Office of Equity
What We Do

• Stop, prevent, and remedy discrimination, harassment, sexual misconduct & any related retaliation

• Provide education on topics related to discrimination, harassment & sexual misconduct

• Design policy to make our campus safer and more inclusive
Nondiscrimination Policy

**Discrimination**
- Differential treatment on the basis of any protected characteristic.
- Failure to accommodate

**Harassment**
- Hostility against a protected characteristic
- Severe or pervasive
- Impact
  - Does the conduct create an intimidating, hostile or offensive work/educational environment?
Discrimination, Harassment, or Neither?

• An academic advisor tells a pregnant student that she probably isn’t cut out for the science program.

• The hiring manager for your department wants to project an “All-American” image, so they are not hiring anyone who speaks with a foreign accent.

• In a class about the Vietnam War, the professor repeatedly asks a veteran student if they ”would like to add anything.”

• A research lab requires that men wear full length pants but women are allowed to wear skirts above the knee.
What is Sexual Misconduct?

University policy prohibits all forms of sexual misconduct:

- **sexual assault**: non-consensual sexual intercourse
- **sexual assault**: non-consensual sexual contact
- **sexual exploitation**: non-consensual watching or sharing of sexual acts (spying, sharing pics)
- **dating/domestic violence**: abuse of any nature between intimate partners or ex-partners
- **stalking**: repeated, unwanted contact that causes the subject to be fearful or intimidated
- **sexual harassment**: *quid pro quo* and *hostile environment*
- and any related **retaliation**.

Applies to all students, faculty, staff, contractors, patients, volunteers, affiliated entities, other third parties…

… regardless of sex, sexual orientation, gender expression, or gender identity.
Sexual Misconduct or Not?

• A boss frequently compliments only the women in the office on “how nice they look.”

• You overhear one of your coworkers telling another that their spouse doesn’t allow them to access their joint bank account and has threatened to cancel their cell phone plan.

• A faculty member frequently stands very close to students, often putting their hand on a student’s lower back when explaining a problem to them.

• A staff member asks their colleague out on a date.
How do we do this?

Our process in a nutshell:

1. Report comes in
2. Initial intake
3. Small “i” investigation
4. Large “I” Investigation
5. Outcome
6. Sanctioning, if applicable
Being a “Responsible Employee”

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 discrimination, harassment, and sexual misconduct!
Being a “Responsible Employee”

• You MUST report the following information (if known)
  • Name of alleged victim
  • Name of alleged perpetrator
  • Any alleged witnesses
  • Any other relevant facts (date, time, specific location)

• This includes “word of mouth” reports, incidents that occurred off campus, and incidents involving only one of our folks.

• Why?
  – Expectation that you can do something
  – We can connect them with all options and resources
  – Help avoid re-victimization & re-traumatization
How to Respond to a Disclosure

Great things to say:
- Thank you for trusting me with this.
- You didn’t deserve for this to happen to you.
- Can I connect you with someone who can tell you more about your options?

Things you may want to avoid:
- Why didn’t you… ?
- You have to...
- I’m sure it was just a misunderstanding.
- I know they would never do that!

“Based on what you have shared with me, I have to tell the Office of Equity. However, it is up to you if you want to tell them more. I can also get you connected with a confidential resource.”
Questions?

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