

Equal Opportunity & Title IX

2019-2020 ANNUAL REPORT



OFFICE OF EQUAL OPPORTUNITY & TITLE IX

The University provides equal opportunity in employment, educational activities and other programs to all employees, students and applicants. The Office of Equal Opportunity & Title IX ("EOIX") collaborates with the University community to stop, prevent and remedy discrimination, harassment and gender-

NEW PROCEDURES

Due to the new Title IX regulations, which were announced on May 6, 2020 and required to be implemented by the University on August 14, 2020, the University now has two sets of procedures: (1) Comprehensive Discrimination Harassment Procedures and (2) Title IX Sexual Harassment Procedures. An overview of the process and the differences between the procedures follows:

PROGRESS

In the winter quarter of 2020, Chancellor Haefner listened to the concerns about DU's campus climate related to gender-based violence, and in partnership with students, gender-based violence advocates, student affairs staff and the EOIX office directors, developed an [action plan](#) to address these climate concerns. DU has embraced and invested in the action plan to improve the campus climate to create positive, proactive changes for our DU students. Highlighted below are key actions the EOIX office has taken in 2020 to improve how the university responds to allegations of gender-based violence and sexual assault:

DU developed and updated policies and procedures in response to the new Title IX regulations: The Title IX Sexual Harassment Procedures, The Comprehensive Discrimination and Harassment Procedures, and the Ricks Center for Gifted Children Interim Title IX Sexual Harassment Policy.

Developed a variety of written and online resources including:

New [Sexual Assault website](#) that provides clarity on how survivors can access support anonymously and confidentially.

A user-friendly one page handout identifying reporting options and seeking confidential and non-confidential resources on and off campus including advocacy, law enforcement, mental health and medical services.

EOIX Procedures Overview Graphic (see page 2 above) of the scope and steps included for each procedure.

The EOIX team participated in over 14 hours of training throughout summer 2020. These trainings focused on the requirements of the new Title IX regulations, trauma informed interview techniques, DU's new Title IX procedures, and Colorado law. Additionally, appellate officers and others engaged in outcome and disciplinary matters participated in eight hours of training regarding the new Title IX regulations. DU's investigators have also attended several investigation seminars during the fall term 2020.

The student campus climate survey for the 2020-2021 academic year will be sent to the campus community before the end of the fall quarter.

Three mandatory online training modules were released for faculty, staff, and administrators: Diversity: Inclusion in the Modern Workplace;

THE STATISTICS

The EOIX office received 227 reports of allegations of discrimination, harassment and gender-based violence during the 2019-2020 academic year. As shown in Figure 1, the majority of the allegations are sex or gender-based. Claims based on race/color discrimination saw an increase in reports for the 2019-2020 as indicated in Figure 2.



Figure 1

ADA Coordinator Statistics 2019-2020

82

Discrimination with Gender/Creation

34

Accommodation Requests ADA

The role of ADA coordinator transitioned into the EOIX office early in 2020, likely accounting for a decrease in allegations based on disability (in Figure 2 below) as the request are now counted in the ADA accommodations. The ADA coordinator also implemented closed captioning for the online presentations required by the COVID-19 pandemic.

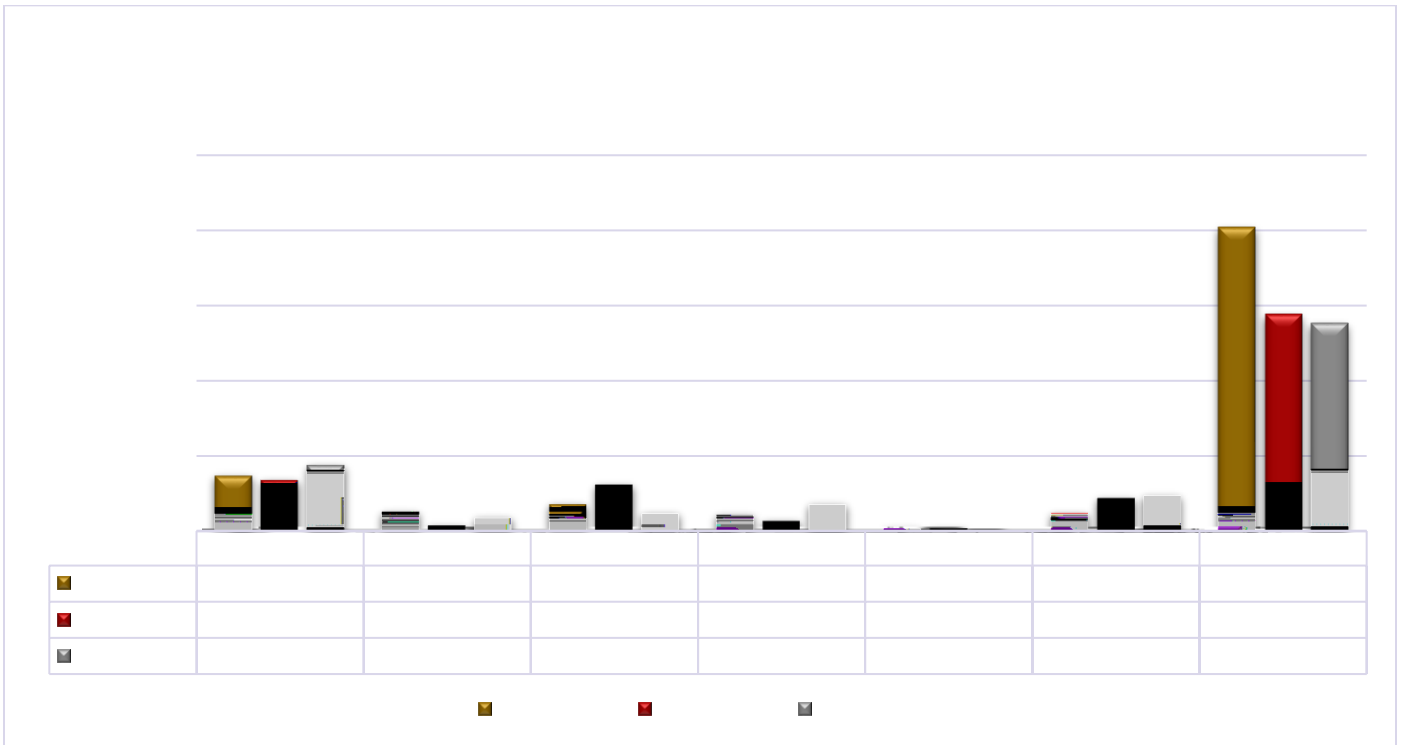


Figure 2

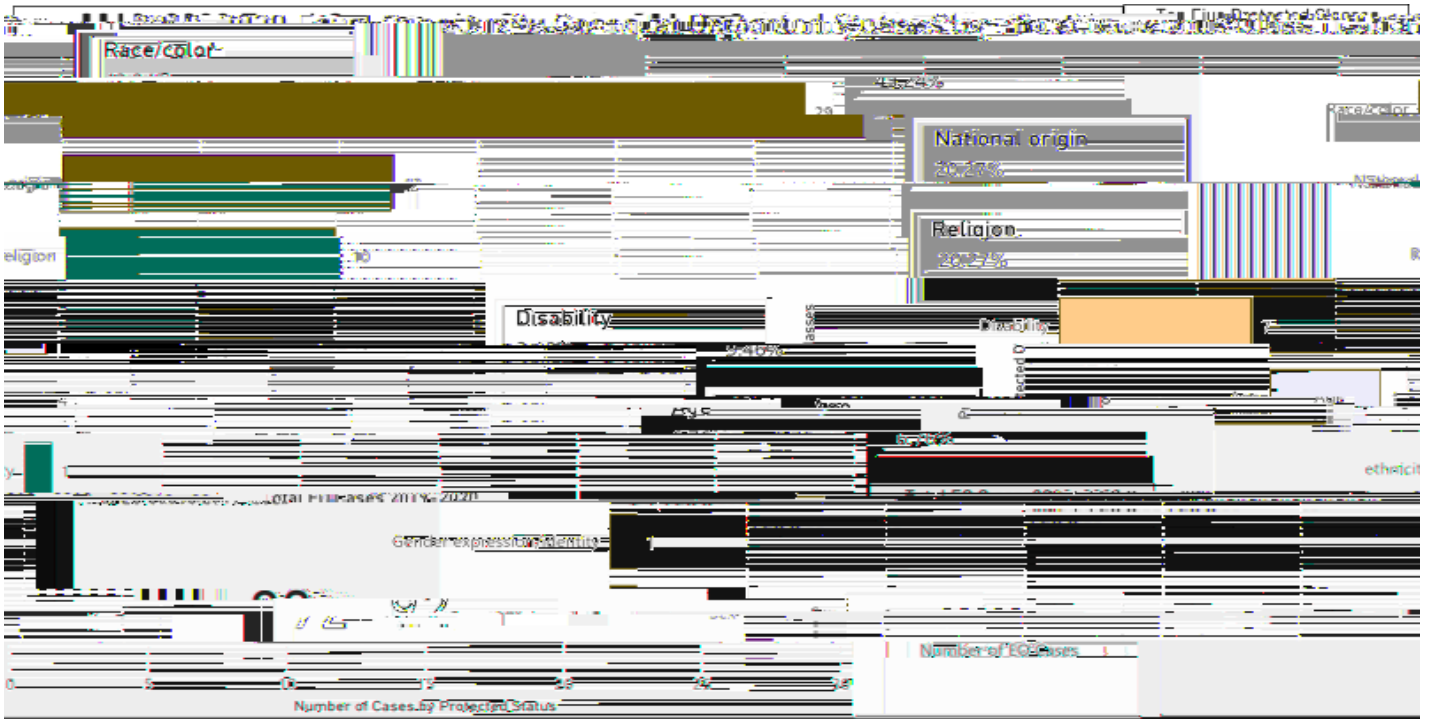


Figure 3



Figure 4

The EOIX office responds to complaints of harassment, discrimination and gender-based violence from all members of the University community, including faculty staff and students. Identified in Figures 5 and 6 are the affiliations of both complainants (those alleged to have experienced prohibited conduct) and respondents (those alleged to have committed prohibited conduct).



Figure 5

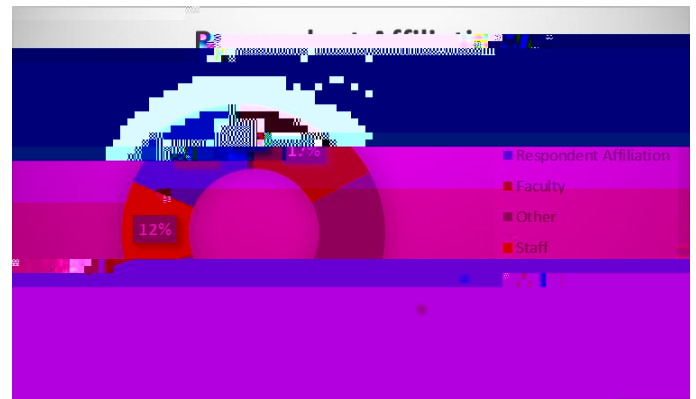


Figure 6

53% of respondents are not affiliated with the University, unknown or not identified by complainants, which generally means the University cannot pursue an investigation or inquiry.

However in all cases, complainants are offered supportive measures so that they can continue to access their employment or education. Such supportive measures include counseling, academic accommodations, changes in housing, referrals to advisors and law enforcement and no contact orders. Respondents receive similar

TRAINING AND EDUCATION

The EOIX office provides education and prevention programs to promote awareness of discrimination, harassment, gender-based violence, sexual harassment, sexual violence, dating and domestic violence, stalking, and retaliation, resulting in in person and online training to more than 3,000 students, faculty, and staff.

Student In-Person Training:

Intervene DU Required for all undergraduates, covers strategies for appropriate interventions in cases of potential sexual assaults, racial bias, hazing, mental health, sexual harassment, intimate partner violence, and alcohol and drug related emergencies.

Behind Closed Doors Training Co-ordinator assistants to prepare them for various issues of discrimination, harassment and gender-based violence that may occur in University owned or operated housing.
Culture of Care

HERITAGE AND AWARENESS INITIATIVES

HRIC Lunch & Learn Series

This was the second year for the HRIC Lunch and Learn Series celebrating Heritage Months. Each of the events were well received by the staff, faculty, and guests who attended. DU community members are invited to attend each month.

September - Hispanic Heritage Month:

Fiesta Colorado Presents- History of Ballet Folklorico and the Dances of the Americas

October - Disability Employment Awareness Month:

Phamaly Theatre Company Presents: Arts, Accessibility and Representation- How Disability is the Next Frontier of Creativity

November -

Veterans Day Celebration - Flag Raising Ceremony with Color Guard and presentation by Law Professor Ann Vessels regarding the Veterans Advocacy Project

Native American Heritage Month: Native American Education- The Struggle to Recover, presentation by Ms. Melody McCoy, Sr. Attorney, Native American Rights Fund

February - Black History Month:

Black Chefs in the White House - presentation by Adrian Miller

March - Women's History Month:

Event cancelled due to COVID-19

May - Asian American and Pacific Islander Heritage Month:

Presentation by Shifu

Notice of Non-

E. Equal Pay and Pay Equity

The Equal Pay Act of 1963, as amended, prohibits sex discrimination in payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility under similar working conditions, in the same establishment. The University is also committed to the principle of pay equity, and expressly prohibits disparate pay on the basis of an employee's race, color, national origin, ancestry, age, religion, creed, disability, sex, sexual orientation, gender identity, gender expression, marital status, pregnancy, military enlistment, veteran status, or genetic information. The University prohibits pay discrimination based on sex, discriminatory pay practices based on sex, and sex discrimination affecting compensation.

The Comprehensive Discrimination and Harassment Procedures and Title IX Sexual Harassment Procedures can be found on the [Procedures](#) page.