

# Discrimination, Sexual Harassment & Retaliation

The University of Colorado does not discriminate on the basis of race, color, national origin, sex, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation, or political philosophy in admission and access to, and treatment and employment in, its educational programs and activities. - Law of Regents, Article 10

## WHAT IS DISCRIMINATION?

Discrimination is unfair treatment, including harassment, because of one of the traits listed above, that results in a negative employment or educational action. Discrimination can also occur when a person seeking a religious or disability accommodation is unfairly denied.

## WHAT IS SEXUAL HARASSMENT?

*Sexual harassment* consists of interaction between individuals of the same or opposite sex that is characterized by unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, including sexual assault, when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, living conditions and/or educational evaluation; (2) submission to or rejection of such conduct by an individual is used as the basis for tangible employment or educational decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or educational environment.

*Hostile environment sexual harassment* is unwelcome sexual conduct that is sufficiently severe or pervasive that it alters the conditions of education or employment and creates an environment that a reasonable person would find intimidating, hostile or offensive.

## WHAT IS RETALIATION?

*Retaliation* occurs when there is a causal connection between a materially adverse action and the act of reporting an allegation of sexual harassment or participating in support of a discrimination or sexual harassment investigation.

## REPORTING

In order to take appropriate corrective action, CU Denver must be aware of discrimination and related retaliation occurring in its employment and educational programs and activities.

**Therefore, anyone who believes that s/he has experienced or witnessed discrimination or any related retaliation should promptly report such behavior to the EO/AA Compliance Officer.**

## WHO MUST REPORT DISCRIMINATION & HARASSMENT?

Any supervisor who experiences, witnesses or receives a written or oral report or complaint of sexual harassment or related retaliation shall promptly report it to a campus sexual harassment officer. **A supervisor is anyone who has the authority to hire, promote, discipline, evaluate, grade or direct faculty, staff, or students.**

### CAMPUS REPORTING CONTACTS

#### TO REPORT HARASSMENT/DISCRIMINATION OF AN EMPLOYEE:

Karey Duarte  
Employment Rights Compliance and Investigation Manager, Human Resources  
karey.duarte@ucdenver.edu  
303-724-9694

#### TO REPORT HARASSMENT/DISCRIMINATION OF A STUDENT:

Nelia Viveiros  
Interim Title IX Coordinator  
nelia.viveiros@ucdenver.edu  
303-315-0126

## WHO IS NOT OBLIGATED TO REPORT DISCRIMINATION & HARASSMENT?

The Ombuds Office is an independent office which provides informal and neutral services to resolve conflicts, complaints, and disputes. Anschutz Medical Campus: 303-724-2950; Downtown Campus: 303-556-4493.

## CONFIDENTIAL RESOURCES

The CU Denver Student and Community Counseling Center serving the Downtown Campus is located in room 4036 of the North Classroom Building. 303-556-4372

Colorado State Employee Assistance Program is a professional assessment, referral, and short-term counseling service offered to State employees with work-related or personal concerns. 303-866-4314

For conduct that may be criminal in nature, the emergency phone number for police serving all campuses is 911.