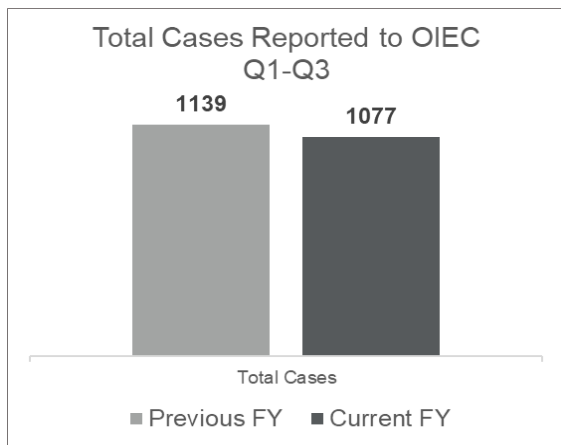


# OIEC 3RD QUARTER REPORT | 2020-21

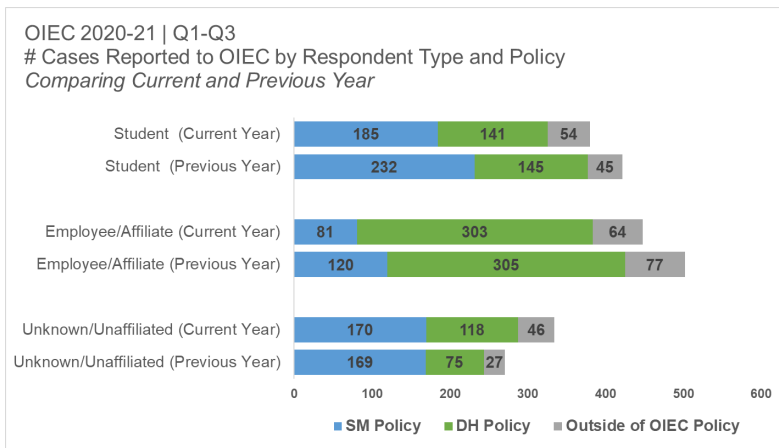
July-March 2021 Case Data



Comparing Q1-Q3 2019-20 to 2020-21, there was a 5% decrease in the number of cases reported to OIEC.

The most common allegations by policy are presented below:

Discrimination and Harassment	Student (141 Cases)	Employee/Affiliate (303 Cases)	Unknown/Unaffiliated (118 Cases)
Race	67	99	50
Gender	37	80	9
Sexual Orientation	20	10	17
Disability	14	58	11
National Origin	8	26	9
Political Philosophy	8	16	10
Political Affiliation	7	11	8
Gender Identity	5	17	5
Age	2	18	2



Sexual Misconduct	Student (184 Cases)	Employee/Affiliate (81 Cases)	Unknown/Unaffiliated (170 Cases)
Sexual Harassment	75	24	28
Stalking/Gender-based stalking	42	12	26
Non-consensual Sexual Intercourse	33	3	47
IPA/Domestic and Dating Violence	33	11	33
Non-consensual Sexual Contact	21	4	16
Sexual Exploitation	10	3	16

Complaints against students and employees were resolved as follows:

STUDENT Type of Resolution	Discrimination and Harassment	Sexual Misconduct
Outreach & Connection with Support	54	78
Informal Resolution/ Policy Compliance Meeting	31	32
No Basis to Proceed	25	21
Declined Resolution Process/Documentation Only	21	26
Informational only	5	4
Pending	1	9
Concerns Addressed w/ Supervisor/Dept	3	6
Preliminary Inquiry	0	1
<b>Formal Adjudication*</b>	1	8

\*There are eight formal investigations of students for sexual misconduct during Q1-Q3; all eight cases are pending. In addition, one respondent was found responsible for failure to comply with OIEC direction in a discrimination and harassment case. Action taken includes a disciplinary hold.

EMPLOYEE/AFFILIATE Type of Resolution	Discrimination and Harassment	Sexual Misconduct
Outreach & Connection with Support	129	31
Informal Resolution/ Policy Compliance Meeting	49	15
No Basis to Proceed	28	7
Declined Resolution Process/Documentation Only	54	8
Informational only	6	2
Pending	5	3
Concerns Addressed w/ Supervisor/Dept	29	12
Preliminary Inquiry	2	1
<b>Formal Adjudication*</b>	1	2

\*There are two formal investigations of sexual misconduct (one involves two employee respondents) that are currently pending. There is also one formal investigation of employee discrimination and harassment that is currently pending.

During Q1-Q3, the Safety and Support Measures unit independently addressed 232 cases and served as second investigator on 26 cases. They also supported an additional 29 cases: 11 formal adjudications and 18 informal/educational resolutions. ADA Compliance initiated 418 new matters.

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## Unit Accomplishments (3rd Quarter)

### Assessment

- Analyzed and reported on Leeds, CMCI, Law, Education, and Libraries Campus and Workplace Culture (CWC) Survey results for their upcoming program reviews. Delivered the findings in Tableau and prepared extensive executive summaries of the results, including recommendations for addressing concerns.
- Supported partner offices and colleagues on the other CU campuses to prepare for and administer the upcoming CWC Survey.

### ADA Compliance

- Partnered with Employee Relations to review and interpret state COVID-19 guidance, and collaborated with Human Resources and Wardenburg to facilitate vaccine availability to employees whose work required on-campus presence.
- Assessed requests for accommodations related to both extended remote work and operations returning to campus, and assisted Student Conduct and Conflict Resolution (SCCR) with setting student expectations for off-campus activity during the pandemic.
- Provided consultation to Disability Services on revised Housing Accommodations procedures.

### Case Resolutions

- In collaboration with Human Resources and University Counsel, Case Resolutions created a pay equity complaint process for CU Boulder to clarify how pay equity complaints and inquiries will be handled pursuant to the Colorado's Equal Pay for Equal Work Act that went into effect January 1, 2021.
- Office of Faculty Affairs, Human Resources, University Counsel, and OIEC created a pilot program to conduct additional reference checks on final candidates for tenured faculty appointments. The pilot reference check program will allow the university to ask former employers about an applicant's conduct in a previous appointment – specifically conduct related to sexual misconduct, harassment, or discrimination – enabling CU Boulder to make better faculty hiring decisions by exposing any concerning behavior that might not be discovered through soliciting outside letters of recommendation and running a background check.

### Education & Prevention

- Facilitated multiple circle process and educational sessions collaboratively with Student Conduct and Conflict Resolution.
- Provided facilitation training in collaboration with Center for Teaching and Learning (CTL) for the Racial Equity Institute Challenge 2021. Education and ADA staff along with other students and staff from across campus facilitated small group discussions.
- Delivered multiple sessions of our new workshop on Calling People In for undergraduate and graduate students, and faculty.
- Worked with multiple academic departments through our Culture Reset workshop to help guide them in developing group norms and agreements.
- Online Training Completions in Canvas & SkillSoft:  
Employees: 1,055 | New Students: 496 (undergraduates) | 105 (graduates)
- In-Person/Virtual Training Attendance:  
Total trainings: 36 | Number of participants: 403 | Students: 86 | Staff & Faculty: 302 | Affiliates, Volunteers, & Non-CU: 15
- Scope of Training: Policy & Mandatory Reporting, Bystander Skills, Mitigating Unconscious Bias, Calling People In, Culture Reset

### Support & Safety Measures

- Worked with Registrar's Office to update respondent refund form and to discuss most supportive options for students.
- Collaborated with Office of Victim Assistance, Housing, Bursar's, Student Support and Case Management (SSCM), and Conduct Review Committee (CRC) to address numerous cases with high level of complexity and coordination.
- Identified strategic goal progress and next steps to better serve student respondents and complainants.
- Established best way to prepare client files in light of regulation requirements to keep supportive measures confidential.
- Met with Conduct Review Committee to research and update policies and procedures.