

OIEC in Brief

Annual Report Summary / October 2018

October 28, 2018

Letter from the Associate Vice Chancellor

As the Office of Institutional Equity and Compliance issues its first annual report, I find myself asking: What has improved for our community? What has not? Four years ago, the university embarked on a mission to create a national model in the prevention of and response to sexual misconduct, and protected-class discrimination and harassment. By some measures, our community has rallied around this mission, and we have experienced concrete results:

- Vastly expanding the scope and depth of our education, prevention, and assessment efforts for students, faculty, and staff at CU Boulder and the System Office
- Ensuring the availability of university staff to provide a continuum of support for impacted parties, including during evenings and weekends
- Providing greater service for those requiring disability- and/or pregnancy-related accommodations to sustain an accessible environment
- Building and maintaining renewed trust and confidence in the university's response efforts as evidenced by a tremendous increase in reporting for typically underreported incidences of sexual misconduct, and protected-class discrimination and harassment (161 percent for students and 286 percent for employees over the last four years)

How has this been possible? Your commitment and partnership. Success in these areas has depended on your collaboration and a shared vision to make this campus a safer and more welcoming place. Together, we have:



- Institutionalized the Rapid Response Team, Campus Climate Response Team, DA/Athletics Task Force, and memorandum of understanding with local law enforcement, working alongside a wide variety of offices, including Student Affairs, Human Resources, Athletics, CU and Boulder police departments, District Attorney's Office, University Counsel, and Strategic Relations and Communications
- Collaborated with Athletics to ensure annual, in-person training for each employee and student athlete, and to provide captioning for events at Folsom Field and the CU Events Center
- Worked with ODECE to foster inclusive excellence, including presenting workshops at the Diversity Summits and being a member of the Diversity and Inclusion Academic Excellence Authoring Committee
- Partnered with CIRES, LASP, and CEAS for individualized assessment and response tools to address workplace culture

However, despite great progress on many of these fronts, our collective vision of a more welcoming environment is not realized for many, and our struggle for a sense of community and belonging continues. To create true behavior change, each one of us has to be part of the solution. Think about your daily actions. Think about what you say and how you say it. Think about ways in which you, too, can call out inappropriate words or actions in a way that can help people do better. Support people in a meaningful and sustained way. Be the community to which we all aspire.

We will be alongside you each step of the way.

Valerie Simons

Associate Vice Chancellor and Title IX Coordinator
Office of Institutional Equity and Compliance



Institutional Equity and Compliance
UNIVERSITY OF COLORADO BOULDER

Find the full OIEC annual report at
colorado.edu/oiec/about-us

The OIEC addressed more than 1,300 complaints this year. This number has almost tripled in the past three years, indicating continued trust by the CU Boulder community to resolve concerns at all levels of severity and to connect parties with other appropriate campus resources and support.

OIEC has created a comprehensive approach with four specialty units. This year, the **Case Resolutions unit** took steps to enhance campus partnerships with chairs, supervisors, and appointing authorities in the informal resolution process. We now connect with appointing authorities at the outset of informal resolutions to ensure that they receive the necessary tools to serve as a strategic partner in the decision-making process.

Forty-four cases required formal adjudication by OIEC this year. For these most serious cases, the Case Resolutions unit uses an adjudication model that emphasizes equity, fairness, and due process for both parties. Key features include: allowing the parties to review the entirety of the evidence gathered during the investigation; ensuring the parties are informed of the information equity officers are relying upon to make factual findings; allowing each party to cross-examine the other via the use of written questions; and using a review board to ensure a thorough and unbiased investigation.

To provide the campus with a swift and effective response, OIEC is staffed on nights and weekends to implement safety and support measures to help students, staff, and faculty to continue to be successful at CU. This year, the **Remedial and Protective Measures unit** assisted with more than **470** cases. Demand for these services increased **98 percent** from the previous year.

The **ADA Compliance team** is responsible for providing disability-related information, services, and resources to the campus community, including the provision of workplace accommodations. This year, the ADA unit managed **262** cases and also consulted with campus partners on **53** matters involving ADA concerns, including issues such as food in classrooms, training, and emotional support animal and service animal complaints.

The **Education and Assessment team** trained more than **6,500** incoming first-year and transfer students in effective bystander intervention skills. The team also facilitated training in policy, advanced bystander skills, and implicit bias for students, staff, faculty, and non-CU affiliates. In total, **15,320** people attended in-person educational sessions, and **18,323** completed online training.



“Thank you again. It feels good to work for a campus that doesn’t make me feel like I’m alone in dealing with such matters.”

—Student staff member

“It was really great to have you there for the conversation. It lent gravity, I think, and you were able to cover issues that I hadn’t thought about or didn’t know how to handle.”

—Department chair

“Thank you so much for being so helpful to me these past months with the housing accommodations. I cannot thank you enough.”

—Undergraduate student