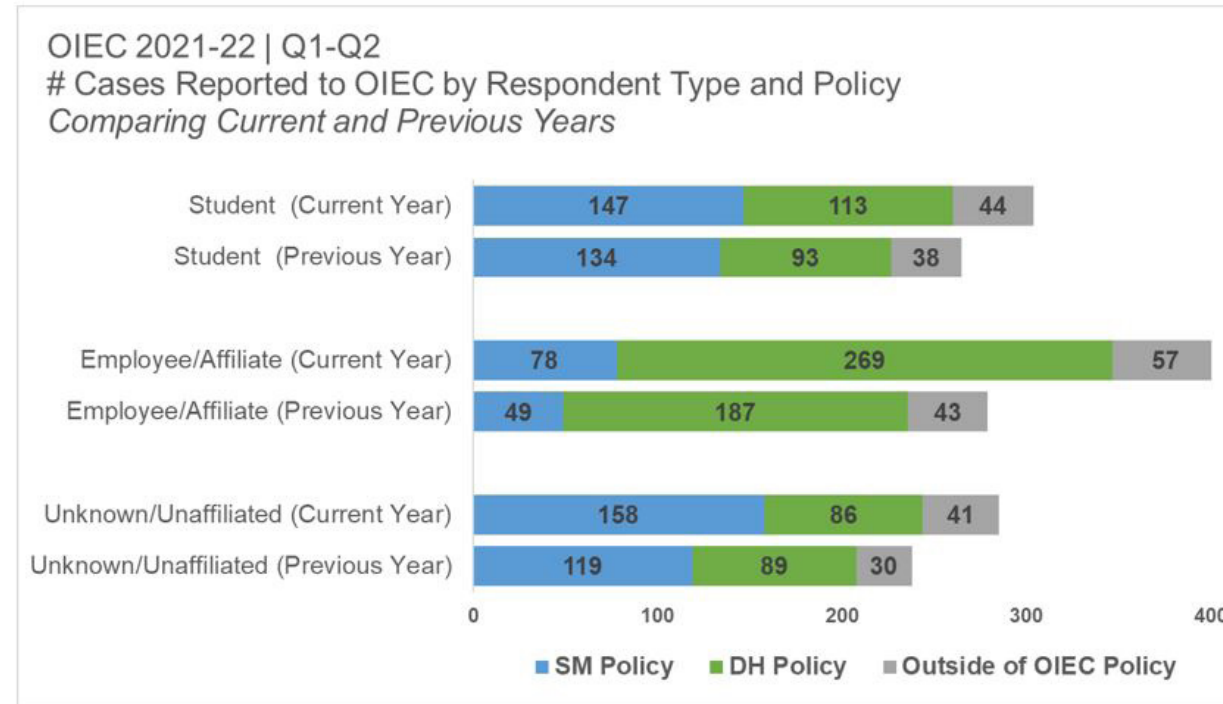
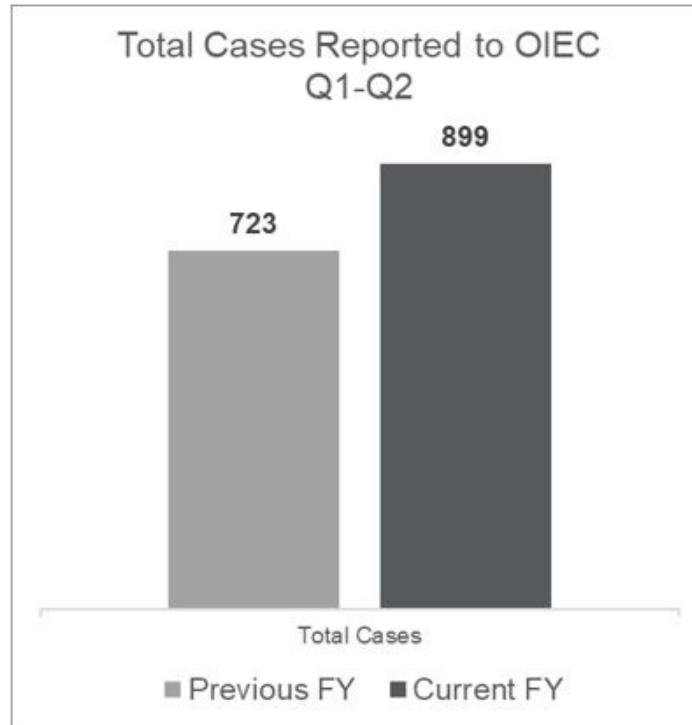


OIEC 2ND QUARTER REPORT | 2021-22

July - December 2021



Case Resolutions commenced 3 formal grievance processes in Q2.

During Q2, Support and Safety Measures independently addressed 116 cases and assisted with an additional 10 cases, including 4 formal cases.

3 most commonly reported protected-class discrimination and harassment complaints:

Employee Respondents:

- Race (62)
- Gender (32)
- Sexual orientation (26)

Student Respondents:

- Gender (27)
- Race (18)
- Religion (8)

Unit Accomplishments

Assessment

- Together with the Office of Data Analytics, OIEC administered the Campus Culture Survey to all CU community members.
- Overall response was strong with almost 18,000 participants completing the survey: Faculty (59%), Staff (73%), Graduate students (48%), and Undergraduates (30%)
- There was also excellent participation across all race and ethnicity groups, among veterans or those with a military affiliation, and among international students, faculty, and staff.

ADA Compliance

- Navigated an increasing number of cases related to mental health and anxiety, particularly related to COVID-19 and working on campus.
- Provided guidance and feedback to Future of Work Committee regarding accommodations for remote/hybrid/on-

campus employees.

- Served on Lactation Space Policy committee to update campus resources and procedure for lactating parents.
- Prepared guidance and communications for employees who have university-owned ergonomic equipment at home.
- Consulted with Disability Services to ensure continued consistency of face covering requirements across campus.

Case Resolutions

- Finalized new database case management system and trained OIEC staff on entering data and running reports.
- Worked with Strategic Relations to craft social media responses that can be tailored to specific scenarios in order to be responsive to community concerns about CU Boulder.
- Revised and streamlined the referral process to the Office of Victim Assistance

to better reflect the needs of the campus community.

- Conducted semi-annual training for the Investigative Review Board members.

Support and Safety Measures

- Created a new position, Support and Safety Measures Case Manager, to help manage the case load and better serve CU students, staff, and faculty.
- Continued collaboration with Athletics to design and implement the new NCAA sexual misconduct policy for the 22-23 academic year.
- Continued work on the IDEA Council, which is now meeting with campus departments individually in order to track progress and set campus priorities moving forward.

Education and Prevention

- In-person/virtually facilitated training attendance:
 - > Total trainings: 56

- > Number of participants: 1,161
- > Students: 330
- > Staff and faculty: 730
- > Other (Non-CU): 101

- Online training completions in Canvas and Skillsoft:
 - > First-year undergraduates: 843
 - > Second-year undergraduates: 1,970
 - > Graduate students: 552
 - > Employees: 824
- Scope of audiences:
 - > Advancement Marketing and Communications
 - > Academic Advisors
 - > Family Weekend Programs
 - > Youth Protection Group
 - > RAP Directors
 - > Graduate Program Directors
 - > Professional Schools – ARPAC Culture Survey Results and Recommendations
 - > Fraternity Chapters
 - > CU System Administration Staff