

University of Colorado Boulder
Support and Safety Measures
Statistical Report
Fiscal Year 2022-23

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Overview

The Office of Institutional Equity and Compliance (OIEC) addresses all protected-class discrimination and harassment, sexual misconduct, and related retaliation complaints against University of Colorado Boulder (CU Boulder) employees and affiliates 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. The Conflict of Interest in Amorous Relationships Policy requires that persons who are involved in a consensual romantic or sexual relationship in which one party maintains a direct supervisory or evaluative role over the other party must bring that relationship to the timely attention of their supervisor so that the evaluative relationship can be removed.

In response to a report of allegations falling under these policies, the OIEC Support and Safety Measures (SSM) unit offers a variety of measures to ensure a safe and nondiscriminatory environment and to reduce disruptions to daily life. This includes providing resources for individuals who have experienced behavior prohibited under applicable policies (complainant) and those accused of prohibited conduct (respondent). SSM considers the various needs to all involved parties and coordinates with offices across campus to help implement these supportive and safety measures to help individuals continue their education or employment.

This report presents data on OIEC cases that received support or safety measures related to sexual misconduct, protected-class discrimination and harassment, and/or conflict of interest in amorous relationships complaints received by OIEC between July 1, 2022, and June 30, 2023.¹

During the 2022-2023 fiscal year, SSM received 594 referrals and outreached to each individual who may have experienced impact.

Of these 594 cases, SSM assisted with 105 support measures and 21 safety measures. SSM also assisted with 64 outside inquiries regarding OIEC specific disciplinary history and 5 conduct review committee cases.

¹ All complainants are provided information about options for assistance and campus support and were referred to Office of Victim Assistance (OVA) or other confidential support services.

Support Measures Provided

Types of Support Measures²

SSM provided 105 support measures to students, staff, faculty, and non-affiliates.

Table 1. Types of Support Measures	# of supports
Academic Services	55
Changes to campus activities	1
No-contact orders enforced by the university	31
Residential relocation	9
Transportation changes	4
Other	5
Total number of support measures	105

Examples of Support Measures

Academic Services

- Outreach to professors for assignment extensions, extra exam time, etc.
- Switching courses or course sections
- Checking course overlap with other party

Changes to campus activities

- Facilitating a change to a student's mailroom
- Relocating an employee's workspace
- Modifying an employee's work modality

No-contact orders enforced by the university

- Written notices of reducing or prohibiting contact between two parties

Residential relocation

- Supportive assistance to move a party to another living space either on campus or off campus
- Providing housing information, such as off-campus housing, community resources, and on-campus housing

Transportation changes

- Parking permit modifications
- Assistance with campus and community bus information

Other

- Assistance with email technology
- Navigation of university systems
- Connecting with campus resources, such as confidential support or legal assistance

² All complainants are provided information about options for assistance and campus support and were referred to Office of Victim Assistance (OVA) or other confidential support services.

Safety Measures Implemented

Types of Safety Measures

SSM assessed for and implemented 21 safety measures.

Table 3. Types of Safety Measures	# of safety
Administrative leave	1
Campus exclusion orders	7
Changes to or exclusion from classes	1
Interim student suspension	4
Residence hall contract termination	2
Residence hall exclusion	3
Residential relocation	1
Student account hold	2
Total number of safety measures	21

Examples of Safety Measures

Administrative leave

- Employees are placed on temporary leave during the formal grievance process.

Campus exclusion orders

- Student or employee is excluded from specific locations or the entire campus.

Changes to or exclusion from classes

- Student is either removed from, or switched to, a specific course(s).

Interim student suspension

- During the course of a formal grievance process, a student is suspended from taking courses at the university, which includes both in-person and remote courses.

Residence Hall contract termination

- The contract that a student signs when they move into a residential hall is terminated.

Residence Hall exclusion

- A student is prohibited from living within on-campus residential halls.

Residential relocation

- A student and/or employee is removed from their current residence and either moved to another location or can opt to move off campus.

Student account hold

- Hold placed on student's university enrollment record to notify the OIEC when they re-enroll so follow up can occur at that time.

Outside Inquiries Regarding OIEC discipline and Conduct Review Committee Cases

SSM oversees all outside inquiries regarding OIEC specific disciplinary history and policy findings for current or past students or employees. SSM also works in conjunction with the Conduct Review Committee (CRC) on cases where OIEC and CRC policies may overlap. During the 2022-2023 fiscal year, SSM assisted with **64** outside inquiries and **5** conduct review committee cases.

- **Outside inquiries** include reviewing, completing, and submitting sexual harassment/misconduct disclosure forms and other related sexual misconduct inquiries. These can include current or former employees and students.
- **Conduct Review Committee** cases are reports received regarding incoming or current CU Boulder students with allegations that need to be reviewed to determine if they occurred before or after the student was affiliated with the university, in which the student may be in violation of the policies enforced by the OIEC. CRC reviews the allegations and conducts appropriate follow up to ensure compliance with policies and campus safety.