communications with me. I’m grateful to you for being such an expert support and resource.” *–Associate Professor*

Support and Safety Measures

- Hired and onboarded a new Case Manager to better support the increasing volume of matters handled by the SSM team and to continue to provide timely and comprehensive support to respondents and complainants.
- Collaborated with Athletics to design and implement the new NCAA sexual misconduct policy and procedures for the 2022-2023 academic year. This new policy requires incoming, transfer, and returning student-athletes to complete a Disciplinary Standing Form regarding past or present involvement in a case with a responsible finding (or possible finding) for interpersonal violence, sexual violence, or other acts of violence prior to the student being eligible for practice, competition, or receipt of Athletics financial aid.
- Continued to initiate response, collaborate with partner offices, and work to resolve high-impact cases for individual students and the broader campus community. Notable work this year included remediating past harm by providing former complainants with debt relief and academic assistance, working with Facilities Management and Student Affairs on ongoing campus facility issues to improve safety and inclusiveness, and coordinating

messaging and responses related to high-level incidents involving identity-based harms in the residence halls.

“Tremendous thanks to you for following up on all of this. What a comprehensive meeting and outcome! I am so impressed with the way the SSM team has worked to support this student and also to ensure that [other campus offices] are working towards broader positive change. The partnership with us is great as well and provides an important learning opportunity for [other campus units.]” *–Director, CU Religious Organization*

“Thank you for helping this student and going above and beyond. You have been timely with follow-up and have done so much to support them.” *–Campus partner*

Case Resolutions

- Responded to **1,536** reports of alleged misconduct, which is the highest volume of cases reported in since the inception of the OIEC in 2014. Of the 1,536 reports:
 - **656** fell under the jurisdiction of the Sexual Misconduct, Intimate Partner Violence, and Stalking Policy
 - **716** were concerns within the protected class Discrimination and Harassment Policy
 - **2** were related to the Conflict of Interest in Cases of Amorous Relationships Policy.

For each case falling within the OIEC’s jurisdiction, the CR team connected with every complainant to share information about options for addressing the concerns, support and assistance, and confidential campus support.

- Investigated **27** cases through a formal grievance or adjudication process. In **244** cases, Investigators addressed allegations with respondents through educational resolutions that promote an inclusive culture at the university, including being respectful of differences and identifying strategies to manage conflict that cultivate a safe, inclusive, and accessible campus environment for all members of the CU Boulder community.

“Most certainly, it is heartening to know the university supports efforts for fairness and resolution...[Investigators] have both been professional and supportive. Simply the best.” *–Advisor for Complainant*

- Identified and implemented several ways to improve the timelines for case resolutions resulting in a **33%** reduced timeframe for the investigative phase of the formal grievance processes. This reduction did not compromise the integrity of the process or the scope of information gathered, yet improved the experience for all parties going through this process.

“I just wanted to take some time out of my day to thank the [Investigators] for all the hard work you did this year. It cannot be easy doing your job and keeping up with many cases not just one. I want to thank you [Investigators] for helping me find closure in some ways, and making a difference not only for me, but for making

women in boulder more safe as a whole. I would not have been able to make the step forward and be fully vulnerable if it weren't for conversations we had! ...I appreciate everything you did for me." –*Student Complainant*

- Restructured the intake process for all OIEC cases through the hire of a new Intake Coordinator. This role streamlines OIEC response efforts and assists investigators with case management to further improve case resolution timelines.
- Finalized the creation of a new internal database case management system. This new database system better allows the OIEC to be responsive to data requests and identify notable trends at the campus, college, and department levels that may benefit from further intervention.

Prevention Education and Assessment

- Integrated the Community Equity training required for all new undergraduate students into the CU Boulder New Student Online Experience course. This innovation ensures that all new students complete the online training before they register for their first semester courses so that students arrive on campus with an understanding of university policies, reporting processes, support resources, and skills for preventing and addressing discrimination, harassment, sexual misconduct, intimate partner violence, and stalking.
- Worked with IFC on the Hill to help them integrate required training for all chapters on sexual assault prevention, consent, and bystander intervention skills into their bylaws.
 - Facilitated one training for **400+** new members and **19** separate chapter sessions for a total of **1,318** undergraduate fraternity men.

“First off, I was blown away by the way you spoke and got everyone engaged at the IFC wide sexual assault meeting. Thank you for all that you do—you make such an impact on our community, everyone you work with, and so many others through your education.” –*Colorado Alpha President, Pi Kappa Psi*

- Served on the planning committee for the 2021 Colorado Sexual Misconduct Summit and facilitated a session on best practices in prevention at the statewide summit.
- In partnership with the Office of Data Analytics, successfully administered the 2021 Campus Culture Survey, which included questions about:
 - Incivility, microaggressions, harassment, discrimination, and other identity-based harms
 - Sexual misconduct (harassment, exploitation, and assault), intimate partner violence, and stalking for undergraduate and graduate students.
- Over **18,000** CU Boulder community members participated: **71%** of staff (translations offered in Spanish, Chinese, Nepali, Tibetan, and Laotian), **55%** of faculty, **43%** of graduate students, and **30%** of undergraduate students completed the survey.
- Released findings to the campus including both [campuswide and unit-based dashboards](#) and an extensive CCS survey report with structural equation models that tested the

- complex relationships among the CCS themes and their ability, when considered together, to predict important outcomes like Commitment to CU.

“Thank you for your presentation this morning--aces per usual! You have a real gift for summary and synthesis. Fabulous!” –*Senior Vice Chancellor*

- Facilitated over **200** sessions for students, staff, and faculty designed to build skills for reducing identity-based harms and sexual misconduct and for increasing skills for addressing problematic behaviors and supporting belonging and community.

“I enjoyed your talk. Although it was on bias, it could have easily been a masterclass on how to be a good (or perhaps, better) person. An example you gave that stood out to me was the importance of swapping out people when making certain decisions: If this were my sibling (or best friend or the A+ student), how would it affect my decision? Thinking about it as you spoke, I connected with my shortcoming as a human being; And how I could improve myself by looking at things from a 3-dimensional perspective. This would allow for empathy, inclusion, kindness, and much more. I'd hoped to learn something. I did not expect it to be this thought-provoking. –*PhD student in Computer Science*