

Subject: Notice of APS 5014 Sexual Misconduct Policy changes effective October 1, 2018

Date: Monday, October 1, 2018 at 2:02:28 PM Mountain Daylight Time

From: Provost Nairn

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University of Colorado Denver | Anschutz Medical Campus

The Sexual Misconduct Policy (SM Policy) applies to all four CU campuses. This past year, the SM Policy underwent a system-wide review process led by CU Vice President, University Counsel and Secretary of the Board of Regents Patrick O'Rourke.

The changes to the SM Policy have helped align the processes across all campuses and clarified key areas regarding due process and adjudication, jurisdiction, and mandatory reporting.

Primary areas where these changes have occurred include:

- Explaining the role of specialized campus offices, such as the [Office of Equity](#) (OE) who resolve complaints and ensure procedural due process and equity for all parties
- Adding language on "jurisdiction" factors for determining when and if a case will be taken up for investigation and resolution
- Describing the goals and purpose of the obligation to report for "responsible employees" and the criteria for adjudicating "failure to report" allegations

The revised Sexual Misconduct Policy will become effective October 1, 2018.

In addition, CU Denver | Anschutz Medical Campus will now require all employees (faculty, staff, and student staff) to complete training on OE-related policies **every three years** after initial completion when new to the Denver or Anschutz Medical Campus.

Employees can review their training record via the Employee Portal by reviewing their "Training Summary" and determine when they last completed the training. OE will also directly email anyone who is not up-to-date with the training requirement.

If you have any questions about these changes or the new training requirements, please contact the Office of Equity at (303) 315-2567 or Equity@ucdenver.edu.

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