

Office of Equity Annual Report

Fiscal Year (FY): July 1, 2024-June 30, 2025

OVERVIEW

The Office of Equity (“OE”) was created to administer the University of Colorado’s Protected Class Nondiscrimination Policy (“Nondiscrimination Policy”) and the University of Colorado’s Sexual Misconduct, Intimate Partner Violence, and Stalking Policy (“Sexual Misconduct Policy”) by addressing all complaints of discrimination and harassment based on protected characteristics, all complaints of prohibited sexual misconduct, and any related retaliation reported by University students, faculty, staff, and/or third parties. In addition to the Nondiscrimination and Sexual Misconduct Policies, the OE also enforces the University of Colorado’s Conflict of Interest in Cases of Amorous Relationships Policy (“Amorous Relationships Policy”).

MISSION

The OE is committed to fostering an inclusive environment for all members of the CU Denver | CU Anschutz community. Utilizing a comprehensive, integrated approach, their team facilitates equal access to education and employment by engaging in transparent case resolutions, conducting impartial investigations, offering support and safety measures, and providing prevention education.

The OE’s administration of the Nondiscrimination and Sexual Misconduct Policies is conducted in accordance with Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and other applicable federal and state laws.

The OE fulfills this mission by:

- Providing compliance, oversight, and support with all applicable federal and state civil rights laws for both the CU Denver and CU Anschutz campuses, prohibiting discrimination, harassment, sexual misconduct, and related retaliation—currently serving over 22,000 students and more than 17,000 faculty & staff.
- Consulting, training, and providing prevention resources to the University community regarding discrimination, harassment, sexual misconduct, retaliation, and bystander intervention;
- Receiving, evaluating, and responding to all reported concerns of alleged violation(s) of the policies under the OE’s purview;
- Coordinating the provision of supportive and safety measures as needed;
- Investigating complaints of alleged violation(s) of policies under the OE’s purview, as appropriate;
- Providing oversight of various physical locations on both campuses including lactation rooms, ADA accessible areas, and gender-inclusive restrooms;
 - Anschutz Medical Campus: [CU Anschutz Map](#)
 - University of Colorado Denver: [CU Denver Map](#)
- Maintaining accurate files and data to respond to media inquiries, as well as legal and CORA document requests; and
- Conducting ongoing evaluation regarding the efficacy, accuracy, and legal sufficiency of relevant policies and procedures.

Inclusive Campus Culture

The OE is committed to fostering an inclusive environment for all members of the CU Denver | CU Anschutz community.

OE Training Offerings

The OE offers a wide range of educational support to both campuses related to compliance and equitable campus conduct. Training can be customized upon request. If the OE is unable to provide training, their team can direct folks to the appropriate office to provide educational resources. Visit the [OE’s Training Catalog](#) to review descriptions for the following trainings:

Instructor-Led (offered by request)

- Office of Equity 101: What We Do
- No Longer on Standby: Ethical Bystander Intervention
- Responsible Employee
- Understanding University Policy

- Prevention Together (online via Canvas, collaborative course with the Office of Equity and the Phoenix Center)
- Others by request

Required Online Courses (Canvas & Percipio)

- For all CU Denver students: Lynx Paths to Community Accountability
- For all CU Anschutz students: Respect for All
- For all CU employees: **CU: Nondiscrimination, Sexual Misconduct, and Reporting - u00283**

Educational Resource Guides

In addition to online and instructor-led trainings, the OE offers (and continually updates) [four](#) educational resource guides designed to further the education of students, staff, faculty, and community members on the following topics:

- Bystander Intervention
- Affirmative Consent
- Intimate Partner Violence
- Cybersafety, Stalking, and Online Harassment

OE Staff Training

The OE prioritizes offering educational support and learning opportunities to its professional staff. Each year, professional development funds are allotted (as available) to fund opportunities for OE staff to learn from experts in compliance, equitable campus conduct, diversity, and inclusion. This year, several OE staff members were able to attend the Title IX Training, including:

- Office of the Colorado Attorney General: Mandatory Title IX Training
- Association of Title IX Administrators: 2024 Summer Symposium
- Equal Employment Opportunity Commission: 2024 Excel Conference
- Equal Employment Opportunity Commission: Pregnant Workers Fairness Act and the Power of the PUMP
- Equal Employment Opportunity Commission: Disability and Religious Accommodations
- Grand River Solutions: Investigator Training
- Grand River Solutions: Advanced Title IX Coordinator
- Grand River Solutions: Intake and Notice Writing

OE Campus Involvement

OE staff are encouraged to participate in committees with external campus organizations related to compliance, equitable campus conduct, and equity. This year, the OE participated in:

- CARE (Campus Assessment, Response, and Evaluation) Teams at CU Denver and CU Anschutz
- FaST (Faculty and Staff Assessment and Response) Teams at CU Denver and CU Anschutz
- Denver Sexual Assault Interagency Council (SAIC)
- Auraria Campus Bystander Intervention Committee
- Auraria Campus Sexual Assault Awareness Month Planning Committee 2025
- CU Denver Inclusive Excellence Network
- CU Denver Violence Prevention Alliance for Gender Equity Committee
- CU Denver Special Admissions Committee
- CU Denver Alternative Spring Break Committee 2025
- CU Denver Coalition for Expression and Advocacy
- CU Anschutz Staff Council and Policy Committee
- CU Anschutz Sexual Assault Coalition, Colorado School of Public Health
- CU Anschutz Executive Vice Chancellor's Leadership Group

SHORT AND LONG-TERM GOALS

The OE is committed to assisting in the creation of an environment where students can obtain their education and faculty/staff can perform their work free from discrimination and harassment. To do so, the OE has outlined the following goals:

- Ensure University compliance with the Nondiscrimination and Sexual Misconduct Policies.
- Increase the office's visibility across the CU Denver and CU Anschutz campuses, locally in the community/state, and nationally with other institutions/national organizations.
- Identify and improve office inefficiencies (intake, education, investigation, and post-investigation efforts).
- Increase outreach and training efforts, as well as refine training programs and educational materials.
- Enhance respondent and complainant resources.
- Refine University policies and procedures (within the OE's purview).

- Further develop collaborative relationships with other administrative offices, including CU System partners/colleagues, faculty/staff/student committees, and local agency councils.
- Address gaps within resolution processes.
- Leverage University provided technology to continue seamlessly providing resources to campus virtually/in hybrid formats.

TRAINING, PREVENTION, & OUTREACH

The Office of Equity seeks to regularly provide training, prevention, and outreach efforts in various ways. The OE Prevention, Education, and Outreach Coordinators for each campus focus on maintaining current and relevant training materials for both campuses. These presentations, resources, and educational materials are strategically designed and customized to respond to community needs and outreach requests. The Prevention, Education, and Outreach Coordinators are instrumental in developing campus-wide partnerships to 1) ensure that equity is at the forefront of what we do as a community; 2) determine focus areas for educational outreach; and 3) design and implement targeted training in support of educational resolutions within the OE. The Prevention, Education, and Outreach coordinators are also the primary points of contact for campus events related to tabling and community building, i.e., Annual Block Parties, Lynx Bash.

Having one person per campus devoted to prevention and education projects allows the office to 1) tailor content material for each respective campus that addresses the unique needs of each campus population; and 2) develop more meaningful and intentional campus partnerships because of the additional time each staff member will have to allot to their respective campus.

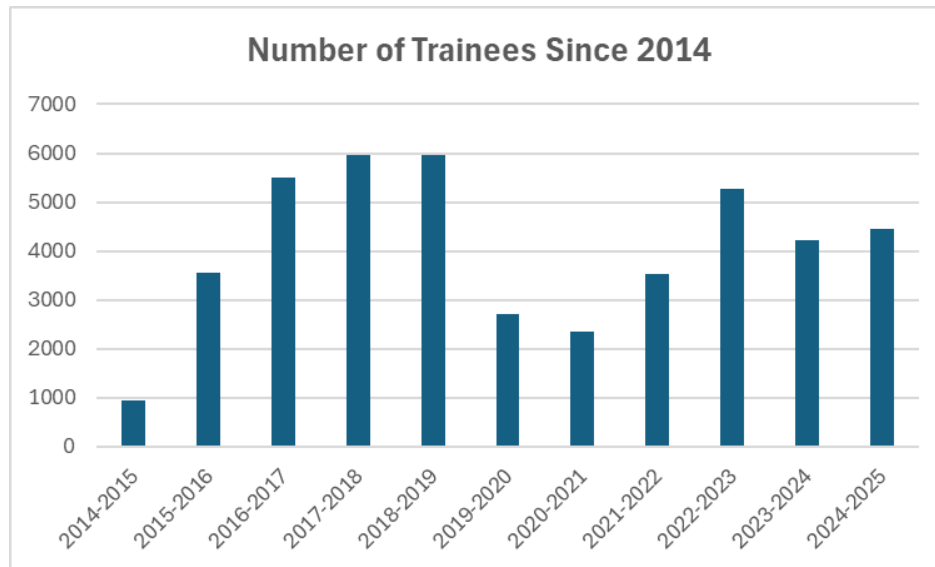
For CU Anschutz, the Prevention, Education, and Outreach Coordinator has started building relationships with the hospital partners affiliated with the Anschutz Medical Campus and their Human Resources departments.

Statistical Data

In FY2024-2025...

- The OE facilitated **45** trainings.

The OE trained **4,444** individuals (comprised mostly of staff, faculty, and students).



LACTATION SPACES

The OE has continued its involvement with the management and maintenance of all lactation spaces on the CU Denver and CU Anschutz campuses, in conjunction with Facilities Management, Security and Badging, the Office of Information Technology/EMS, and the Women and Gender Center. During FY 2024-2025, the OE provided oversight for the current inventory of 50 lactation spaces across both campuses. The OE worked to identify the need for more spaces, collaborated with other departments to build out and equip lactation spaces, maintained the existing spaces, and monitored space access and usage.

REPORTS TO THE OE

As outlined above, the OE addresses all instances of protected class discrimination and harassment, any form of prohibited sexual misconduct, and any related retaliation complaints against students, faculty, and staff as outlined in the CU's Nondiscrimination and Sexual Misconduct Policies.

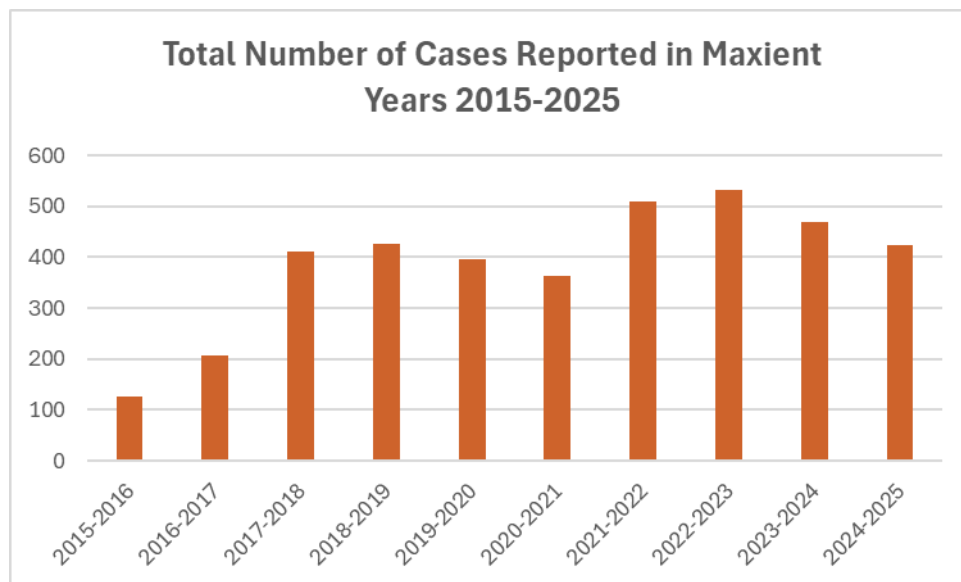
The Nondiscrimination Policy prohibits discrimination, harassment, and/or related retaliation based on 16 protected classes, including: race, color, national origin, sex, age, disability, pregnancy, creed, religion, sexual orientation, veteran status, gender identity, gender expression, political philosophy, political affiliation, or marital status.

The Sexual Misconduct Policy prohibits sexual misconduct and/or related retaliation including sexual assault (rape, incest, statutory rape, fondling), dating violence, domestic violence, sexual harassment, sexual exploitation, and stalking. In October 2018, revisions were made to this Policy to include the following additional violations: failure to report, providing false/misleading information, interference with reporting, and failure to comply with orders and sanctions.

The OE is a neutral, fact-finding office responsible for addressing and investigating alleged misconduct pursuant to the University’s Nondiscrimination and Sexual Misconduct Policies and the OE’s Resolution Procedures. The OE reviews each report objectively to effectively address and resolve the matter, which may include a responsibility determination as to whether a violation of University or campus policy occurred based on a preponderance of evidence standard.

The following information summarizes data from all concerns reported to the OE related to sexual misconduct, protected characteristic discrimination and/or harassment, and related retaliation during FY 2024-2025. Data is representative of reported concerns on both campuses involving complaints filed by students, faculty, staff, and other third-parties against respondents who include students, faculty, and/or staff. It includes complaints made by affiliates and non-affiliated individuals with the University, as well as complainants and respondents who were not identified.

For FY 2024-2025, the OE received **424** reports. This figure has **decreased by 6%** from last year (FY2023-2024).



- **Number of Concerns Reported by Policy/Concern**

- **222:** Nondiscrimination Policy

- **221:** Sexual Misconduct Policy

Note: Reports may be classified as discrimination and sexual misconduct. For example, allegations of discrimination-sex and sexual misconduct-hostile environment.

- **2:** Amorous Relationships Policy

- **10:** Pregnancy and Parenting

- **6:** OE FYI (Unrelated to OE Policies/Referrals)

- **Number of Concerns and the OE's Response**

- **254 No Action Cases:** Number of reported concerns where there was *no basis to proceed*. These reported concerns *do not* generally result in an educational resolution process, referral to another office, or a formal investigation for one or more of the following reasons:
 - *Insufficient information* was provided as to the identity of either the complainant or respondent such that it would enable the office to appropriately address the concern as reported.
 - The reported concern was provided for informational purposes only and would not otherwise rise to the level of a potential policy violation (*request no action*).
 - The complainant declined to participate in any process offered by their office (*no action requested*), including formal investigation (and when declination of a formal investigation was permissible as outlined in the Sexual Misconduct Policy).
 - The complainant did not respond to OE outreach attempts made to fully understand their concern (*no response to outreach*).
- **48 Referral Cases:** Number of reported concerns where information reported was not related to/did not fall under the OE's jurisdiction. These reported concerns were referred to the appropriate University department/office for resolution/support.
- **51 Supportive and Safety Measures/Informal Resolutions Cases:** Number of reported concerns where the OE responded with measures designed to ensure the safety of all involved parties/University community and address the well-being/continued access to University educational/employment opportunities.
- **15 Preliminary Inquiry Cases:** Number of reported concerns that required an initial assessment that subsequently determined that the concern, if true, would not rise to the level of a policy violation. These cases are not eligible for formal investigation, but are eligible for educational resolutions and receive a referral to this process upon case closure.
- **12 Formal Investigation Cases:** Number of reports that an initial assessment (i.e., preliminary inquiry) determined were eligible for a formal investigation.
- **26 Educational Resolution Cases:** See sections below for details.

Case Type	Total	CU Anschutz	CU Denver	Other
Sexual Misconduct	221	61	148	2
Nondiscrimination	222	73	119	2
Pregnancy Accommodation	10	6	4	0
OE FYI (<i>issues unrelated to OE policies</i>)	6	2	3	1
Amorous Relationships	2	1	1	0

NOTE: Reports may be classified as discrimination *and* sexual misconduct. For example, allegations of discrimination-sex and sexual misconduct-hostile environment. The "Other" column includes reports or incidents which did not occur on, or were otherwise unrelated to, the CU Denver or CU Anschutz campuses.

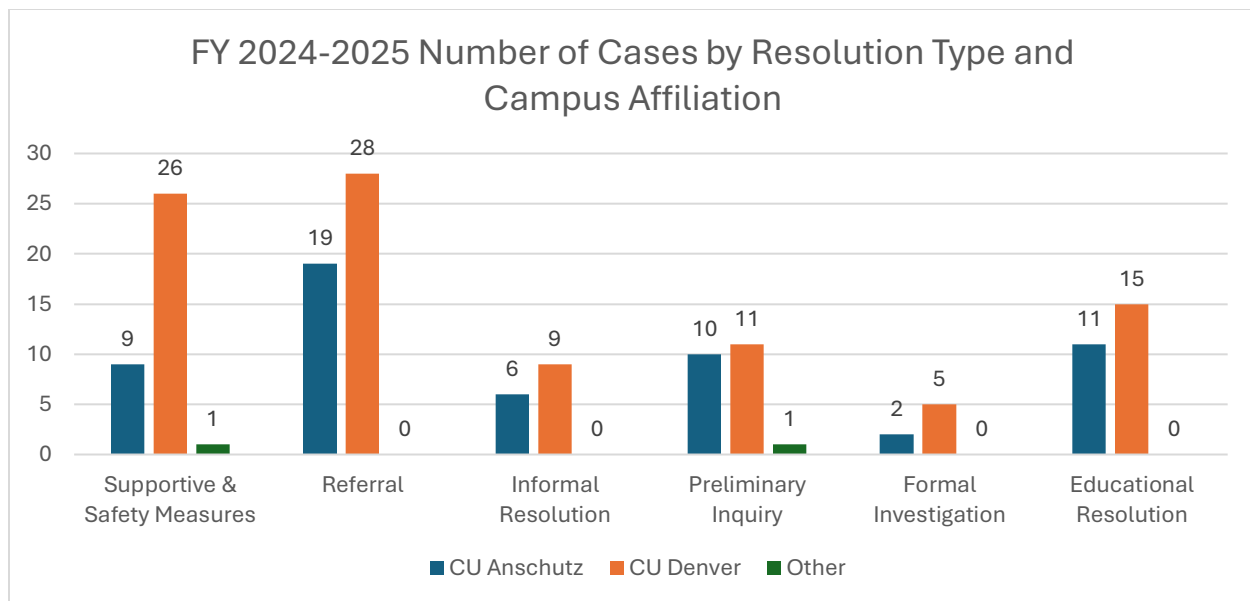
Number of Nondiscrimination Cases Based on Reported Protected Characteristic				
Basis	Total	CU Anschutz	CU Denver	Other
Race	51	13	36	2
Sex	28	8	20	0
Disability	30	15	15	0
National Origin	22	9	13	0
Religion	7	1	6	0
Age	14	9	5	0
Discrimination	10	5	5	0
Retaliation	11	5	6	0
Pregnancy	10	6	4	0
Sexual Orientation	12	10	2	0
Color	0	0	0	0
Veteran Status	3	1	2	0
Gender	1	0	1	0
Gender Identity	14	10	4	0
Political Philosophy	0	0	0	0
Political Affiliation	3	0	3	0
Creed	2	1	1	0
Islamophobia	1	0	1	0
Accommodation	9	3	6	0
Gender Expression	1	0	1	0
Not Specified/Not Related	4	1	2	1

NOTE: Reports made to the OE can involve allegations of discrimination or harassment based on multiple protected characteristics. For example, a complainant can allege discrimination based on race *and* national origin. Reports can also include allegations of discrimination/harassment *and* sexual misconduct. Each year the OE also receives several reports that do not contain sufficient information to understand whether there is discrimination or harassment based on a protected characteristic and/or receives several reports that are outside the OE's jurisdiction/are unrelated to policies administered by the OE ("Not Specified/Not Related").

Number of Sexual Misconduct Cases Based on Type of Sexual Misconduct				
Type of Misconduct	Total	CU Anschutz	CU Denver	Other
Rape	23	6	16	1
Fondling	7	2	5	0
Statutory Rape	2	0	1	1
Incest	0	0	0	0

Title IX Quid Pro Quo	0	0	0	0
Sexual Harassment	15	4	11	0
Title IX Hostile Environment	0	0	0	0
Hostile Environment	81	35	46	0
Sexual Exploitation	6	0	6	0
Dating Violence	14	1	13	0
Domestic Violence	28	9	18	1
Title IX Stalking	0	0	0	0
Stalking	38	8	30	0
Sexual Misconduct	2	0	2	0
Assault	1	0	1	0
Not Specified/Not Related	0	0	0	0

NOTE: Reports made to the OE can involve allegations of sexual misconduct based on multiple types of sexual misconduct. For example, a reporting party can allege sexual misconduct based on sexual harassment *and* stalking. Reports can also include allegations of sexual misconduct *and* discrimination. Each year the OE also receives several reports that do not contain sufficient information to understand whether there is sexual misconduct and/or receives several reports that are outside the OE's jurisdiction/are unrelated to policies administered by the OE ("Not Specified/Not Related". The "Other" column includes reports or incidents which did not occur on, or were otherwise unrelated to, the CU Denver or CU Anschutz campuses.



NOTE: “Other” includes reports or incidents which did not occur on, or were otherwise unrelated to, the CU Denver or CU Anschutz campuses. “No Action” resolution type cases are excluded from this graph.

EDUCATIONAL RESOLUTION PROCESS

As outlined in the Nondiscrimination and Sexual Misconduct Policies, the OE may determine that the most prompt and effective way to address a concern is through the educational resolution process.

The primary focus during an educational resolution remains the welfare of the complainant and the safety of the campus community. Educational resolutions do not involve written reports or determinations as to whether a policy was violated. Instead, this form of resolution allows the University to tailor responses to unique facts and circumstances of an incident, particularly where there is not a broader threat to an individual or campus safety. Such resolutions may include, but are not limited to:

- Providing targeted or broad-based educational programming or training; and/or
- Meeting with the respondent(s) to:
 - Discuss the behavior as alleged and provide an opportunity to respond.
 - Review prohibited conduct under applicable policies.
 - Identify and discuss appropriate future conduct and behavior as well as how to avoid behavior that could be interpreted as retaliatory.
 - Inform complainant(s) of the respondent’s responses, if appropriate.
 - Notify other relevant University offices or others (i.e., Human Resources, Office of Student Conduct and Community Standards, the respondent’s supervisor or other disciplinary authority) of the allegations and responses, if necessary, who will determine whether any other disciplinary action is appropriate.

Participation in an educational resolution is voluntary by complainants and respondents; however, there may be occasions when, if the allegations were proven true would violate policy, failure to participate could result in the OE deciding to proceed with a formal investigation regardless of involved party participation.

The OE managed **26** educational resolutions in FY 2024-2025. These include matters raising concerns of either discrimination or harassment based on a protected characteristic, sexual misconduct, or related retaliation.

FORMAL INVESTIGATIONS

The OE may resolve a reported complaint of alleged discrimination and/or harassment under either the Nondiscrimination Policy or the Sexual Misconduct Policy, in instances when the allegation(s), if true, would be prohibited under the applicable policy. The OE is committed to providing a prompt, fair, and impartial resolution of all complaints referred to for formal investigation.

The OE may decline to pursue a formal investigation if (1) a complainant has requested that a formal investigation not be pursued, and (2) the OE has determined that the complainant's request can be honored consistent with the University's obligation to provide a safe and nondiscriminatory environment.

During FY2024-2025, the OE opened **12 formal investigations**. Of these investigation, 9 cases were CU Anschutz and 3 were CU Denver.

- **6 cases:** Sexual Misconduct Policy Formal Investigations
 - **1** case was found **responsible** for violating University policy and expelled
 - **3** cases were **dismissed**
 - 2 were dismissed at the request of the parties
 - 1 was because one of the parties was longer affiliated
 - **1** case was **open/ongoing** at the time the annual report was published
 - **1** case was resolved with an **Informal Resolution**
- **6 cases:** Nondiscrimination Policy Formal Investigations
 - **0** cases were found **responsible** for violating University policy
 - **5** cases were found **not responsible** for violating University policy
 - 1 case was **open/ongoing** at the time the annual report was published; responsibility determination and sanctions (if found responsible) still needed

Formal Investigation Sanctions Summary

- The **Student Sanctioning Board** determines sanctions for *student respondents* and the **Department/Hiring Authority** determines sanctions for *faculty/staff respondents*.
- Sanctions are determined based on the following factors:
 - Severity and/or pervasiveness of conduct and whether it escalated during the incident;

- The impact of separating a student from their education;
- Whether the complainant was incapacitated at the time of the conduct;
- Relationship between the parties, including degree of control of one party over another;
- Whether there was force/violence, weapons, or threats of force/violence;
- Any prior history of related criminal, conduct, or policy violations, including but not limited to the University's Code of Conduct and any active disciplinary sanctions in place at time of the conduct;
- Impact of incident on complainants;
- Acceptance of responsibility by respondent; and
- On-going safety risk to complainant or community.