



**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 a 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**