CAMPUS ADMINISTRATIVE POLICY JUSTIFICATION

Policy Title: Anti-Violence Policy
Policy Number: 4005  Policy Functional Area: Human Resources

Date Submitted: April 1, 2020
Proposed Action: Approve Update
Brief Description: This policy governs the behaviors and statements that are prohibited in order to provide a safe and productive work and learning environment. It also specifies the process for reporting and identifies the bodies responsible for addressing those reports.

Desired Effective Date: July 1, 2021
Responsible University Officer: Executive Vice Chancellor for Administration and Finance | CFO, University of Colorado Anschutz Medical Campus
Senior Vice Chancellor for Administration and Finance | CFO, University of Colorado Denver
Responsible Office: Associate Vice Chancellor for Human Resources
Policy Contact: Doug Kasyon
Last Reviewed/Updated: October 21, 2011
Applies to: CU Anschutz, CU Denver

Reason for Policy: This policy identifies prohibited behaviors and statements necessary to a safe and productive work and learning environment.

I. REASON FOR PROPOSED ACTION

Updates to the name, as well as the composition, of the team responsible for addressing reported violations of this policy.

II. STAKEHOLDER ENGAGEMENT IN THE POLICY REVIEW

Executive Vice Chancellor for Administration and Finance | CFO, CU Anschutz (T. Carrothers, 6-4-21)
Senior Vice Chancellor for Administration and Finance | CFO, CU Denver (J. Sobanet, 7-28-20)
Legal (K. Spiering, 7-2-20, C. Puckett, 12-12-19)
Chief Human Resources Officer (C. Brownawell, 7-2-20, 10-31-19)
Chief of Police (R. Repola, 2-27-20)
Auraria Campus Police (M. Phibbs, 5-1-20)
Department Chair, Psychology (P. Kaplan, 5-1-20)
Campus Assessment Response and Evaluation Team (B. Bohl, 4-17-20) J. Gascoigne, 5-1-20)
HR Director of Employee Relations and Performance (D. Kasyon, ongoing involvement)
Policy Coordination Manager (M. Heredia, ongoing involvement)

III. LEGAL REVIEW

A. Do you think legal review would be required for these proposed changes?

Yes

1. If no, please explain. N/A

2. If yes, what is your plan to get the legal review? Will send to Steve Zweck-Bronner in Legal

3. Date legal review completed: 12-12-19 (initial review)

4. Person completing legal review: C. Puckett

IV. FISCAL REVIEW: Are there any financial (human resources, technology, operations, training, etc.) or other resource impacts of implementing this policy (e.g., cost savings, start-up costs, additional time for faculty or staff, new systems, or software)? No