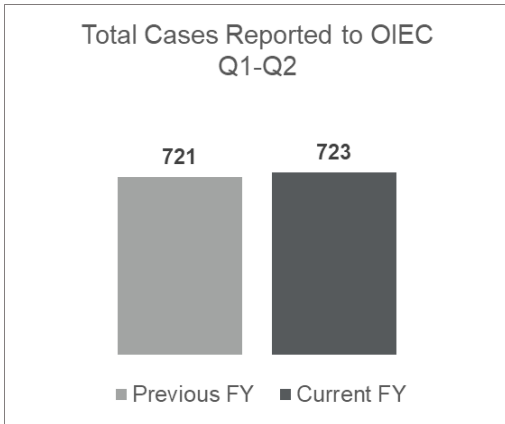


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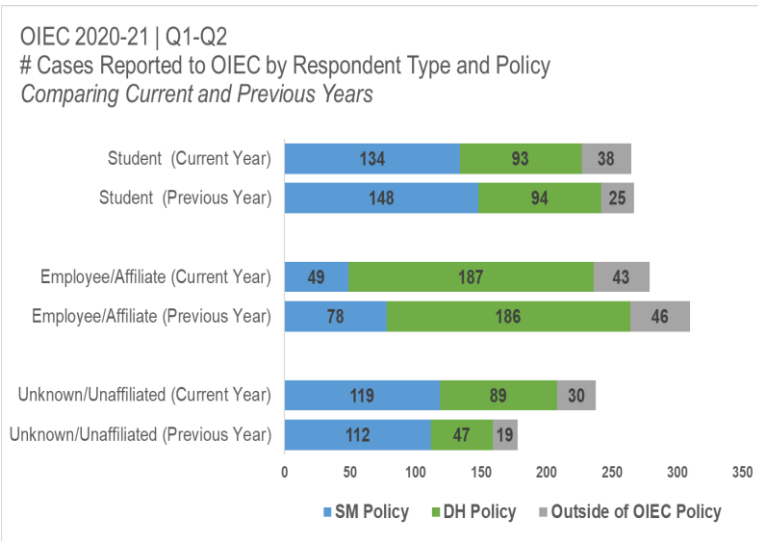
July-December 2020 Case Data



Comparing Q1-Q2 2019-20 to 2020-21, there was no change in the number of cases reported to OIEC.

The most common allegations by policy are presented below:

Discrimination and Harassment	Student (93 Cases)	Employee/Affiliate (187 Cases)	Unknown/Unaffiliated (89 Cases)
Race	47	58	39
Gender	22	45	5
Sexual Orientation	18	5	12
Political Affiliation/Philosophy	11	17	16
Disability	9	36	7
National Origin	4	16	9
Gender Identity	3	9	3
Age	1	10	2



Sexual Misconduct	Student (134 Cases)	Employee/Affiliate (49 Cases)	Unknown/Unaffiliated (119 Cases)
Sexual Harassment	53	34	22
Stalking/Gender-based stalking	31	4	15
Non-consensual Sexual Intercourse	28	1	36
IPA/Domestic and Dating Violence	18	6	24
Non-consensual Sexual Contact	15	3	10
Sexual Exploitation	5	3	15

Complaints against students and employees were resolved as follows:

STUDENT Type of Resolution	Discrimination and Harassment	Sexual Misconduct
Outreach & Connection with Support	36	61
Informal Resolution/ Policy Compliance Meeting	20	19
No Basis to Proceed	18	17
Declined Resolution	11	18
Process/Documentation Only	2	3
Informational only	1	3
Pending	4	6
Concerns Addressed w/ Supervisor/Dept	0	0
Preliminary Inquiry	1	7
Formal Adjudication*		

EMPLOYEE/AFFILIATE Type of Resolution	Discrimination and Harassment	Sexual Misconduct
Outreach & Connection with Support	88	21
Informal Resolution/ Policy Compliance Meeting	23	8
No Basis to Proceed	20	6
Declined Resolution	25	5
Process/Documentation Only	4	2
Informational only	8	1
Pending	16	4
Concerns Addressed w/ Supervisor/Dept	3	1
Preliminary Inquiry	0	1
Formal Adjudication*		

*Of the eight formal investigations of students during Q1-Q2, seven sexual misconduct cases are pending, and one respondent was found responsible for failure to comply with OIEC direction in a discrimination and harassment case. Action taken includes a disciplinary hold.

*There is one formal investigation of sexual misconduct (involving two employee respondents) that is currently pending.

During Q1-Q2, the Safety and Support Measures unit independently addressed 160 cases and served as second investigator on 15 cases. They also supported an additional 15 cases: 8 formal adjudications and 7 informal/educational resolutions. ADA Compliance initiated 306 new matters.

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Unit Accomplishments (2nd Quarter)

Assessment

- Administered the Campus and Workplace Culture Survey (CWCS) to Leeds, Law, Education, CMCI, and the Biochemistry department faculty, staff, and graduate students. This included extensive ongoing coordination with college/department leaders and communicators to address lagging response rates.
- Serve as campus data experts on the IDEA Council.
- Successfully advocated for the CWCS to be administered at all four CU campuses in fall 2021.

ADA Compliance

- Navigated accommodations related to new COVID-19 testing requirements for employees.
- Consulted on various reports of non-compliance with mandatory campus face-covering policy.
- Assessed numerous extensions for accommodations related to COVID-19, most of which expired in late November when campus shifted to remote status.
- Completed review and analysis of appeals of Housing Accommodations Committee determinations while mentoring Disability Services to acquire this responsibility beginning in 2021.
- Assessed routine workplace accommodation requests for employees based on disability and unrelated to COVID-19.

Case Resolutions

- Worked with CU System Title IX Committee to create a Hearing Manual for the cross-examination process in the new formal grievance process under the Sexual Misconduct, Intimate Partner Violence and Stalking Policy.
- OIEC designed and hosted a full mock hearing to test remote technology and learn from the feedback of participants and observers about how to improve the process prior to utilizing this model in a live case.
- Began to track and evaluate feedback from both CU Boulder and community stakeholders regarding the implementation of the new Sexual Misconduct, Intimate Partner Violence and Stalking Policy to more comprehensively understand the challenges and benefits of the new formal grievance procedures.
- Along with SSM, continued to assist the Office of Student Conduct and Conflict Resolution in adjudicating COVID-19 public health related conduct cases.
- Continued partnership with OIT to build a more functional case tracking database with enhanced ability for reporting and analyzing trends.

Education & Prevention

- Provided multi-session series for both the College of Music Advisory Board and the Conference on World Affairs Advisory Board.
- Facilitated policy and reporting sessions for CU System employees to ensure compliance.
- Provided a significant number of bystander intervention skills sessions for faculty and staff.

We credit this interest in demand to the Chancellor's actions on anti-racism. Bystander intervention skills were included in the required online Sexual Misconduct and Discrimination course, but our community was enthusiastic about receiving additional education.

- Online Training Completions in Canvas & SkillSoft:
Employees: 1,096
New undergraduates: 711
Returning undergraduates: 8,633
Graduate students: 1,330
- In-Person/Virtual Training Attendance:
Number of trainings: 46
Total number of participants: 803
Students: 132
Staff & Faculty: 546
Affiliates, Volunteers, & Non-CU: 125
- Scope of Training: Policy & Mandatory Reporting, Bystander Skills, Mitigating Unconscious Bias, Sexual Consent & Assault, Skills for Difficult Conversations.

Support & Safety Measures

- Addressed retroactive grades and tuition refunds with registrar's and bursar's office for student respondents.
- Evaluated suspension start dates for respondents with Registrar in order to provide best student care.
- Collaborated on numerous cases with Students of Concern Team, Student Support and Case Management and Residence Life to address student's problematic behavior impacting residence hall community climate for women.
- Chair a subcommittee on the IDEA Council.
- Prepared and presented affinity groups proposal to campus leadership.
- Implemented new evaluation tool for Conduct Review Committee to mitigate issues of bias.