



# Institutional Equity and Compliance

UNIVERSITY OF COLORADO **BOULDER**

## **Options for Reporting, Assistance, and the University Resolution Process Following an Incident of Sexual Misconduct, Intimate Partner Violence, or Stalking**

The University of Colorado Boulder (CU Boulder) prohibits sexual assault, dating violence, domestic violence, stalking, sexual exploitation, and sexual harassment (quid pro quo and hostile environment) under the Sexual Misconduct, Intimate Partner Violence, and Stalking Policy and provides institutional procedures for resolving reported incidents.

It is important that campus community members and others who believe they have been subjected to any of these behaviors read the following information. Although not intended to be a comprehensive explanation of options and rights, this information may be useful for understanding what options and resources are available following an incident of sexual misconduct.

Sexual violence, sexual harassment, and other gender- or sex-based harassment occurring in the college setting implicates federal law including the Violence Against Women Act and Title IX of the Higher Education Amendments of 1972, which prohibits discrimination and retaliation for raising a concern of discrimination on the basis of sex in educational programs or activities.

These laws activate certain responsibilities on the part of educational institutions. CU Boulder staff in the Office of Institutional Equity and Compliance (OIEC) administer the provisions of VAWA and Title IX.

CU Boulder is committed to maintaining a positive learning, working, and living environment. When sexual harassment, sexual violence, intimate partner violence, or stalking has occurred and is brought to the attention of the university, OIEC will take steps to end the conduct, prevent its reoccurrence, and address its effects. For more information, see the related university policy at <https://www.cu.edu/oie/aps/5014>.

The OIEC is responsible for implementing and enforcing three policies at CU Boulder: the University of Colorado Sexual Misconduct, Intimate Partner Violence, and Stalking Policy; the CU Boulder protected-class Discrimination and Harassment Policy; and the University of Colorado Conflict of Interest in Cases of Amorous Relationships Policy. For more information about the OIEC, visit <http://www.colorado.edu/oiec>.

### **Contact Information for OIEC Staff:**

#### **Main Office**

Administrative and Research Center (ARCE), East Campus  
3100 Marine Street, 2nd Floor

557 UCB  
Boulder, Colorado 80309  
Phone: 303-492-2127  
Email: [oiiec@colorado.edu](mailto:oiiec@colorado.edu)  
Website: [www.colorado.edu/oiiec](http://www.colorado.edu/oiiec)

**Llen Pomeroy**

Associate Vice Chancellor & Deputy Title IX Coordinator  
Direct Line: 303-492-0277  
Email: [lenn.pomeroy@colorado.edu](mailto:lenn.pomeroy@colorado.edu)

**Megan Clark**

Senior Director of Case Resolutions & Deputy Title IX Coordinator  
Direct Line: 303-492-2797  
Email: [megan.clark@colorado.edu](mailto:megan.clark@colorado.edu)

**Regina Tirella**

Senior Director of Support and Safety Measures & Deputy Title IX Coordinator  
Direct Line: 303-735-7521  
Email: [regina.tirella@colorado.edu](mailto:regina.tirella@colorado.edu)

**Teresa Wroe**

Senior Director of Education and Prevention & Deputy Title IX Coordinator  
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**REPORTING OPTIONS**

**\*Call 911 in an emergency or for an immediate safety concern.**

**Internal reporting to CU Boulder (OIEC)**

To notify the university of potential sexual misconduct, discuss potential individual supportive services, or to initiate a resolution process described in the [OIEC Resolution Procedures](#), individuals may:

- Call OIEC during business hours: 303-492-2127
- Email OIEC at any time: [cureport@colorado.edu](mailto:cureport@colorado.edu)
- Report an incident through the OIEC [online form](#) (anonymous reporting) at any time.
- Make a report in person<sup>1</sup> during business hours or by mailing information to: Office of Institutional Equity and Compliance, Administrative and Research Center, 3100 Marine Street, 557 UCB, Boulder, CO 80309.

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<sup>1</sup> In-person reporting and meetings may not be available at all times during the 2020-2021 academic year due to remote campus operations implemented as preventative measures during the COVID-19 pandemic. Meetings will be conducted via telephone or videoconference when in-person meetings are not available. Please contact the OIEC for the most updated information.

- Additional detailed information about how to file a Formal Complaint requesting that the OIEC investigate an allegation of sexual misconduct is available in Section VII of the [OIEC Resolution Procedures](#) or by contacting the OIEC's Case Resolutions team at [cureport@colorado.edu](mailto:cureport@colorado.edu). To access the complaint form, click here: <https://www.colorado.edu/oiec/reporting-resolution-options/making-report>

***Even if someone who experiences sexual misconduct chooses not to file a formal complaint and/or chooses not to participate in a resolution process (through OIEC or law enforcement), the person can still contact the OIEC for information and assistance accessing on- or off-campus supportive services. More information about individualized supportive services available through the OIEC's Support and Safety Measures team is online at: <https://www.colorado.edu/oiec/support-resources>***

## **Reporting to Law Enforcement**

People who experience misconduct are not required to, but do have the right to, file a criminal complaint with law enforcement and to the OIEC simultaneously. The OIEC can assist in reporting to law enforcement for people alleging misconduct that may also be a criminal offense.

Please note that it is important to preserve evidence that may assist in documenting that the alleged criminal offense occurred or that may be helpful in obtaining a protective order.

Reporting to university police (CUPD) will constitute notice to the OIEC and may result in an OIEC resolution process. In cases of sexual assault, university police will disclose the name of the person listed as the victim in a police report only with the person's consent.

### **University of Colorado Police Department (CUPD)**

For incidents that occur on the CU Boulder campus.

- 303-492-6666 (non-emergencies)
- <https://www.colorado.edu/police/> (general information)
- <http://www.colorado.edu/police/records-reports/anonymous-reporting> (anonymous reporting)

### **City of Boulder Police Department (BPD)**

For incidents that occur off campus.

- 303-441-3333 (non-emergencies)
- <https://bouldercolorado.gov/police> (general information)

## **Confidential Assistance**

If a person is not sure about initiating a university resolution process or making a police report, the person alleging misconduct can receive free, confidential support by contacting the Office of Victim Assistance (OVA) at the University of Colorado Boulder. OVA advocates can work with clients regardless of whether the incident occurred on or off campus.

### **Office of Victim Assistance (OVA)**

All OVA employees are advocates and licensed counselors. OVA employees will not disclose any information a client shares with a counselor advocate without the client's express permission.

- Phone: 303-492-8855
- Email: [assist@colorado.edu](mailto:assist@colorado.edu)
- In person:<sup>2</sup> Office of Victim Assistance, Center for Community (C4C), Ste. N450, 2249 Willard Loop Dr., Boulder, CO 80305
- Website (<http://www.colorado.edu/ova>)

Other confidential and non-confidential resources are listed in the "Support Resources" section below and on the OIEC website at <https://www.colorado.edu/oiec/resources>.

### **Preservation of Evidence**

An individual may be unsure if they want to report to law enforcement, OIEC, or confidential support services. Regardless of whether or not someone wants to report an incident(s), it is important to preserve any evidence of the incident so that if at any point in time they do wish to report, that evidence is still available. Please note that if some or all of this evidence is unavailable or does not exist, reporting to law enforcement and/or the university is still encouraged. The lack of evidence listed below does not preclude an investigation from taking place.

Examples of evidence to preserve (when applicable) include, but are not limited to:

- Clothing that the individual was wearing
- Bedding or towels
- Text message correspondence discussing the assault (either with the accused or with friends or family)
- Photographs
- Written correspondence (notes, letters, etc.)
- Screenshots
- Emails
- Social media correspondence/posts (Facebook, Tinder, Snapchat, Instagram, etc.)
- Correspondence via other messaging apps (Whatsapp, Viber, Signal, etc.)
- Video surveillance (Please note that on-campus security video systems have limited retention and storage capacity. It is important to request on-campus video be preserved as soon as possible after the incident, even if you do not know whether video recordings are relevant.)
- Names of and contact information for potential witnesses

### **Sexual Assault Nurse Examination (SANE)**

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<sup>2</sup> In-person reporting and meetings may not be available at all times during the 2020-2021 academic year due to remote campus operations implemented as preventative measures during the COVID-19 pandemic. Meetings will be conducted via telephone or videoconference. Please contact the OVA for the most updated information.

If an individual wants to undergo a medical exam in order to obtain and preserve evidence, they can go to the Sex Assault Nurse Examiner (SANE) program at the [Emergency Department at Boulder Community Health Foothills Hospital](#), ideally within five to seven days of the sexual assault. A SANE exam can be accessed directly and without reporting to police. It is best to not bathe, shower, eat, drink, douche, or change clothes before a SANE. However, evidence can still be collected even if any or all of these things have been done. Financial assistance may be available.

Find out more information about SANE at <https://www.bch.org/Our-Services/Emergency-Trauma-Services/Sexual-Assault-Nurse-Examiners.aspx>.

## **SUPPORTIVE AND SAFETY MEASURES**

### *Availability of supportive measures*

When an individual notifies the OIEC (either directly or through a responsible employee, advocate, or third party) that they have experienced sexual misconduct, the OIEC will provide assistance as needed, whether or not there is a formal report or participation in a grievance or resolution process. Supportive measures are non-disciplinary, non-punitive individualized services designed to restore or preserve a party's equal access to CU Boulder's educational program or activity, including employment opportunities, without unreasonably burdening the other party. Supportive measures are offered as appropriate, as reasonably available, without fee or charge to the party.

### *Supportive measures available through the OIEC*

Types of individualized services (or assistance with services) available include, but are not limited to, accessing on- and off-campus counseling, health services, academic support, mental health services, housing room assignment changes, victim advocacy, employment issues, transportation/parking changes, legal assistance, visa and immigration services, no-contact orders, and forensic sexual assault nurse exams (SANE). A list of such resources is provided below and confidential offices are designated.

Individualized supportive services are provided if reasonably available, free of charge, regardless of whether the person who experiences sexual misconduct chooses to participate in any campus grievance or disciplinary proceeding, or report the crime to law enforcement.

For more information about accessing supportive and safety services, please contact: Regina Tirella at 303-735-7521 or [regina.tirella@colorado.edu](mailto:regina.tirella@colorado.edu) or Llen Pomeroy at 303-492-0277 or [lleen.pomeroy@colorado.edu](mailto:lleen.pomeroy@colorado.edu).

### *Protective orders*

Individuals who are interested in obtaining an Order of Protection, or any other order issued by a court, will need to pursue those options on their own behalf. Restraining orders are obtained through the Boulder County Consolidated Courts. More information on obtaining a restraining order in Colorado is located at <http://www.courts.state.co.us/userfiles/File/Media/Brochures/restraining.pdf>.

The [Office of Victim Assistance \(OVA\)](#) can assist individuals free of charge with the process of obtaining a restraining order. [CU Student Legal Services \(SLS\)](#) may also be able to provide resources. CU Boulder complies with Colorado law in recognizing orders of protection. Any person who obtains an order of protection from Colorado or any other state should provide a copy to the University of Colorado Boulder Police Department (CUPD) and the Associate Vice Chancellor of OIEC.

## OIEC – OVERVIEW OF RESOLUTION PROCESSES

The following information is intended to provide individuals who believe they have experienced sexual misconduct with an overview of supportive services and internal resolution processes available through the OIEC. For detailed information, please refer to the [OIEC Resolution Procedures](#) at <https://www.colorado.edu/oiec/reporting-resolutions>.

### Supportive measures

When the OIEC receives a report of alleged sexual misconduct as covered by university policy, the OIEC will respond to the complainant (the person who experienced or was targeted by the alleged misconduct) to discuss the availability of individualized supportive services. A complainant can receive supportive services regardless of whether or not the complainant files a formal complaint or pursues a non-disciplinary resolution process. Supportive services are offered free of charge and are designed to preserve a complainant's equal access to academic and/or employment programs and activities at CU Boulder.

### Complainant agency

The OIEC will consider a complainant's wishes in determining how an allegation of sexual misconduct is addressed. A complainant can, but is not required to, file a formal complaint requesting the OIEC investigate and adjudicate allegations of sexual misconduct. There is no time limit for filing a formal complaint. To file a formal complaint, please contact the OIEC or access the access the complaint form, here: <https://www.colorado.edu/oiec/reporting-resolution-options/making-report>.

A complainant can also request that the allegation be addressed through a non-investigative, non-disciplinary approach, such as a Policy Compliance Meeting with the respondent. A complainant can also request that the allegation not be addressed.

In certain situations, the Title IX Coordinator or designee may file a formal complaint initiating a formal grievance process regarding allegations of sexual misconduct even if the complainant does not wish to file a complaint or participate in an adjudication. Such decisions will only be made on a case-by-case basis, in consideration of CU Boulder's responsibility to provide a safe and non-discriminatory environment, and after an individualized and thoughtful review.

### Formal Grievance

For cases that result in a Formal Grievance Process, the investigation is conducted by officials who have received specialized training. During the investigation, the parties have the option to bring an advisor, advocate, and/or other support person of their choice to any meeting with the

OIEC. The OIEC investigation will include requests to interview the complainant(s), respondent(s) (the person accused of misconduct), and witnesses, as well as identification and review of any documentation directly related to the allegations. After the investigation, the OIEC will provide all parties with all evidence collected that is directly related to the allegations at issue. Parties will then have an opportunity to submit a written response prior the completion of the investigative report. The OIEC will provide parties with the investigative report and an opportunity to respond to the report prior to any hearing.

Prior to the decision-maker(s), in this case a hearing officer(s) who have received specialized training, reaching a determination regarding responsibility, a live hearing will be conducted to allow the parties' advisors to cross-examine the other party and witnesses. The hearing officer is responsible for maintaining an orderly, fair, and respectful hearing. The complainant and respondent will not be permitted to directly question each other and will not be physically present together at any point. Technology will enable the hearing officer and the parties to simultaneously see and hear the party or witness answering questions.

Following the hearing, the hearing officer(s) will reach a determination of responsibility based on a *preponderance of the evidence* standard (whether it is more likely than not that the sexual misconduct occurred). The hearing officer(s) will provide all parties a written determination regarding responsibility, including notice of the disciplinary sanction, if applicable. Possible sanctions for student respondents range from probation through expulsion. Possible sanctions for employee respondents range from letter of expectation through termination of employment.

An appeal process is available to parties based on 1) procedural irregularities that affected the outcome of the matter, 2) new evidence that was not reasonably available that could affect the outcome of the matter, or 3) the Title IX Coordinator, an equity officer, or hearing officer having a conflict of interest or bias that affected the outcome of the matter.

#### Concurrent OIEC and criminal processes

The OIEC process is independent from the police and court processes. In most cases, OIEC will not wait until a criminal case is resolved before proceeding with a resolution process. If a CU Boulder official has a reasonable belief that a crime has been committed, the official may be obligated to report to law enforcement if police have not already been notified. The OIEC's investigation may be delayed for a short period of time upon a request from law enforcement, but the OIEC will promptly resume the investigation as soon as possible.

## **CAMPUS SUPPORT RESOURCES**

### **Confidential Counseling and Advocacy Resources – *On Campus***

#### **[Office of Victim Assistance \(OVA\)](#)**

Center for Community, Room N450

**Phone:** 303-492-8855 (24-hour phone service)



**Website:** <http://www.colorado.edu/ova>

Provides advocacy, information, and counseling for victims or others who experience traumatic, disturbing, or disruptive life events. All contacts are confidential.

### **Counseling and Psychiatric Services (CAPS)**

Center for Community, Room N352

**Phone:** 303-492-2277

**Website:** <http://www.colorado.edu/counseling/>

Offers counseling programs and activities for all members of the university. All contacts are confidential.

### **Faculty and Staff Assistance Program (FSAP)**

Administrative and Research Center (ARCE) East Campus

3100 Marine Street, 3rd Floor, Room A353

**Phone:** 303-492-3020

**Website:** <https://www.colorado.edu/hr/faculty-staff-assistance-program>

Offers counseling programs and activities for faculty and staff of the university. All contacts are confidential.

### **Ombuds Office\***

Center for Community, Room N440

**Ombuds Phone:** 303-492-5077

**Faculty Ombuds Phone:** 303-492-1574

**Website:** <http://www.colorado.edu/ombuds/>

Assists students, faculty, and staff in resolving complaints or disputes with other individuals, offices, or departments within the university. Does not maintain records and is independent of any department or office. All contacts are confidential.

*\*The Ombuds Office is confidential and not “responsible employees” for mandatory reporting purposes pursuant to University of Colorado Boulder applicable policies, but do not currently have a statutory privilege in Colorado.*

## **Confidential Counseling and Advocacy Resources – Off Campus**

### **Moving to End Sexual Assault (MESA)**

**Phone:** 303-443-7300 (24-hour hotline)

**Website:** <http://www.movingtoendsexualassault.org/>

### **Safe House Progressive Alliance for Non-Violence (SPAN)**

**Phone:** 303-444-2424 (24-hour hotline and shelter)

**Website:** <http://www.safehousealliance.org/>



**Safe House Protection Order Assistance**

**Phone:** 303-449-8623

**Website:** <http://www.safehousealliance.org/get-support/legal-advocacy/#clinic>

**Safe Shelter of St. Vrain Valley**

**Phone:** 303-772-4422 (24-hour hotline and shelter)

**Website:** <http://www.safeshelterofstvrain.org/>

**Boulder Men’s Center**

**Phone:** 303-444-8064

Counseling for men who have been abusive.

**Mental Health Partners, Boulder and Broomfield County**

**Phone:** 303-443-8500 (for intake)

303-443-7300 (Rape Crisis Hotline) 1-844-493-8255 (Crisis Intervention Hotline)

**Website:** <http://www.mhpcolorado.org/>

**Rocky Mountain Victim Law Center**

**Phone:** 303-295-2001

**Website:** <https://www.rmvictimlaw.org/>

**Non-Confidential Campus Student Services – *On Campus***

**Center for Inclusion & Social Change (CISC)**

Center for Community, Room N320

**Phone:** 303-492-0272

**Website:** [www.colorado.edu/cisc/](http://www.colorado.edu/cisc/)

**Housing and Dining Services**

**Phone:** 303-492-6871

**Website:** <https://housing.colorado.edu/>

**International Student and Scholar Services (ISSS)**

Center for Community, Room S355

**Phone:** 303-492-8057

**Website:** [www.colorado.edu/iss](http://www.colorado.edu/iss)

**Student Conduct and Conflict Resolution**

Center for Community, Room S485

**Phone:** 303-492-5550

**Website:** <https://www.colorado.edu/sccr/>

## **Veterans – On Campus**

### **Veteran and Military Affairs**

Center for Academic Success and Engagement (CASE), Room W322

**Phone:** 303-492-7322

**Website:** <http://www.colorado.edu/veterans/>

## **Veterans – Off Campus**

### **Boulder Vet Center**

4999 Pearl East Circle, Suite 106, Boulder 80301

**Phone:** 303-440-7306

**Website:** <http://www.va.gov/directory/guide/facility.asp?ID=505>

## **Disability – On Campus**

### **ADA Compliance**

**Phone:** 303-492-9725

**Website:** <http://www.colorado.edu/institutionalequity/ada>

### **Disability Services**

Center for Community, Room N200

**Phone:** 303-492-8671

**Website:** <https://www.colorado.edu/disabilityservices/>

## **Employee Services – On Campus**

### **ADA Compliance**

**Phone:** 303-492-9725

**Website:** <http://www.colorado.edu/institutionalequity/ada>

### **Employee Relations**

Administrative and Research Center (ARCE) East Campus

3100 Marine Street, 3rd Floor

**Phone:** 303-492-6475

**Website:** <https://www.colorado.edu/hr/about-hr/employee-relations>

### **Faculty Relations**

**Phone:** 303-492-0447

**Website:** <https://www.colorado.edu/facultyrelations/>

## **Employee Services – Off Campus**

### **Colorado State Employee Assistance Program (C-SEAP)**

**Phone:** 303-866-4314

**Website:** <https://www.colorado.gov/c-seap>

### **Law Enforcement/Prosecution – *On Campus***

#### **University of Colorado Boulder Police Department**

1050 Regent Drive

**Phone:** 303-492-6666 (non-emergencies, for emergencies dial 911)

**Website:** [www.colorado.edu/police](http://www.colorado.edu/police)

Maintains a full-service police department. Officers, who are state certified, respond to reports of criminal acts and emergencies both on and off campus.

### **Law Enforcement/Prosecution – *Off Campus***

#### **Boulder Police Department**

1805 33rd Street, Boulder 80301

**Phone:** 303-441-3333 (non-emergencies, for emergencies dial 911)

**Website:** <https://bouldercolorado.gov/police>

#### **Boulder Sheriff**

5600 Flatiron Parkway, Boulder 80301

**Phone:** 303-441-3600 (non-emergencies, for emergencies dial 911)

**Website:** <https://www.bouldercounty.org/safety/sheriff/>

#### **District Attorney**

Justice Center, 1777 Sixth Street, Boulder 80302

**Phone:** 303-441-3700

**Website:** <https://www.bouldercounty.org/district-attorney/>

### **Legal Services – *On Campus***

#### **Student Legal Services (SLS)**

University Memorial Center, Room 311

**Phone:** 303-492-6813

**Website:** [www.colorado.edu/studentaffairs/legal](http://www.colorado.edu/studentaffairs/legal)

Provides legal counseling to students on matters such as traffic violations, criminal charges, and employment problems. Does not provide advice on internal university issues.

### **Medical and Health Services – *On Campus***

#### **Medical Services at Wardenburg**

1900 Wardenburg Drive

Boulder, CO 80309

**Phone:** 303-492-5101

**Website:** <https://www.colorado.edu/healthcenter/>

**Health and Wellness Services**

1900 Wardenburg Drive and Williams Village – Village Center 1<sup>st</sup> floor

**Phone:** 303-492-2937 or 303-492-5432

**Website:** <https://www.colorado.edu/health/>

**Medical and Health Services – *Off Campus***

**Boulder Community Health Hospital**

4747 Arapahoe Avenue, Boulder 80303

**Phone:** 303-415-7000

**Website:** <http://www.bch.org/>

**Sexual Assault Nurse Examination Programs – *Off Campus***

**Boulder Community Health, Sexual Assault Nurse Examination (SANE)**

4747 Arapahoe Avenue, Boulder 80303

**Phone:** 303-415-8818

**Website:** <https://www.bch.org/Our-Services/Emergency-Trauma-Services/Sexual-Assault-Nurse-Examiners.aspx>

**State and Federal Civil Rights Compliance Offices – *Off Campus***

*(Report complaints of harassment or discrimination)*

**Colorado Civil Rights Division**

**Phone:** 303-894-2997

**Website:** <https://www.colorado.gov/dora/civil-rights>

**U.S. Department of Education**

**Phone:** 1-800-872-5327

**Website:** <http://www2.ed.gov/about/offices/list/ocr/>

**U.S. Department of Justice**

**Phone:** 202-514-2000

**Website:** <http://www.justice.gov/>

**U.S. Equal Employment Opportunity Commission**

**Phone:** 1-800-669-4000

**Website:** [www.eeoc.gov](http://www.eeoc.gov)

**Visa and Immigration – *On Campus***

**International Student and Scholar Services (ISSS)**

Center for Community, Room S355

**Phone:** 303-492-8057

**Website:** [www.colorado.edu/iss](http://www.colorado.edu/iss)

*Updated March 16, 2022*