

**CU Denver and Anschutz Medical Campus Academic Year Report: July 1, 2016 – June 30, 2017**

*The purpose of the Office of Equity is to stop, prevent, and remedy discrimination, harassment & sexual misconduct.*

**Major Accomplishments**

In July 2016, we hired for two new positions in the office—Lauren Fontana joined us as a Civil Rights Investigator & Sarah J. Berg was hired as the Deputy Title IX Coordinator of Prevention, Training and Outreach.

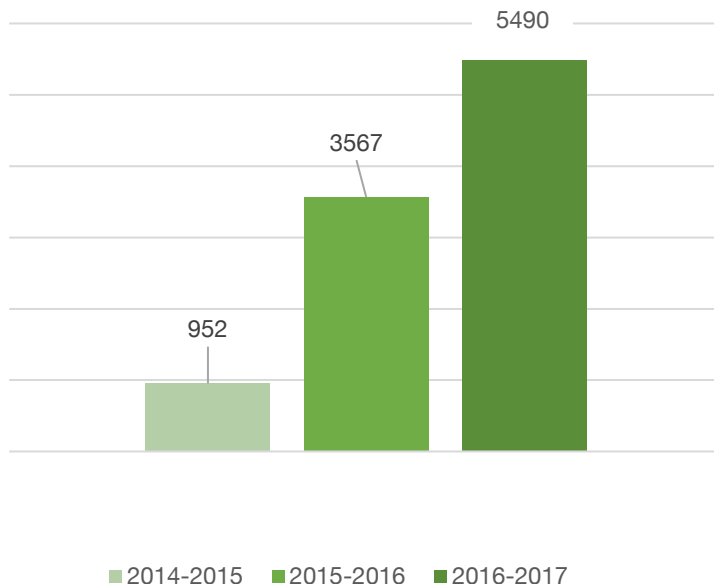
In October, the Office of Equity fielded the University’s first Sexual Misconduct survey to all students, staff and faculty.

In December, our team moved into our highly anticipated offices on the 12<sup>th</sup> floor of the Lawrence Street Center. If you haven’t yet, we encourage you to swing by our cozy new space! Similarly, we’ve made some great improvements to our Anschutz Medical Campus offices in Ed 2 North. Swing by the 5<sup>th</sup> floor to see us.

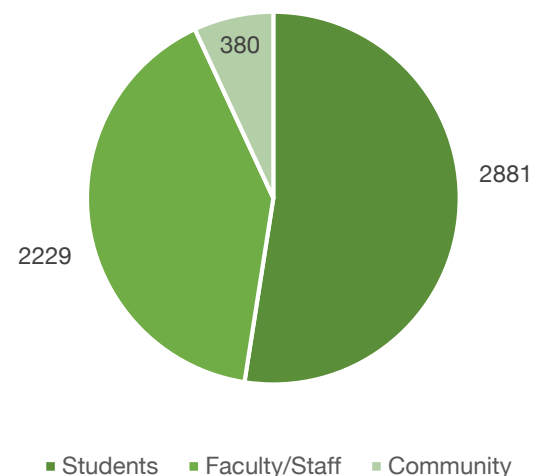
**Training**

Training regarding our policies and procedures continues to be the most popular training topic this year by far. We’ve updated our training to include more details about informal resolutions, mandatory reporting requirements of responsible employees, and what we can do if not everyone involved is affiliated with the University. We also redeveloped our “Responding to a Disclosure” workshop and created custom trainings for specific offices and student groups by request.

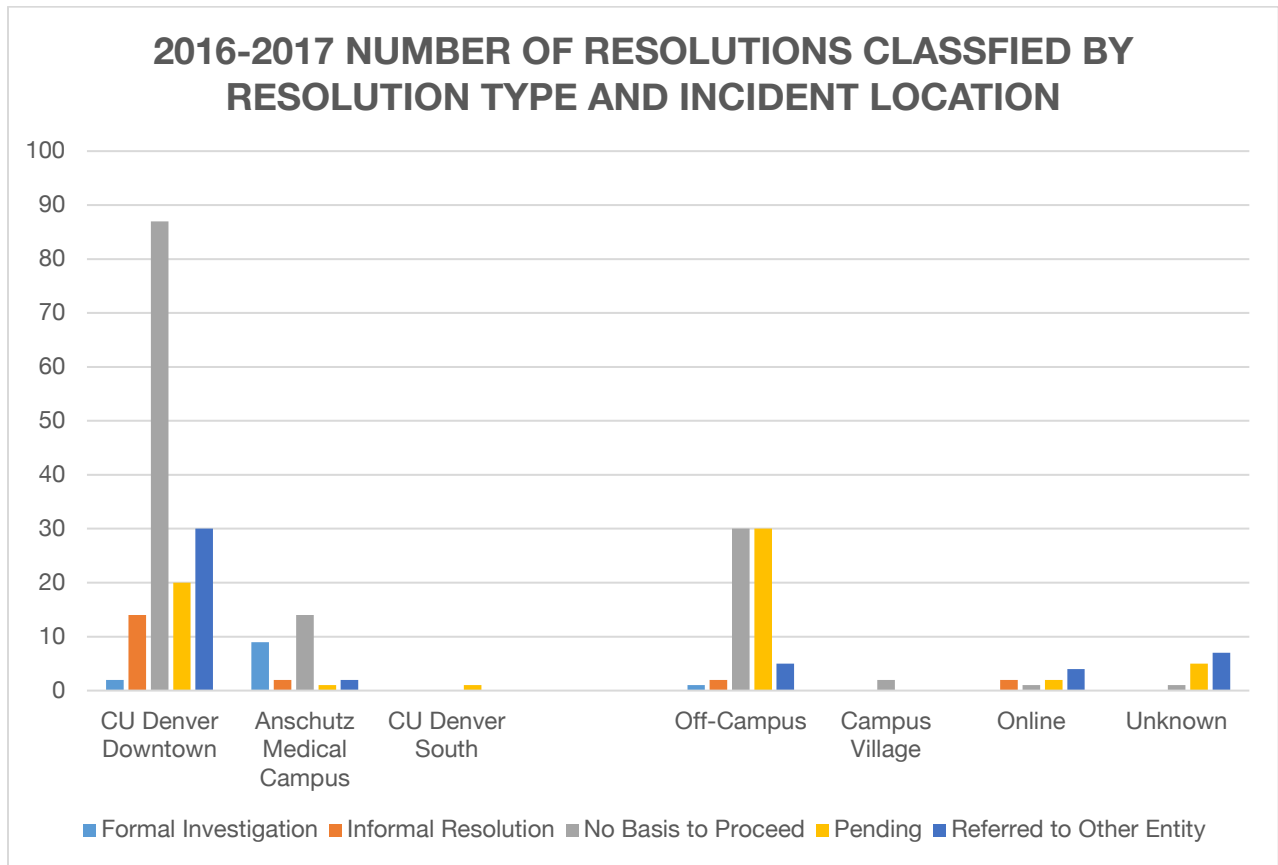
**2014-2017 TOTAL NUMBER OF INDIVIDUALS TRAINED**



**2016-2017 NUMBER OF INDIVIDUALS TRAINED CLASSIFIED BY CAMPUS ROLE**



## Reports to The Office of Equity



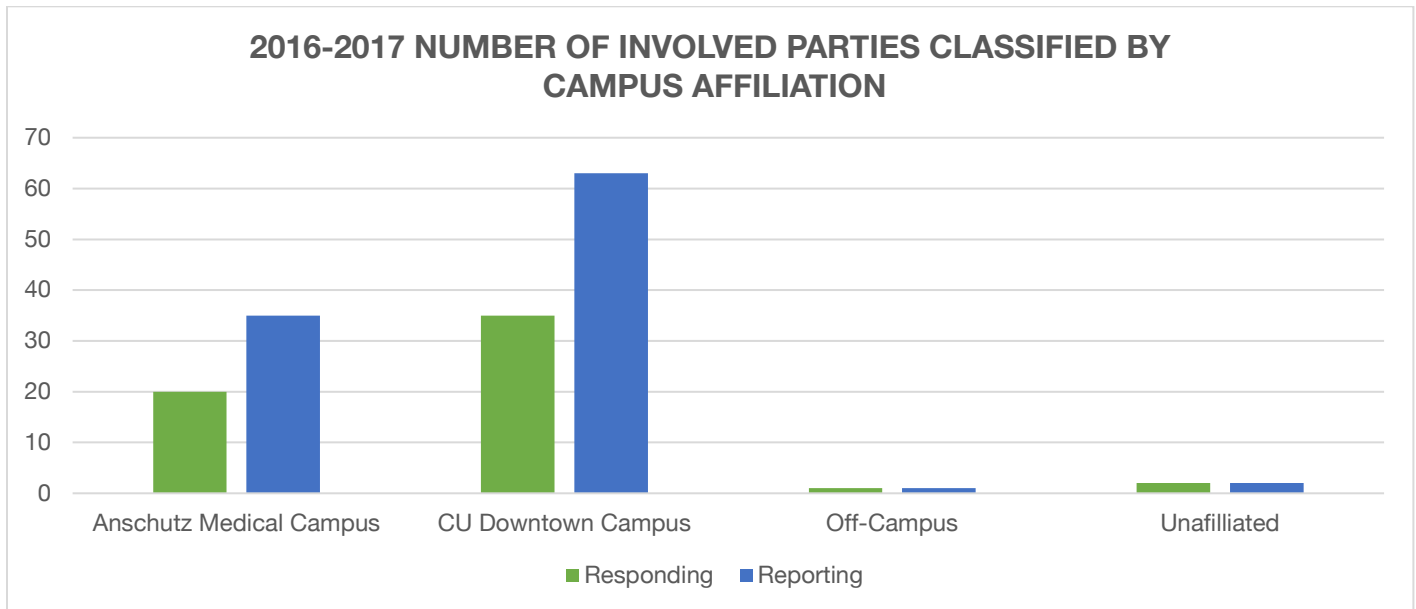
**NOTE:** Some incident locations are “Unknown” because the information was neither provided to our office nor otherwise discoverable. For example, an anonymous complaint made to our office which did not provide sufficient information such that we could learn the location where an alleged incident occurred. Additionally, “Off-Campus” locations include places not directly affiliated with CU Denver and Anschutz Medical Campus (e.g., a reported incident that occurred in a location that is not controlled by CU Denver | Anschutz Medical Campus).

### “Informal Resolutions” & “No Basis to Proceed” – What does it mean?

“Informal resolutions” include a wide variety of tailored solutions based on the specific case and the requests of the responding party. Common informal resolutions include issuing a no contact order, targeted training, individual meetings to review our policies, schedule changes, and/or facilitated dialogue.

“No basis to proceed” determinations apply when insufficient information has been provided about a reported concern regarding discrimination or harassment. This determination will be made when the reported concern does not fall under the purview of either the Nondiscrimination or Sexual Misconduct policies, or when the reported concern would not rise to the level of a potential policy violation. Additionally, this determination may also be made in the event that a reporting party elects not to participate with our office and where no additional steps are required to be taken by our office.

## 2016- 2017 Involved Parties Classified by Campus Affiliation



**NOTES:** This graph shows campus affiliations for those involved in the cases reported this academic year (i.e. for example, did an off-campus incident involved an Anschutz faculty/staff/student). Our office analyzed campus affiliation, which may signal the need for more direct intervention and education from our office. Some individuals are not affiliated with our university—it could be, for example; a reporting party who is a visitor to our campus. Some individuals remain unknown because not enough information was provided to our office regarding their identity. For future analytic data, our office anticipates classifying cases by department/college level to improve outreach and proactive behavior assessment/prevention efforts.

## **Informal Resolutions and Investigations**

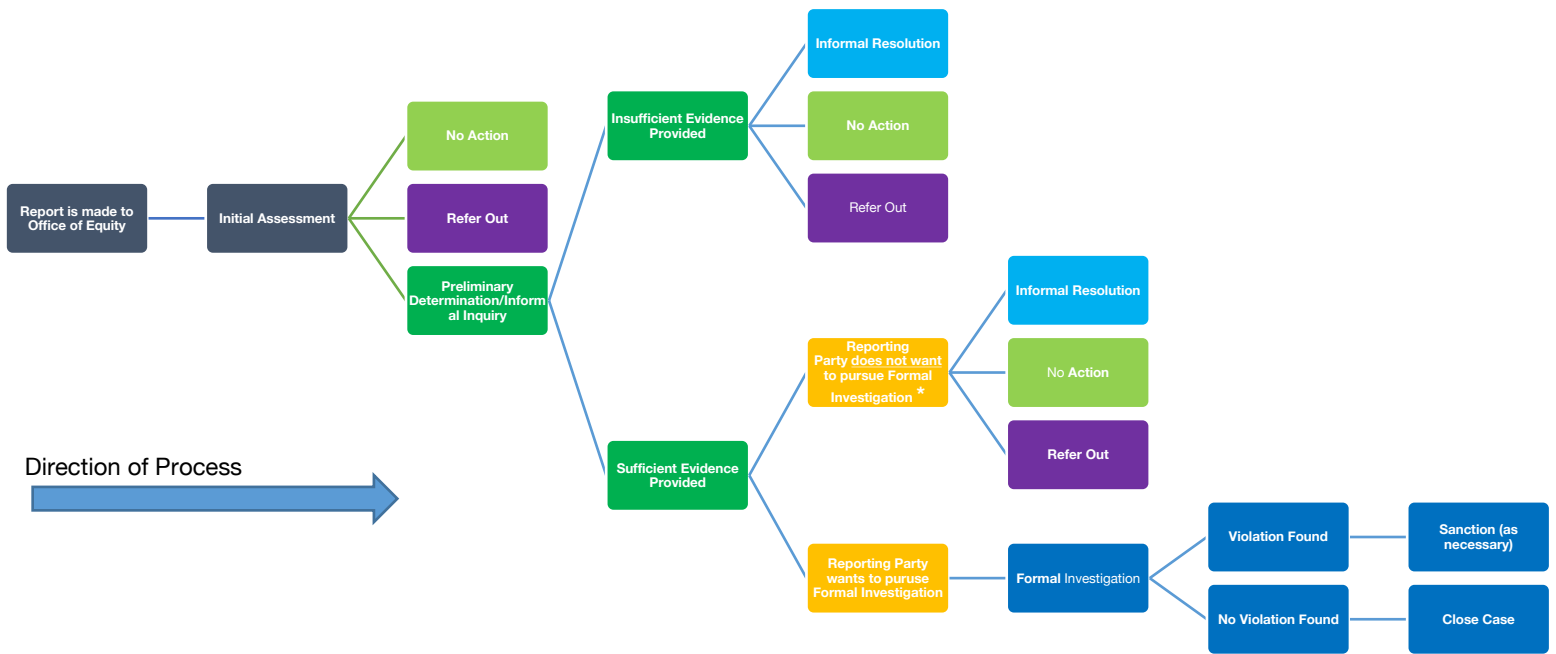
When a report alleges a violation of our Sexual Misconduct Policy, our Nondiscrimination Policy, or both, we start with a preliminary inquiry, also known as an informal investigation, during which information is gathered to determine if the allegations would rise to the level of a policy violation. When there is a likelihood that the allegations, as reported, would constitute a policy violation, and presuming the reporting party requests a formal investigation or a formal investigation is required, one of our trained investigators will conduct a formal investigation.

For those reported concerns which do not indicate a potential violation of policy, or in instances when a reporting party does not request a formal investigation or where none is warranted, we may address the reported concern utilizing informal resolutions, direct the appropriate parties to resources to mitigate feelings of discomfort and/or, refer the case to the proper office to handle the situation.

Preliminary inquiries (informal investigations), and sometimes informal resolutions, are often accomplished by meeting with a reporting party over a period of time during which we try to determine how the individual(s) wants to proceed, as appropriate under our policies. During any informal stage of the process, the Office of Equity works to gather relevant information so as to appropriately advise a reporting party about resolution and investigative options. In matters where either the reporting party chooses not to proceed with an investigation, or when there is insufficient information to merit an investigation, Office of Equity staff will continue to work with the reporting party to achieve potential resolution, as appropriate.

The following graphs provide an overview of our general investigative process, as well as an overview of this year's informal resolutions and investigations.

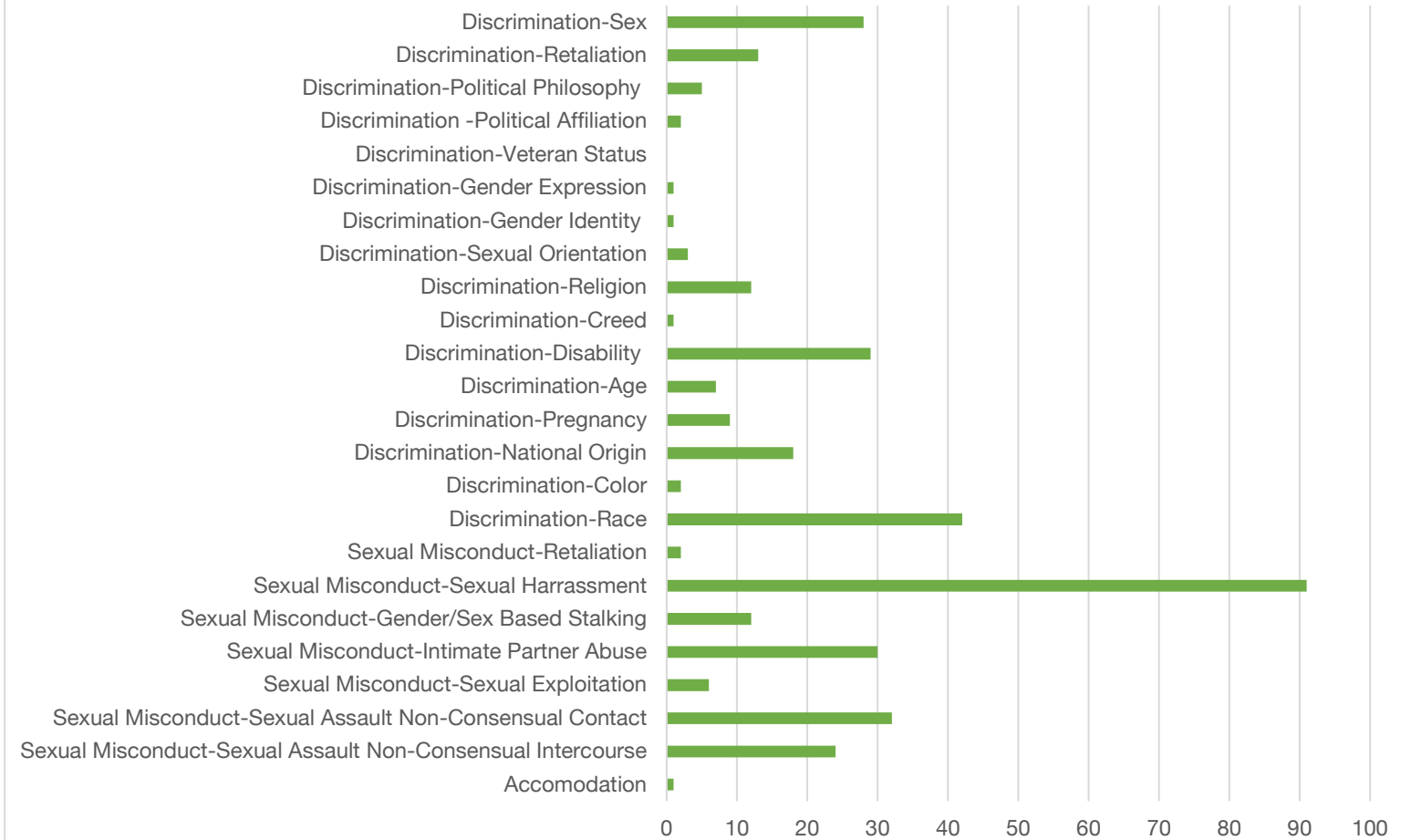
## FLOW CHART OF THE INFORMAL RESOLUTION AND FORMAL INVESTIGATION PROCESS



**NOTES:** The above flow chart demonstrates, generally, how reported concerns are handled within the Office of Equity. It is important to note that there are nuances in every case which may result in additional steps or actions, but in accordance with the corresponding Nondiscrimination and Sexual Misconduct policies and procedures. At any point we may refer involved parties to outside resources.

\*Where the Complainant has requested that no investigation occur, the University will seek to honor this request. Consistent with its obligations to ensure the health and safety of the University community, where the University determines that it must move forward with an investigation despite a Complainant's request, there are certain actions that may be required as part of the University's response, including an investigation and disciplinary resolution. The University will notify the Complainant that it intends to move forward with an investigation, but in no event will the Complainant be required to participate in any such actions undertaken by the University.

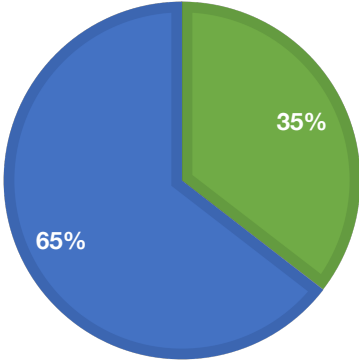
## 2016-2017 NUMBER OF INQUIRIES CLASSIFIED BY BASIS



**NOTE:** Some cases are classified by more than one basis if the alleged incident involved both the Sexual Misconduct and Nondiscrimination policies. For example, a reported concern may involve an incident of sexual harassment under the Sexual Misconduct Policy and may also constitute discrimination based on the reporting party's sex. Additionally, some cases were not included in the data collected because the reported concerns did not fall under the Office of Equity's purview, and/or they were cases that are currently pending and the basis of the alleged policy violation is not known at this time.

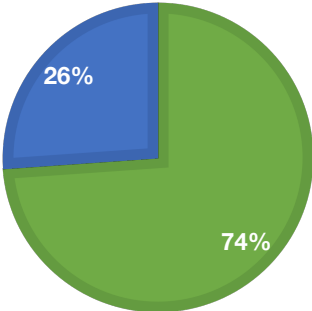
### 2016- 2017 PERCENTAGE OF INDIVIDUALS IN THE RESPONDING PARTY CLASSIFIED BY SEX

■ Female-Identified ■ Male-Identified



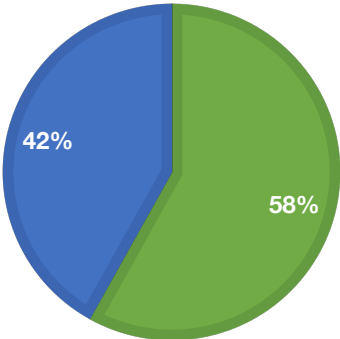
### 2016- 2017 PERCENTAGE OF INDIVIDUALS IN THE REPORTING PARTY CLASSIFIED BY SEX

■ Female-Identified ■ Male-Identified

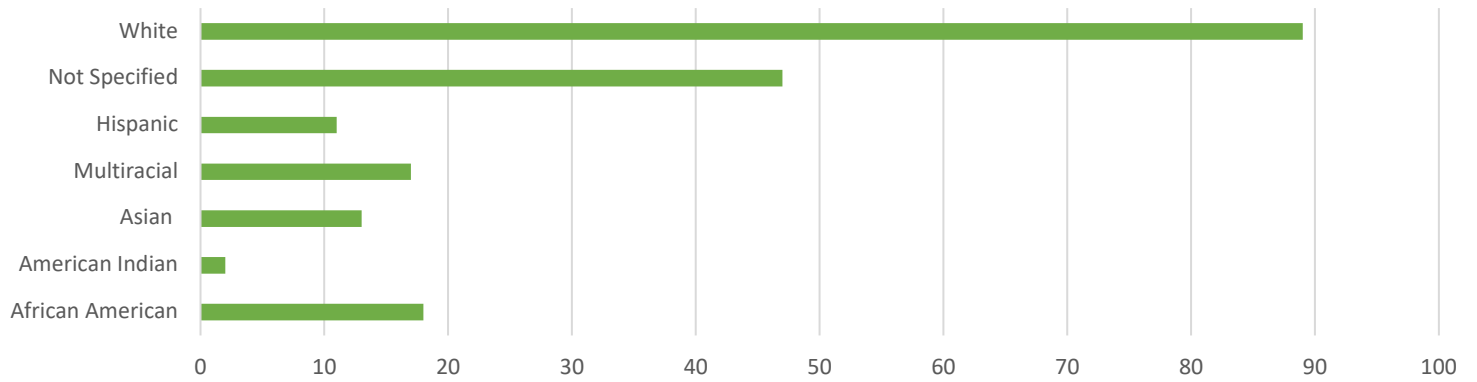


### 2016-2017 PERCENTAGE OF INVOLVED PARTIES WITH UNSPECIFIED SEX CLASSIFICATION

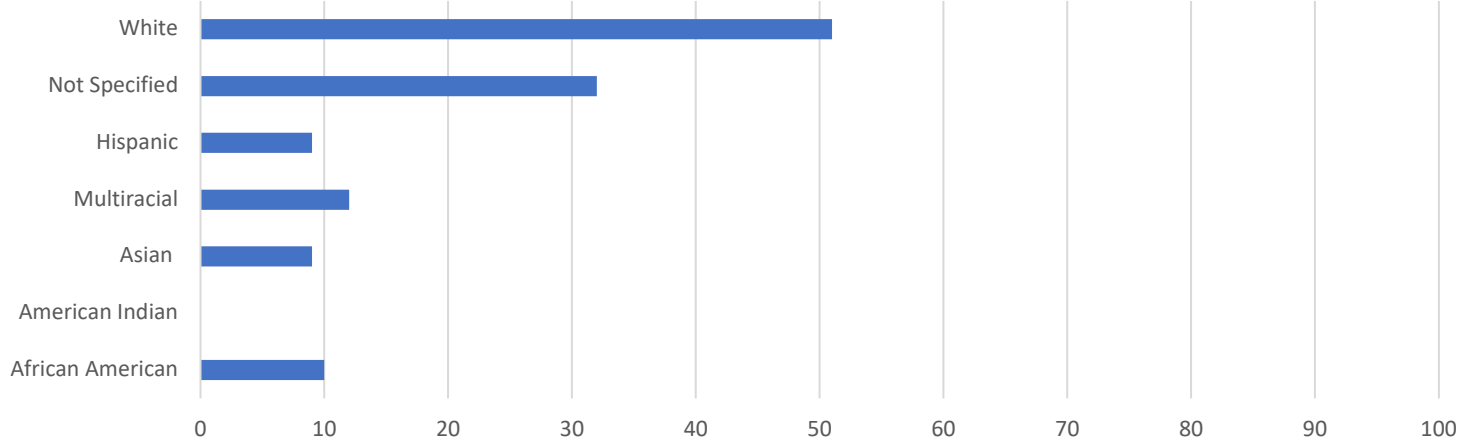
■ Reporting Party ■ Responding Party



### 2016-2017 NUMBER OF INDIVIDUALS IN THE REPORTING PARTY CLASSIFIED BY RACIAL/ETHNIC IDENTIFICATION



### 2016-2017 NUMBER OF INDIVIDUALS IN THE RESPONDING PARTY CLASSIFIED BY RACIAL/ETHNIC IDENTIFICATION





## 2016-2017 PERCENTAGE OF INVOLVED PARTIES CLASSIFIED BY CAMPUS ROLES

