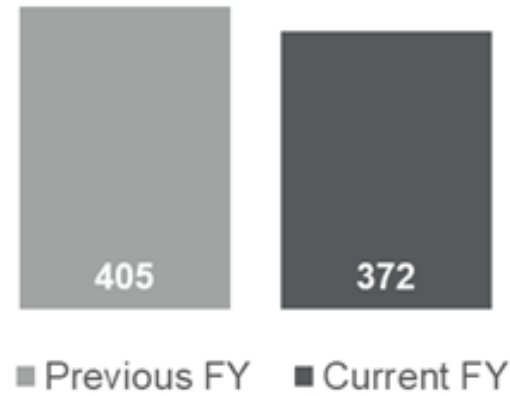


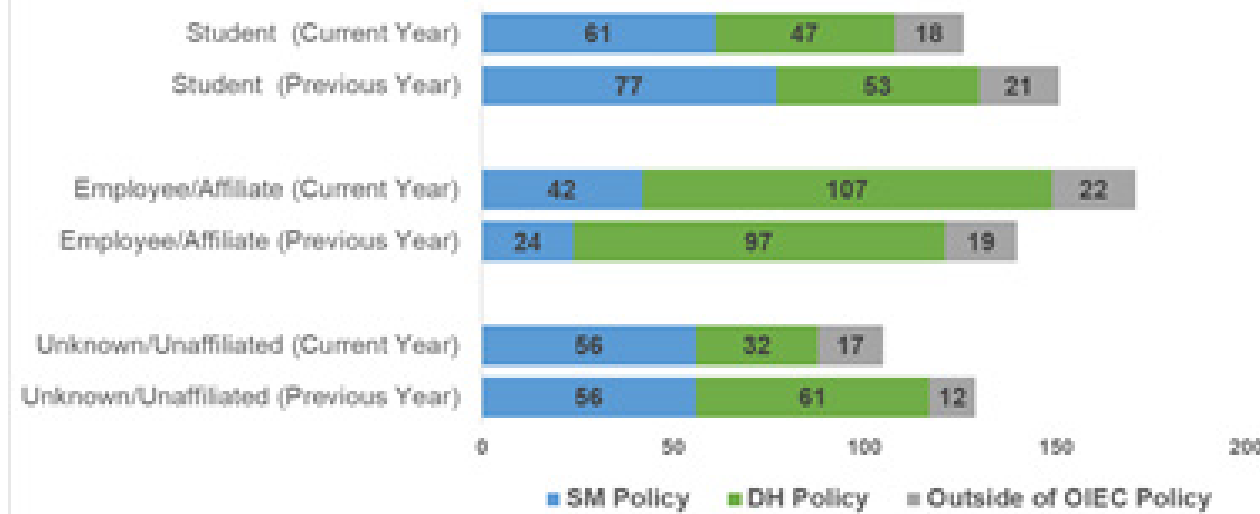
# OIEC 1ST QUARTER REPORT | 2021-22

July - September 2021

Total Cases Reported to OIEC  
2021-2022  
Q1



OIEC 2021-22 | Q1  
# Cases Reported to OIEC by Respondent Type and Policy  
Comparing Current and Previous Year



Comparing the current Q1 to the previous year, overall cases have decreased, but there has been an increase in cases among employees.

Case Resolutions commenced 6 formal grievance processes in Q1.

During Q1, Support and Safety Measures independently addressed 52 cases and assisted with additional 15 cases.

3 most commonly reported protected-class discrimination and harassment complaints:

Employee Respondents:

- Race (41)
- Gender (29)
- Disability (26)

Student Respondents:

- Race (17)
- Gender (13)
- Sexual orientation (12)

## Unit Accomplishments

### Assessment

- Presented on upcoming Campus Culture Survey (CCS) to key offices, teams, and individuals in preparation for the October survey launch: Chancellor's Cabinet, UELT, Residence Life, SRS Leadership Team, AVCs, Chairs & Directors, IDEA Council, HR Liaisons.
- Continued preparation for October CCS launch: survey finalization and programming, communications planning and materials development, Tableau development, analysis planning, meetings with stakeholders and with survey leaders on other CU campuses.

### ADA Compliance

- Initiated 177 new matters.
- Transitioned to new captioning and ASL vendors in collaboration with Disability Services.

- Continued providing consult on inquiries related to medical vulnerability to COVID-19 and requests to work remotely.
- Worked closely with Human Resources and other campus partners to develop detailed guidance for formalizing updated work modalities across campus.

### Case Resolutions

- Conducted interviews to gather information about best practices being implemented at other Pac-12 schools for conducting formal grievance processes under the new regulations required by the Office for Civil Rights.
- Participated in a three-day Clery Act training with CUPD and other members of campus to review current practices with best practices.
- Participated in the Gender Equity Plan Review task force with the Athletics

Department and other members of the campus to review gender equity and compliance within CU Boulder athletics.

### Support and Safety Measures

- Continued to follow up and collaborate closely with Case Resolutions to address support and safety measures during period of high case response.
- Focused on support measures and equitable follow up when working with respondents in accordance with new Title IX regulations.

### Education and Prevention

- In-person/virtually facilitated training attendance:
  - > Total trainings: 55
  - > Number of participants: 2,181
  - > Students: 749
  - > Staff and faculty: 1,416
  - > Other (Non-CU): 16

- Online training completions in Canvas and Skillsoft:
  - > First-year undergraduates: 7,444
  - > Second-year undergraduates: 4,505
  - > Graduate students: 2,159
  - > Employees: 1,968
- Scope of audiences:
  - > Graduate student department orientations
  - > CTL/GTPI Fall Intensive
  - > Academic departments and faculty orientations
  - > Athletics coaches and student-athletes
  - > Summer Bridge programs
  - > Classrooms
  - > Fraternities
  - > Academic Leaders Institute
  - > Colorado Sexual Misconduct Summit statewide event