Office of Equity

To stop, prevent, and remedy discrimination, harassment & sexual misconduct
What We Do

• Investigate and remedy reports of discrimination, harassment, sexual misconduct & any related retaliation

• Provide education to students, faculty, and staff to help raise awareness and prevent these activities on our campus:
  – Ally trainings
  – Online module for students in Canvas
  – Customized trainings to fit your office or class

• Design policy to make our campus more inclusive
Protected Characteristics by University Policy

*Employment & Education Environments*

- Age
- Color
- Race
- National Origin
- Veteran Status
- Gender Identity
- Gender Expression
- Pregnancy
- Religion
- Creed
- Sex
- Sexual Orientation
- Disability
- Gender
- Identity
- Political Affiliation
- Philosophy

Discrimination, harassment, and retaliation are prohibited!
Sexual Misconduct

• Prohibits all forms of *sexual misconduct*:
  – *sexual assault*,
  – *sexual harassment*,
  – *sexual exploitation*,
  – *dating/domestic violence*,
  – *stalking*,
  – and any related *retaliation*.

• This prohibition applies to all students, faculty, staff, contractors, patients, volunteers, affiliated entities and other third parties, regardless of sex, gender, sexual orientation, gender expression or gender identity.
Who Must Report? “Responsible Employees”

A Responsible Employee is anyone who has the authority to...

- Hire
- Promote
- Discipline
- Evaluate
- Grade
- Formally advise or direct faculty, staff or students

...also has the authority to take action to redress sexual misconduct!

You have been given the responsibility of reporting incidents of sexual violence or any other misconduct to the Office of Equity to help ensure a safe learning and working environment for all.
Learn more…

• You are required to complete a training on Discrimination Sexual Misconduct within 90 days of employment either:
  – Online (via UCDAccess: Skillsoft Training: University of Colorado Denver folder, HR sub-folder, “Discrimination and Sexual Misconduct, CU Denver/Anschutz Medical Campus”
  – In-person (2 hours)
• Online training in Canvas (optional) geared toward students
  – “Not On My Campus” staff and faculty: contact us to be enrolled!
• Ask us for a meeting or customized training!
Office of Equity

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