



Office of Equal Opportunity & Title IX Comprehensive Discrimination and Harassment Procedures

2022-2023

(Effective August 15, 2022^{1/})

University of Denver

^{1/}These procedures were revised effective April 15, 2023 to address personnel changes in the Office of Equal Opportunity & Title IX.

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titleix@du.edu or Molly.Hooker@du.edu

The University complies with all federal and state laws that protect individuals with disabilities from discrimination based on their disability or perceived disability status. As such, reasonable accommodations and auxiliary aids and services are available to individuals with disabilities when such modifications and services are necessary to access the University's programs and services. The University's ADA/504 Coordinator is:

Joshua Kaufman
ADA Coordinator
Office of Equal Opportunity & Title IX
Driscoll Center South, Suite 30
2050 E. Evans Avenue

OFCCP
U.S. Department of Labor
200 Constitution Ave. NW
Washington, D.C. 20210
www.dol.gov
Telephone: [\(800\) 397-6251](tel:(800)397-6251)
TTY: [\(202\) 693-1333](tel:(202)693-1333)

B. Pay TrayPSi8.3 (a)0.9 (y)- oB0m0

Contact Information for the United States Department of Education Office for Civil Rights is as follows:

United States Department of Education

Office for Civil Rights / P (5 -46.239 -1.217 T

Office may retain jurisdiction and the discretion to address the matter as necessary to fulfill the University's obligations under applicable laws and regulations.

Third Parties, including visitors to and guests of the University, are both protected from and subject to the restrictions on Discrimination/Harassment Prohibited Conduct, as defined in these Procedures. However, visitor~~B~~ and guests do not have any contractual rights pursuant to these

5. Non-Consensual Sexual Intercourse
6. Sexual Exploitation
7. Intimate Partner Violence
8. Stalking
9. Physical Misconduct based on a Protected Status
10. Failure to Inform Supervisor of a Consensual Sexual Relationship with a Student or a Supervisee
11. Retaliation
12. Obstruction

Title IX Prohibited Conduct

1. *Quid Pro Quo* Harassment (Employee-Student)
2. Sexual Harassment
 - a. Sexual Assault
 - b. Rape
 - c. Sodomy
 - d. Sexual Assault with an Object
 - e. Fondling
 - f. Incest
 - g. Statutory Rape
3. Domestic Violence
4. Dating Violence
5. Stalking

N. Protected Status

Race, color, national origin, ancestry, age (for employment 40 and over), religion, creed, disability, sex, sexual orientation, gender identity, gender expression, marital status, pregnancy, genetic information, military enlistment, or veteran status.

O. Reasonable person

A reasonable person under similar circumstances and with similar identities to the Complainant or Respondent.

P. Remedies

The measures provided to a Complainant and/or the University Community following an Investigation pursuant to these Procedures in which a Respondent is found responsible for Prohibited Conduct.

Q. Reporting Party or Reporter

Any individual who has reported allegations of Prohibited Conduct pursuant to these Procedures. The

Reporting Party need not be the Coi0.001 Tc (i)(t)4.9 (y)-(i)-3.2 (n)-0.8 (a)-3.2 (n)-0.8 (t)-5.9 (.)TJ0 Tc 0 Tw183.674 0 Td()TJ

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University's Discrimination and Harassment Policy.

T. Student(s)

Any individual registered for or auditing classes at the University; enrolled in any University program; or on University premises for any purpose related to the same regardless if the class, program or other education activity is credit earning or part of a degree or non-degree program. An individual is also considered a Student if they have completed the immediately preceding term and are enrolled for a subsequent term or program; or if they are representing the University between terms or programs; or, if they are not officially enrolled for a particular term, but they have a continuing relationship with the University.

U. Supportive Measures

Non-disciplinary, non-punitive individualized services offered to Complainant,

conduct: Discrimination on the basis of a Protected Status, Discrimination in violation of the Equal Pay Act and/or Colorado Equal Pay for Equal Work Act, Harassment on the basis of a Protected Status, Non-Consensual Sexual Contact, Non-Consensual Sexual Intercourse, Sexual Exploitation, Intimate Partner Violence, Stalking, Physical Misconduct based on a protected status, Failure to Inform Supervisor of a Consensual Sexual Relationship with a Student or Supervisee, Retaliation, and Obstruction—when such conduct does not meet the definition of Title IX Prohibited Conduct and when the conduct (a) occurred on property owned or controlled by the University; (b) occurred in the context of employment or an education program or activity of the University, including but not limited to University-sponsored study abroad, research, on-line, or internship programs (c) had (or could reasonably be expected to have) continuing adverse effects on University premises, including posing a risk of harm to the community, or (3) had (or could reasonably be expected to have) continuing adverse effects in employment or an education program or activity off University premises.

The Comprehensive Discrimination and Harassment Procedures apply to reports of Discrimination/Harassment Prohibited Conduct and to reports of Title IX Prohibited Conduct that allegedly occurred on or before August 13, 2020.

6. Reporting

The University has a strong interest in supporting community members who experience Discrimination, Harassment, or Gender-based Violence. The University encourages all individuals or Witnesses to report any incident to the University and, if the incident involves potential criminal conduct, to also report to law enforcement. Individuals have several reporting options within and outside the University. Individuals may pursue these options simultaneously or any one of them separately.

Making a report under these Procedures means telling someone in authority what happened, in person, by telephone, in writing, or by email. Deciding whether to make a report and choosing how to proceed are personal decisions. At the time a report is made, a Complainant does not have to decide whether or not to request any particular course of action, nor does a Complainant need to know how to label what happened. The University provides support to assist each individual in making these important decisions and, to the extent legally permissible, will respect an individual's autonomy in deciding how to proceed. In this process, the University will balance the individual's interest with the University's obligation to provide a safe and non-discriminatory environment for all members of the University community.

The University will review and address all reports by following these Procedures and will treat all individuals involved with dignity and respect. In every report under these Procedures, the University will make an immediate assessment of any risk of harm to the University or to the broader University community and will take steps necessary to address those risks. These steps may include Supportive Measures to provide for the safety of the individual and the University community. The University may place a non-student Employee Respondent on administrative leave during the pendency of an investigation or other resolution under these Procedures. The University, in its discretion and based on the circumstances, will determine whether to impose any administrative leave with or without pay or benefits.

If a report of Prohibited Conduct discloses a serious and immediate threat to the University community, the University's Department of Campus Safety will issue a timely notification to protect the health or safety of the community as required by the Clery Act. The notification will not include the Complainant's name. Pursuant to

the Clery Act and VAWA, the Office of Equal Opportunity & Title IX will provide information regarding reported criminal incidents to the University's Clery Coordinator for inclusion in the Daily Crime Log and in the University's Annual Security Report. The University may also share aggregate data about reports, Outcomes, and/or Disciplinary Action without including personally identifiable information.

A. Reporting to Law Enforcement

The University encourages Complainants to contact local law enforcement to report incidents of Prohibited Conduct that may also be crimes under applicable state or federal criminal statutes. At the Complainant's request, the University will assist a Complainant in contacting local law enforcement and will cooperate with law enforcement agencies if a Complainant decides to pursue the criminal process. The University encourages all individuals to seek assistance from a medical provider, as needed, and/or law enforcement immediately after an incident of Sexual Harassment, whether or not the individual plans to pursue criminal action. This facilitates preservation of evidence and a timely response by law enforcement and/or the University.

The University's definitions, burden of proof, and procedures differ from federal and state criminal law. The University is not bound by law enforcement's determination whether or not to prosecute a Respondent nor the outcome of any criminal prosecution. The University will independently determine under these Procedures whether Prohibited Conduct has occurred. The University may undertake any process under these Procedures prior to, simultaneously with or following civil or criminal proceedings.

B. Reporting to the University

Responsible Employees are defined in the University's Reporting by University Employees on Disclosures Relating to the University's Discrimination and Harassment Policy. Responsible Employees will refer all reports of Prohibited Conduct

Driscoll Center South, Suite 30
2050 E. Evans Avenue
Denver CO 80208
(303) 871-7016
<https://www.du.edu/equalopportunity/index.html>
TitleIX@du.edu or Molly.Hooker@du.edu

Feben Berhe, JD, Deputy Equal Opportunity Coordinator/Senior Investigator
University of Denver,
Driscoll Center South, Suite 30
2050 E. Evans Avenue
Denver CO 80208
(303) 871-7016
<https://www.du.edu/equalopportunity/index.html>
equalopportunity@du.edu or Feben.Berhe@du.edu

Contacting the Office of Equal Opportunity & Title IX

Office of Equal Opportunity & Title IX
Driscoll Center South, Suite 30
2050 E. Evans Avenue
Denver CO 80208
Phone: 303-871-7016
equalopportunity@du.edu

<https://www.du.edu/Studentlife/Studentconduct/rightsresponsibilities.html>

Student Outreach & Support (SOS) Referral
University of Denver - Community Commons
2055 E. Evans Avenue, Suite 3100
SOS@du.edu
SOS Referral [Online Report Form](#)

Housing and Residential Education (HRE)
HRE staff including Resident Assistants (RAs), Graduate Resident Director (GRDs)
Dimond Family Residential Village
2020 S. High Street, #P112
Denver, CO 80210
Phone: 303-871-2246
housing@du.edu
<https://www.du.edu/housing/>

For employment-related concerns:

Human Resources & Inclusive Community
Mary Reed Building, Room 403
2199 S. University Boulevard
Denver, CO 80210
AskHRPartners@du.edu
<https://www.du.edu/human-resources/about-us/hr-partners>

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University, or that has continuing adverse effects on University Premises or on an off-campus employment or education program or activity, so that the University may address under these Procedures or other University policies and procedures, as applicable.

E. Amnesty for Personal Use of Drugs or Alcohol

The University recognizes that Students may be reluctant to seek assistance from a University official or emergency services after experiencing Prohibited Conduct or may be reluctant to seek assistance for themselves or others who may have experienced Sexual Harassment because they fear being held responsible by the University for alcohol or drug violations under the Honor Code related to the incident.

The University generally will not pursue disciplinary action under the Honor Code against a Student who makes a good faith report to an University official, contacts emergency services or who participates as a Party or Witness in participates as a Party or Witness in the grievance process related to Title IX Prohibited Conduct, for personal consumption of alcohol or other drugs that would otherwise be a violation of the Honor Code, provided the misconduct did not endanger the health or safety of others. However, this does not extend to the distribution, sale, or otherwise providing another individual with alcohol or drugs for the purposes of inducing incapacitation, as defined in the University's Discrimination and Harassment Policy.

The University may, however, refer the Student for an evaluation related to their health status or substance use or otherwise engage with the Student in an assessment or educational discussion or pursue other non-disciplinary option regarding alcohol or other drug use.

The University also provides the Medical Amnesty Process as set forth in the Honor Code.

7. Resources

The University encourages all individuals to seek the support of on- and off-campus resources, regardless of when or where an incident occurred. Trained professionals can provide guidance in making decisions, information about available resources, procedural options, and assistance to either party in the event that a report and/or resolution is pursued under these Procedures. The University is committed to treating all members of the community with dignity, care, and respect. Any individual affected by allegations of Prohibited Conduct whether as a Complainant, a Respondent, or a Witness, will have equal access to support consistent with their needs and available University resources.

Any participant may request reasonable assistance or support (i.e., for disability, language barriers, or

8. **Privacy & Confidentiality**

The Office of Equal Opportunity & Title IX is not a confidential resource. For any report of Prohibited Conduct, the University will respect and safeguard the privacy interests of all individuals involved balanced with the need for a careful assessment of the allegation and any necessary steps to eliminate the conduct, prevent its recurrence, and address its effects.

Information related to a report under these Procedures may be shared with those University Employees who have a need to know in order to offer Supportive Measures or assist in or conduct the active response, review, investigation, or resolution of the report. Information regarding a report by a Student or Employee will not be shared with the Complainant's or Respondent's parents, guardians, or a Third Party unless permissible for a Student under the Family Educational Rights and Privacy Act (FERPA). The University will not release information, including the identity of the parties, from proceedings under the Procedures except as required or permitted by law or University policy.

Confidentiality means that a client or patient (including Student

Complainant with resources, and/or close the matter.

B. Intake

After the initial assessment, the Associate Vice Chancellor may request an intake meeting with the Complainant. The University will consider the Complainant's expressed preference for the manner of resolution while balancing the University's obligation to promote a safe and non-discriminatory environment for all members of the University community. The University may use information gathered during the intake process in an investigation. As part of intake, the Associate Vice Chancellor or designee will:

1. Review the University's [Discrimination and Harassment Policy, Section 3.10.010](#) and these Procedures, discuss the expectations and responsibilities of a Complainant, and answer any questions that the Complainant may have;
2. Notify the Complainant of the right to make a report (or decline to make a report) with law enforcement if the conduct may also constitute a crime(s) under applicable state or federal criminal statutes and, if requested, assist the Complainant with notifying law enforcement;
3. Notify the Complainant of the availability of medical treatment to address any physical and mental health concerns and to preserve evidence;
4. Provide the Complainant with information about:
 - a. On-and off-campus resources;
 - b. The available range of Supportive Measures, when appropriate;
5. Provide an explanation of the procedural options, including informal resolution, investigation, and the possibility of Disciplinary Action and/or Outcomes;
6. Discuss the Complainant's expressed preference for the manner of resolution and any barriers to proceeding in that manner;
7. Explain the University's prohibition on Retaliation; and
8. Explain the role of a support person or advisor.

D

Whether the Prohibited Conduct involved multiple Respondents

Whether the Prohibited Conduct involved physical violence. Physical violence means

- G. The University will consider Supportive Measures on a case-by-case basis at the time of reporting and throughout the resolution process. Supportive Measures should not unduly interfere with a Complainant's or Respondent's academic progress or employment duties beyond that deemed necessary to protect the University, any member of the University community, or the University's mission. The University will balance these interests by carefully considering the facts of each case.
- H. Supportive Measures do not include Disciplinary Actions or Outcomes. The University shall not impose Disciplinary Actions or Outcomes on a Respondent unless and until a determination regarding responsibility for Prohibited Conduct is made at the conclusion of the investigation.
- I. The University may remove a Respondent from its Education Program or Activity on an emergency basis if the University:
 - 1. Undertakes an individualized safety and risk analysis;
 - 2. Determines that an immediate threat to the physical health or safety of the Parties or any other Student or other individual arising from the allegations of Prohibited Conduct justifies removal; and
 - 3. Provides the Respondent with notice and an opportunity to challenge the decision immediately following the removal.

12. Types of Resolutions

The Associate Vice Chancellor, in consultation with other University administrators as appropriate, is responsible for determining the appropriate means of resolution based on the circumstances of each report. The University may resolve reports in one of the following manners:

- 1. Inquiry
- 2. Informal Resolution
- 3. Formal investigation

In making the determination of what type of resolution will be used, the Associate Vice Chancellor may consider factors such as

- 1. The nature, scope, and severity of the alleged Prohibited Conduct, including whether the reported Prohibited Conduct involved harassment, discrimination, or physical violence (with additional consideration for the use of a weapon);
- 2. Whether the incident involved a minor (under 18);
- 3. The respective roles of the Complainant and Respondent;
- 4. The risk posed to any individual or to the University community by not proceeding, including the risk of additional violence;
- 5. The degree of harm or the ramifications of the alleged Prohibited Conduct on the Complainant or University community;
- 6. Whether there have been other reports regarding alleged Prohibited Conduct by;

8. The Complainant's preferred means of resolution;
9. The Complainant's willingness to participate in an investigation or other means of resolution;
10. If the Complainant is unwilling to participate, whether the University possesses other means to obtain relevant evidence;
11. The University's ability to identify a Respondent;
12. The facts that are reasonably in dispute;
13. The affiliation that the Complainant, Respondent, and other involved person(s) have with the University;
14. The University's obligation to promote a safe and non-discriminatory environment; and
15. The University's obligation to satisfy any other legal or regulatory requirements.

13. Inquiry

The Associate Vice Chancellor has the discretion and authority to determine that a report can be resolved through an inquiry process at the earliest stage after receiving a report. The Associate Vice Chancellor may initiate an inquiry to gather information and attempt to resolve the report. The Associate Vice Chancellor may also initiate an administrative review as part of the inquiry. (p)10.7 (s)10.7 (b)10.7 (c)10.7 (d)10.7 (e)10.7 (f)10.7 (g)10.7 (h)10.7 (i)10.7 (j)10.7 (k)10.7 (l)10.7 (m)10.7 (n)10.7 (o)10.7 (p)10.7 (q)10.7 (r)10.7 (s)10.7 (t)10.7 (u)10.7 (v)10.7 (w)10.7 (x)10.7 (y)10.7 (z)

E. For Students

Informal resolution will not result in Outcomes through the Outcome Council, but rather may take the form of education, coaching, mentoring, voluntary withdrawal, or other action steps that the Associate Vice Chancellor deems appropriate, in consultation with other University administrators as needed. For informal resolutions involving Students, the University division, department, unit, or office responsible for taking action pursuant to the informal resolution must inform the Office that such action has been taken.

where it occurred, if known) and specify the date, time (if known), location and nature of the alleged Prohibited Conduct and any other relevant conduct;

3. Notify the Parties that an investigation has been initiated against the Respondent(s);
4. Identify the applicable Procedures;
5. Identify the assigned Investigator(s);
6. Inform the Parties how to challenge participation by the Investigator(s) on the basis of bias, conflict of interest or prejudice;
7. Identify the potential Prohibited Conduct violations and other potential University policy violations consolidated into the investigation (if any);
8. Invite the Parties to attend an informational meeting;
9. Explain that Retaliation is prohibited;
10. Inform the Parties of the right to inspect and review evidence;
11. Instruct the Parties to preserve any potentially relevant evidence in any format;
12. Include a statement that the Respondent is presumed not responsible for alleged Prohibited Conduct unless and

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provided that such extension will not exceed an additional ten (10) business days and such an extension may cause University resolution to exceed the timeframes specified in these Procedures.

If the Investigator receives information from a Party in response to the preliminary report that warrants further substantive investigation or review, the Investigator, in consultation with the Associate Vice Chancellor, has the discretion to extend the investigation. If the Investigator extends the investigation, the Investigator will notify the Parties in writing, issue an amended preliminary report, and provide the Complainant and Respondent

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established time frames for certain components of the investigation. The time frame for resolution will depend on the availability of Witnesses, University breaks or vacations,

B. Disciplinary Action

1. The following University officials will determine Disciplinary Actions:
 - a. For Employees who are staff, the Respondent's supervisor or other responsible administrator will determine the appropriate Disciplinary Action in consultation with the Division of Human Resources & Inclusive Community and the Associate Vice Chancellor. The Respondent's supervisor, or the Division of Human Resources & Inclusive Community, shall determine the Disciplinary Action within ten (10) business days of receipt of the final investigation report and notify the Associate Vice Chancellor of the Disciplinary Action imposed. If the Respondent's supervisor requires additional time, they shall request an extension of time from the Associate Vice Chancellor. The Associate Vice Chancellor will inform the Parties simultaneously and in writing of any extensions of time.
 - b. For Employees who are faculty, the Vice Provost for Faculty Affairs will determine the appropriate Disciplinary Action in consultation with the dean of the applicable college or school. The Vice Provost for Faculty Affairs shall determine the Disciplinary Action within ten (10) business days of receipt of the final investigation report and notify the Associate Vice Chancellor of the Disciplinary Action imposed. If the Vice Provost for Faculty Affairs requires additional time, they shall request an extension of time from the Associate Vice Chancellor. The Associate Vice Chancellor will inform the parties simultaneously and in writing of any extensions of time. Disciplinary Action involving faculty is further subject to the [Policies and Procedures Relating to Faculty Appointment, Promotion and Tenure](#).

2. In determining Disciplinary Action, the decision-maker has the following objectives:
 - a. Promoting safety and protecting the University community;
 - b. Sanctioning individuals for engaging in Prohibited Conduct and deterring them from similar future behavior;
 - c. Ending Prohibited Conduct;
 - d. Taking steps reasonably calculated to prevent the future reoccurrence of the Prohibited Conduct;
 - e. Restoring the Complainant to their pre-deprivation status, to the extent practical and possible.

3. In determining Disciplinary Action, the decision-maker will consider whether the nature of the conduct at issue warrants removal from the University, either permanent (termination) or temporary (suspension). The decision-maker will also consider other factors including, but are not limited to:
 - i. the nature of the Prohibited Conduct at issue,
 - ii. the degree of physical violence (if any) associated with the Prohibited Conduct,
 - iii. the impact of the Prohibited Conduct on the Complainant or University community,
 - iv. prior disciplinary history of the Respondent or relevant or related criminal convictions (if known) (shared only upon a finding of responsibility for the allegation),
 - v. whether the Respondent has accepted responsibility for the Prohibited Conduct,
 - vi. previous University response to similar conduct, and
 - vii. the maintenance of a safe, nondiscriminatory, and respectful living, learning, and working environment; and
 - viii. any other mitigating, aggravating, or compelling factors.

- e. Prior Student Rights & Responsibilities history or relevant or related criminal convictions (if known) of the Respondent;
 - f. Whether the Respondent has accepted responsibility
 - g. The impact the Prohibited Conduct has had on the Complainant(s), University Community, community members, University and community safety, and University environment;
 - h. the maintenance of a safe, nondiscriminatory, and respectful living, learning, and working environment; and
 - i. Any other mitigating, aggravating, or compelling factors.
5. The range of Outcome includes:
- a. Status Outcomes, including Warning, Probation, Deferred Suspension, Suspension, and Dismissal;
 - b. Educational Outcomes, including but not limited to Written Assignments, Worksheets, Programs & Activities; Interventions; Restrictions; and Referrals.
6. The Outcome Council will concurrently notify the Complainant, Respondent, their respective advisors (if any), and the Associate Vice Chancellor in writing of the remedies and Outcomes de

- ii. Accept the appeal in whole or in part based on satisfying the Appeal Criteria and:
 1. Send the matter back for supplemental investigation;
 2. If the defect cannot be cured through supplemental investigation, then the Appellate Officer may order a new investigation; or
 3. Dismiss the Complaint.
4. The Appellate Officer will prepare a written determination of appeal, which will describe the result of the appeal and the rationale for the result and will provide the written determination to the Associate Vice Chancellor. The Associate Vice Chancellor will provide the written determination of appeal concurrently to the Parties.
5. The result of the appeal is final.

F. Grievance of Disciplinary Action for Employees

In addition to the appellate rights set forth in this Section 17, Employees may file a grievance in accordance with the following procedures:

1. Faculty members may pursue their applicable rights pursuant to the Policies and Procedures Relating to Faculty Appointment, Promotion, & Tenure;
2. Staff may pursue a grievance pursuant to the Employee Grievance procedures outlined in the Employee Handbook; and
3. Employees who are subject to a collective bargaining agreement must pursue their grievance rights pursuant to that agreement.

18. Recordkeeping and Recordings

The Office of Equal Opportunity & Title IX documents each report or investigation of Prohibited Conduct, requests for assistance, and resolutions under these Procedures. Consistent with University's [Records Management Policy](#), the Office of Equal Opportunity & Title IX will maintain separate, secure records in order to track patterns and systemic behaviors. The University will not store records related to the investigation of any allegations of Prohibited Conduct in personnel files of Employees reporting alleged conduct, and instead the Office of Equal Opportunity & Title IX shall retain such records in a separate, secure location. However, the University will document any disciplinary action taken against an Employee found responsible for Prohibited Conduct in the Employee's personnel file. The University will keep such records confidential to the extent permitted by law.

The University has the right to make electronic recordings of any meeting, interview, or other proceeding under these Procedures. Each Party, Witness, advisor, and support person is prohibited from making an electronic recording of any meeting, interview, or other proceeding under these Procedures.

The University shall retain for a period of seven (7) years after the date of case closure or for Students seven (7) years from the completion of all Outcomes:

1. The official file relating to a formal resolution, including any investigation, sanctioning, and/or appeals processes involving allegations of Prohibitive Conduct.
2. In cases in which a Respondent was found to have violated the [Policy](#) and was dismissed or terminated, the University may retain such official case files indefinitely.

19. Additional Considerations

A. Responsibilities of Parties

Throughout their involvement in any process under these Procedures, the Complainant, Respondent, Witnesses, as well as Third Parties, have the following responsibilities:

1. Provide the University with truthful information and operate in good faith with University officials.
2. Not engage in Retaliation or Obstruction against any person who is perceived to have participated in any process pursuant to these Procedures.
3. Notify one's advisor or support person of the time, date, and location of any meeting associated with any process pursuant to these Procedures. The Investigator is not required to reschedule meetings to accommodate the schedule of an advisor or support person.
4. Provide notification to the Investigator that an advisor or support person will be present for meetings no later than 48 hours before the scheduled meeting.
5. Provide the University with accurate address and other contact information so that notifications are not unduly delayed.
6. Promptly open and read any communication from the Office of Equal Opportunity & Title IX, the Office of Student Rights & Responsibilities, or any other University administrator involved in any process pursuant to these Procedures.

B. External Agreements

The University will not recognize or enforce agreements between the Parties outside those contemplated by these Procedures. However, the University will recognize any lawful order of a local, state, or federal law enforcement or similar agency or any lawfully-issued protective or other order of a court or similar authority with appropriate jurisdiction.

C. External Resources

An individual who believes that they have been subjected to unlawful Discrimination, Harassment, Gender-Based Violence, or Retaliation has the right to file a complaint with an appropriate local, state, or federal agency, such as the U.S. Department of Education Office for Civil Rights (OCR), the Equal Employment Opportunity Commission (EEOC), or the Colorado Civil Rights Division (CCRD), within the agency's applicable time limits.

In addition, any person who is dissatisfied with the University's internal procedures for handling complaints, or with the result of the investigation or the Outcomes and/or Disciplinary Action imposed, may seek redress through these means to the extent allowed by law. The Complainant should be aware that filing a report with the Office of Equal Opportunity & Title IX or any other University office does not extend or postpone the deadline for filing with external agencies.

(202) 663-4900
(202) 663-4494 (TTY)
(844) 234-5122 (ASL Video Phone)
info@eeoc.gov

Denver Field Office
950 17th Street
Suite 300
Denver, CO 80202
United States
(800) 669-4000
(800) 669-6820 (TTY)
844-234-5122 (ASL Video Phone)

20. **Education and Prevention Programs**

The University is committed to offering educational programs to promote awareness of Discrimination, Harassment, Gender-based Violence, and Retaliation. Educational programs include an overview of the University's policies and procedures; relevant definitions, including Prohibited Conduct; discussion of the impact of alcohol and illegal drug use; Consent; safe and positive options for bystander intervention; review of resources and reporting options available for Students, faculty and staff; and information about risk reduction. All incoming Students receive training on the University's policies and procedures, as well as prevention and awareness programming. During on-boarding and annually, Employees are required to undertake training on the University's policies and procedures, as well as prevention and awareness programming. The University's Office of Equal Opportunity & Title IX, the [i7.7 \(d\)-06 \(n\)-0.7 \(a\)-3.2 \(n\)-0Tc 0.003 Tw 13.511 0 Td](#)