

University of Colorado Boulder

Unidentified and Unaffiliated Respondents
Statistical Report

Fiscal Year 2021-2022

Office of Institutional Equity and Compliance
9-19-2022

Overview

The Office of Institutional Equity and Compliance (OIEC) addresses all protected-class discrimination and harassment, sexual misconduct, and related retaliation complaints against affiliates of the University of Colorado Boulder (CU Boulder), pursuant to university policy. The Discrimination and Harassment Policy prohibits protected-class discrimination, harassment, and/or related retaliation. The Sexual Misconduct, Intimate Partner Violence, 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 that are 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 presents data on sexual misconduct and protected-class discrimination and harassment complaints received by OIEC between July 1, 2021 and June 30, 2022 involving reports that did not identify the alleged offender by name or by campus role (student, staff, faculty, or affiliate), *or* identified an alleged offender who was unaffiliated with the university, and therefore, outside of OIEC jurisdiction.¹

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

During the 2021-2022 fiscal year, a total of 394 complaints against unidentified or unaffiliated individuals that were reported to OIEC:

- 105 complaints under the Discrimination and Harassment Policy
- 245 complaints under the Sexual Misconduct, Intimate Partner Violence, and Stalking Policy
- 7 complaints involved charges under both policies
- 49 complaints did not fall under either policy
- There were two additional allegations of involving respondent's affiliated with UCCS and CU Denver, each referred to the respective campus.

The types of allegations² made under each policy are presented in Tables 1 and 2.

¹ In OIEC statistical reports for 2014-2018, unidentified and unaffiliated respondents were included in the Employee, Affiliate, Non-Affiliate, and Unidentified Non-Student Respondent Report. As the number of complaints involving unidentified and unaffiliated respondents has nearly doubled since 2014, these cases are now reported separately.

² For each policy, there are more allegations than complaints because a single case may involve multiple allegations.

Table 1. Types of Discrimination and Harassment Allegations	# Allegations
Race	35
Unknown Class or Provision / No Details	34
Sexual Orientation	18
Disability	16
Gender Identity	10
Gender and Sex	8
Political Philosophy	7
National Origin	6
Religion or Creed	4
Age	2
Gender Expression	1
Political Affiliation	1
Total	142

Table 2. Types of Sexual Misconduct Allegations	# Allegations
Non-consensual Sexual Intercourse	117
Dating or Domestic Violence	36
Stalking	35
Hostile Environment	34
Non-consensual Sexual Contact	20
Sexual Exploitation	12
Unknown Provision / No Details	10
Total	264