



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 Abuse, or Stalking

The University of Colorado Boulder (CU Boulder) prohibits sexual assault, sexual exploitation, sexual harassment, intimate partner abuse (including dating and domestic violence), and stalking under our Sexual Misconduct Policy and provides institutional procedures for resolving reported incidents. It is important that campus community members 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 is 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 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.

Contact Information for OIEC Staff:

Main Office

Administrative and Research Center, East Campus
3100 Marine Street, 2nd Floor
557 UCB
Boulder, Colorado 80309
Phone: 303-492-2127
Email: oiiec@colorado.edu

Valerie Simons

Associate Vice Chancellor & Title IX Coordinator
Direct Line: 303-492-5359
Email: valerie.simons@colorado.edu

Llen Pomeroy

Assistant Vice Chancellor & Deputy Title IX Coordinator
Direct Line: 303-492-0277
Email: l.len.pomeroy@colorado.edu

Regina Tirella

Director of Remedial and Protective Measures & Deputy Title IX Coordinator

Direct Line: 303-735-7521

Email: regina.tirella@colorado.edu

Teresa Wroe

Director of Education and Prevention & Deputy Title IX Coordinator

Direct Line: 303-735-7518

Email: teresa.wroe@colorado.edu

CU Boulder is committed to maintaining a positive learning, working, and living environment. When sexual harassment, sexual violence, intimate partner abuse, 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/oiec/aps/5014>.

OIEC is responsible for implementing and enforcing three policies at CU Boulder: Sexual Misconduct, Intimate Partner Abuse and Stalking; Protected-Class Discrimination and Harassment; Conflict of Interest in Amorous Relationships. For more information on OIEC, visit <http://www.colorado.edu/oiec/>.

REPORTING OPTIONS

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

University/OIEC

To notify the university and initiate the resolution process referred to in the [OIEC Resolution Procedures](#), individuals may:

- Call OIEC: 303-492-2127
- Email OIEC: cureport@colorado.edu
- Report an incident through the OIEC [online form](#) (anonymous reporting)

Even if someone who experiences this misconduct chooses not to report formally and/or chooses not to participate in a resolution process (through OIEC or law enforcement), the person can contact OIEC for information and assistance accessing on or off campus support services.

Law Enforcement

- University Police: 303-492-6666 (non-emergencies), <http://police.colorado.edu/> (general information) and <http://www.colorado.edu/police/records-reports/anonymous-reporting> (anonymous reporting)
- City of Boulder Police: 303-441-3333 (non-emergencies), <https://bouldercolorado.gov/police>

People who experience misconduct are not required to, but do have the right to, file a criminal complaint with law enforcement and to the university/OIEC simultaneously. 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 may be helpful in obtaining a protective order. Reporting to university police (CUPD) will constitute notice to the university/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.

Confidential Options

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 calling the Office of Victim Assistance at the University of Colorado Boulder at 303-492-8855, by e-mail at assist@colorado.edu, in person at the Center for Community (C4C), N352, or at the OVA website (<http://www.colorado.edu/ova>). All employees in this office are advocates and licensed counselors. 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. 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
- Names of and contact information for witnesses

*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 does not preclude an investigation from taking place.

Sexual Assault Nurse Examination (SANE)

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 days of the sexual assault. SANE 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.

Find out more information about SANE at [https://www.bch.org/emergency--trauma-services/sexual-assault-nurse-examiner-\(sane\)-program.aspx](https://www.bch.org/emergency--trauma-services/sexual-assault-nurse-examiner-(sane)-program.aspx).

SUPPORT SERVICES, ASSISTANCE AND PROTECTIVE ORDERS

When an individual notifies OIEC (either directly or through a responsible employee, advocate, or third party) that they have experienced conduct prohibited by the policy, OIEC will provide assistance as needed (whether or not there is a formal report or participation in an adjudication process) in accessing on and off campus services, including but not limited to counseling, health services, mental health services, victim advocacy, legal assistance, visa and immigration services, and forensic sexual assault nurse exams (SANE). A list of such resources is provided below and confidential offices are designated.

OIEC can also help facilitate changes in transportation and working situations, in addition to any available academic and residential alterations. Assistance is provided if reasonably available, regardless of whether the person who experiences sexual assault, sexual harassment, intimate partner abuse, or stalking chooses to participate in any campus adjudication or disciplinary proceeding, or report the crime to law enforcement.

For more information about accessing support and safety services, please contact: Regina Tirella, at 303-735-7521 or regina.tirella@colorado.edu or Valerie Simons at 303-492-5359 or valerie.simons@colorado.edu.

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 \(OVA\)](http://www.colorado.edu/ova) (<http://www.colorado.edu/ova>) can assist individuals free of charge with the process of obtaining a restraining order. [CU Student Legal Services \(SLS\)](http://www.colorado.edu/studentaffairs/legal) (www.colorado.edu/studentaffairs/legal) 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 and the Associate Vice Chancellor of OIEC.

OIEC – OVERVIEW OF RESOLUTION PROCESS

The following information is intended as an overview of the process. For detailed information, please refer to the [OIEC Resolution Process 2018-19](http://www.colorado.edu/institutionalequity/resolution-processes-0) at <http://www.colorado.edu/institutionalequity/resolution-processes-0>

When OIEC becomes aware of allegations of serious misconduct as covered by university policies, OIEC may have an obligation to proceed with a resolution process, regardless of an individual's wishes, in order to ensure safety for both the involved parties and the campus. The individual is not required to participate if they choose not to; however, this may limit OIEC's ability to respond to the incident, including pursuing any disciplinary action. If an individual alleging misconduct requests that their name or other identifying information not be used in a resolution process, CU Boulder will consider that request in light of the context of its responsibility to provide a safe and nondiscriminatory environment.

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

OIEC will review the allegations and determine an appropriate course of action. Some cases can be handled informally and outside of the formal adjudication process, although OIEC will not mediate cases of sexual violence even on a voluntary basis. For cases that result in a formal adjudication, the investigative phase is conducted by equity officers who have received specialized training in these types of adjudications. If OIEC conducts an investigation into a complaint, the investigation will include interviews with the complainant (person making the allegation of misconduct) and respondent (person accused of misconduct), interviews with relevant witnesses, and the identification and review of any documentation relevant to the investigation including available police reports. In OIEC's process, the complainant and respondent each have the option to bring an advisor during any meeting. The advisor may be an attorney or any support person.

In OIEC's process, the complainant and respondent will not be permitted to directly question each other and are not required to be present together at any point. However, both a complainant and a respondent have the right to identify witnesses and provide other information relevant to the investigation, review and respond to the Written Evidence Summary prior to any investigative findings or conclusions, submit questions to the equity officer(s) to be asked of the other party or witnesses following the dissemination of the Written Evidence Summary, and inspect the case file prior to any investigative findings or conclusions. CU Boulder will decide the case based on a *preponderance of the evidence* standard (whether it is more likely than not that the conduct occurred). At the conclusion of the investigation, the equity officers will prepare a written report, which shall be presented to an Investigation Review Board. The Investigation Review Board will review the investigative report for bias and impartiality, thoroughness of the investigation, and sufficiency to support the finding. The final report, once

reviewed by the Investigation Review Board, shall be provided to the complainant and the respondent.

In cases where an investigation results in a policy violation, the matter will be referred to a Sanctioning Board, chaired by the OIEC Director of Remedial and Protective Measures or designee. The Sanctioning Board will provide each party an opportunity to present any aggravating or mitigating circumstances related to the conduct that may impact sanctioning. The Sanctioning Board will conduct an individualized review of the facts and circumstances of each case in making a sanctioning determination. An appeal process is available to both parties based on (1) procedural errors by which any party was prevented from receiving a fair adjudication; or (2) a disproportionate sanction.

Support Resources

Confidential Counseling and Advocacy Resources – *On Campus*

Office of Victim Assistance (OVA)

Center for Community, Room N352

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 Research Center (ARC) East Campus

3100 Marine Street, 3rd Floor, Room A353

Phone: 303-492-3020

Website: <http://www.colorado.edu/hr/employees/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

Phone: 303-492-5077

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.

Faculty Ombuds*

Administrative Research Center (ARC) East Campus

3100 Marine Street, Room 25

Phone: 303-492-1574

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

**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/>

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/

Housing and Dining

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/oie/iss

Student Conduct and Conflict Resolution

Center for Community, Room 430

Phone: 303-492-5550

Website: <http://www.colorado.edu/osccr/>

International Student and Scholar Services (ISSS)

Center for Community, Room S355

Phone: 303-492-8057

Website: www.colorado.edu/oie/iss

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 Research Center (ARC) East Campus

3100 Marine Street, 3rd Floor

Phone: 303-492-6475

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

Faculty Relations

Phone: 303-492-0447

Website: <https://facultyaffairs.colorado.edu/faculty-relations>

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

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: <http://www.bouldercounty.org/dept/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

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 1st 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/emergency--trauma-services/sexual-assault-nurse-examiner-\(sane\)-program.aspx](https://www.bch.org/emergency--trauma-services/sexual-assault-nurse-examiner-(sane)-program.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/>

United States Equal Employment Opportunity Commission

Phone: 1-800-669-4000

Website: 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/oie/iss

Last updated October 2018