A. INTRODUCTION

CU-Denver, as a federal contractor, is required to file with the federal government and with Colorado Commission on Higher Education (CCHE) specified periodic reports of summary demographics for employees and students related to their protected class status: age, disability, ethnicity, gender, race, national origin, veteran status.

B. POLICY STATEMENT

1. In order to provide the required information, CU-Denver requests that employees and students voluntarily disclose personal protected class data for these reporting purposes only. CU-Denver collects this data in confidence and takes all necessary steps to ensure the privacy of employees and students regarding these voluntary disclosures.

2. CU-Denver does not disclose personally identifiable information about individuals or groups of employees and/or students by protected class characteristics.
3. The Office of Academic and Student Affairs and/or the Office of Institutional Research may identify individuals or groups of employees and/or students by protected class characteristics for appropriate University purposes only.

4. Approval of research by the CU-Denver or any other CU campus Human Subjects Committee does not constitute an “appropriate University purpose.” The Office of Academic and Student Affairs and/or the Office of Institutional Research will work with researchers and others to provide any assistance possible without disclosing the protected class characteristics of individuals or groups of employees and/or students.

5. No other CU entity may disclose individuals or groups of CU-Denver employees and/or students by protected class characteristics without written permission in advance from the Office of Academic and Student Affairs and the Office of Institutional Research at CU-Denver.

Notes

1. Dates of official enactment and amendments:
   Adopted by Chancellor on February 1, 2000.
   May 15, 2008: Modified to new format

2. History:
   Format modified on May 15, 2018 to reflect a 2018 Campus-wide effort to recast and revitalize various Campus policy sites into a standardized and more coherent set of chaptered policy statement organized around the several operational divisions of the university.

3. Initial Policy Effective Date: February 1, 2000

4. Cross References/Appendix:
   University Policy Framework and Hierarchy; 3000 – Establishing Campus Administrative Policies