



University of Colorado  
Colorado Springs

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**OFFICE OF INSTITUTIONAL EQUITY  
2023 REPORTING INFORMATION AND STATISTICS  
SPRING, SUMMER, FALL SEMESTERS**

The University of Colorado Colorado Springs (UCCS) does not discriminate on the basis of race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, marital status, veteran status, political affiliation or political philosophy in admission and access to, and treatment and employment in, its educational programs and activities.

The Office of Institutional Equity (OIE) administers the University of Colorado (CU) policies regarding discrimination, harassment (based on sex and other protected classes), conflicts of interest in cases of amorous relationships, and related misconduct (including retaliation), as prohibited by university policies, and applicable state and federal laws. Current policies are posted online at: [Office of Institutional Equity \(uccs.edu\)](https://uccs.edu).<sup>1</sup>

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<sup>1</sup> [Office of Institutional Equity \(uccs.edu\)](https://uccs.edu). Current policies and resolution procedures are posted and reviewed at least annually. Previous versions are available upon request to [equity@uccs.edu](mailto:equity@uccs.edu).

## **OIE MISSION**

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The OIE’s mission is to foster a safe, inclusive, and accessible environment. Utilizing a comprehensive and integrated approach, the OIE addresses all reports of sexual misconduct, protected class discrimination and harassment, and conflicts of interest in cases of amorous relationships. Additionally, the OIE facilitates case resolutions, education, supportive and safety measures, and accommodations, including for pregnancy and pregnancy-related conditions, and religion. To achieve this mission, the OIE utilizes fair and unbiased processes and treats all individuals who seek our assistance with respect and dignity. Please refer to the OIE Resolution Procedures for detailed information about the OIE’s operations.

## **PREVENTION, EDUCATION, AND OUTREACH**

In addition to responding to reports of prohibited conduct, the OIE is also tasked with ensuring there is ongoing training and education regarding reporting and preventing sexual and other discriminatory misconduct, for all students, employees, and volunteers (campus community members). The OIE provides training to employees and volunteers through modules online via Skillsoft and in-person to various groups and departments as requested or in response to trends in reports received by the OIE. The OIE collaborates with the Office of the Dean of Students and other offices that interface directly with students, to assure students receive information about supportive and safety measures, reporting and resolution options, and resources related to incidents of conduct prohibited under the policies administered by the OIE, including sexual misconduct, protected class discrimination and harassment, conflicts of interest in cases of amorous relationships, and related misconduct (including retaliation).

All UCCS faculty, staff, and student employees are required to take the online Skillsoft training, “UCCS Discrimination and Harassment, and Sexual Misconduct” within 60 days of hire. Incoming UCCS students also receive training on these and other topics including personal safety strategies, healthy and unhealthy relationships, alcohol and drug use, and bystander intervention, as part of their Gateway Program Seminar (GPS) Gateway Days “#SmartMove UCCS” campaign, before the start of the fall semester. The OIE partnered with the Office of the Dean of Students to develop and record this training initially in fall 2022 and it was shared with incoming students by GPS instructors during their GPS courses in Fall 2023. Additionally, the training is posted online: [SmartMove UCCS | Office of the Dean of Students](#). The OIE acknowledges that “marital status” was added as a protected class on August 07, 2023. The OIE communicates updates in policies, resolution procedures, and other resource and safety information at minimum, each fall semester via e-mail to the entire campus community.

To complement the online training for all employees and the specific training directed toward incoming students, the OIE also offers customized trainings to the campus community. These trainings are typically presented to classes, student organizations, new employee orientations, and departments where the OIE can tailor presentations based on topic and need. In 2023, the OIE provided the following trainings and attended various events across campus “tabling events” where OIE staff interacted directly with attendees who stopped by the OIE table to discuss OIE’s role on campus and collect resource and awareness materials.

OIE training includes, at a minimum, information about the policies OIE administers, introduction to the OIE’s Resolution Procedures, mandatory reporting, and resources (on and off-campus, including confidential resources).

- Spring 2023
  - All supervisors in the College of Letters, Arts, and Sciences (LAS)

- New Employee Orientation, monthly all new employees Jan-May 2023
- Summer 2023
  - New Student Orientation open house (7/21/23 and 8/4/23)
  - Training to new Resident Assistants (RAs) 8/10/23
  - Engagement Leaders (Student employees) 8/11/23
  - New Faculty Resource Fair (tabling event) 8/15/23
  - New Employee Orientation, monthly all new employees Jun-Aug 2023
- Fall 2023
  - College Fest (tabling event) 8/17/23
  - Dating Doctor (student event tabling) 8/17/23
  - Commuter Students lunch (tabling event) 8/22/23
  - Club Fair (tabling event) 8/29/23
  - Panhellenic Council (Greek Life) 9/5/23
  - Title IX for Sport Management class 9/20/23

The OIE must also ensure all of their staff members are thoroughly trained. Each year, OIE staff members collectively complete over 40 hours in individual trainings. Trainings staff completed in 2023 covered topics including: civil rights investigator training, sexual misconduct (including Title IX regulation compliance), protected class discrimination and harassment, employment matters, mental health awareness, Title VI, and restorative justice.

## REPORTING AND COMPLIANCE

The OIE Resolution Procedures include a statement and citations regarding compliance with applicable federal and state regulations. Notably:

- Designated Title IX Coordinator
  - Laura Emmot is the Associate Vice Chancellor for Institutional Equity and Title IX Coordinator for UCCS.
- Dissemination of policy (Nondiscrimination)
  - UCCS's nondiscrimination statement is posted on OIE's website.
  - In response to increased concerns related to potential incidents of Anti-Semitic and Anti-Islamic Harassment across the nation after conflict arose in the Gaza region on October 7, 2023, the Vice President of Compliance and Equity issued a statement, which is posted on OIE's home page: [Office of Institutional Equity \(uccs.edu\)](https://www.uccs.edu/office-of-institutional-equity).
  - The OIE disseminates this information broadly to campus through an all-campus e-mail communication each September, through various annual trainings to campus constituents, and via automatic response from the OIE's primary e-mail account, [equity@uccs.edu](mailto:equity@uccs.edu).
- Adoption of grievance procedures
  - The OIE adopts and publishes grievance procedures that provide for the prompt and equitable resolution of sexual misconduct allegations. The procedures include information about how to file a report and how to file complaints of sex discrimination and sexual harassment. This is updated at least annually.<sup>2</sup>
- Response to alleged prohibited conduct

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<sup>2</sup> UCCS Resolution Procedures are also updated as needed, to comply with changes in applicable policies and regulations. In 2023, the OIE Resolution Procedures, and Campus Policy 300-017 were updated effective August 07, 2023, in compliance with newly passed CO state legislation, recognizing non-discrimination on the basis of marital status. Effective August 01, 2024, the OIE has updated Resolution Procedures and the previous campus policy 300-017 has been replaced by CU APS 5065, Protected Class Nondiscrimination Policy.

- The OIE accepts reports via online web form, phone, or email and responds in a prompt manner. OIE’s response to sexual harassment includes:
  - Provision of information about confidential and other resources on and off-campus, including 24-hour supports and available supportive measures
  - Equitable treatment of Complainants and Respondents
  - Objective evaluation of all relevant evidence, including inculpatory and exculpatory
  - Mitigation of conflicts of interests for the Title IX Coordinator, investigator, decision-maker, and other parties as required
  - A presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process
  - Communication of time frames and delays in the formal grievance process
  - A description of the range of possible disciplinary sanctions and remedies
  - A statement that the standard of evidence used is the preponderance of the evidence standard (consistent with other codes of conduct applied to students and/or employees at UCCS)
  - Information about appeals
  - Information related to disclosures and evidence with regard to legal privilege
  - Information about the Notice of Allegations, grounds for dismissal, and grounds for the consolidation of complaints
  - Information about the investigation process including participant rights
  - Information about the Hearing, responsibilities of parties to the Hearing, communication of the decision and outcomes (including any sanctions or disciplinary action)
  - The university’s prohibition of retaliation and related misconduct

The University views reporting misconduct as fundamental to its ability to provide a campus environment that allows equal access to educational and employment opportunities. When any responsible employee witnesses or receives a written or oral report alleging that a member of the University community has been subjected to or has committed an act of misconduct,<sup>3</sup> they must promptly report the allegations to the OIE.

Upon receiving a report, OIE identifies the individuals involved including the reporting party/ies, the Complainant/s and Respondent/s. A reporting party is anyone who reports possible misconduct to the OIE. A Complainant is an individual who is reported to have been subjected to alleged prohibited conduct and a Respondent is an individual who is accused of engaging in prohibited conduct. Because responsible employees are required to report to the OIE whenever any member of the University community has been subjected to or has committed an act of misconduct, Complainants and Respondents are not always affiliated with the UCCS community. OIE also sometimes receives anonymous reports related to prohibited conduct, which means the affiliation status of an individual may be unknown. In cases where the identity of an individual is not known, and efforts to identify the individual are unsuccessful, OIE records the status as “unknown.”

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<sup>3</sup> For the purposes of this report, “misconduct” refers to misconduct covered under the applicable policies.

## **SUPPORT AND SAFETY MEASURES**

When the OIE receives a report that an individual has experienced prohibited conduct, the OIE provides that individual with resource information about on- and off-campus services, including but not limited to health services, mental health services, victim advocacy, forensic Sexual Assault Nurse Examiner (SANE) examinations, and information on the OIE's Resolution Procedures and applicable policies. Additionally, individualized support and safety measures specific to the needs of the involved parties and witnesses are considered and implemented as appropriate to the circumstances. Support and safety measures are designed to restore or preserve equal access to an individual's education and/or employment activities within the university. The OIE provides an automatic reply with information about options to access resources, including confidential and crisis resources, who contact us via our main office e-mail [equity@uccs.edu](mailto:equity@uccs.edu).

## **REPORT RESOLUTION**

After receiving a report of prohibited conduct, the OIE attempts to contact the Complainant via e-mail, and, when appropriate, by phone, to set up a meeting to discuss the report, supportive measures, participant rights and resolution options. In some cases, the OIE does not receive a response. When a Complainant wishes to maintain privacy or requests that the OIE not engage in a resolution process, the OIE will weigh that request against the University's obligation to provide a safe, non-discriminatory environment for all students, faculty, and staff. In accordance with the OIE Resolution Procedures, there is no time limitation for Complainants to engage in a resolution process. Complainants may initially decline to pursue resolution, and later opt to pursue resolution.

The OIE Resolution Procedures describe the resolution procedures for addressing reports of conduct prohibited under the applicable policies.

After learning about their resolution options, a Complainant may request that no action be taken, for the OIE to document the concern for potential future reference and monitoring for patterns in reporting (informational report), Adaptable Resolution (a form of Informal Resolution), or a Formal Grievance Process. In the Formal Grievance Process, the OIE conducts a formal investigation into the alleged misconduct and makes determinations of responsibility for violation of the policy/ies based on the "preponderance of the evidence" standard.

## **STATISTICS**

Below is a snapshot of the 340 reports received for 2023, including 1) the number of reports or complaints of alleged violations of each Policy administered by the OIE; 2) the categories (e.g. students, faculty, staff) of parties involved; 3) the number of Policy violations found; 4) the number of appeals taken and the outcomes of those appeals; and 5) examples of sanctions imposed for Policy violations.

It is important to keep in mind that the circumstances of each matter are unique and considered in compliance with OIE's Resolution Procedures and applicable policies, including evaluation of jurisdiction. Additionally, the OIE only pursues a formal resolution when a Complainant requests one AND the reported misconduct, if true, would violate the applicable policy; OR, if the OIE determines "overriding factors," as described in OIE's Resolution Procedures, are present and a formal resolution is necessary to preserve the safety of an individual or the campus, which may go against the wishes of the Complainant. In cases where the alleged Respondent is not affiliated with the university and is outside the OIE's jurisdiction, resources and support are provided to the Complainant and other known involved parties. Community and national resources are provided to Complainants not affiliated with the

university. Participation in any case resolution is voluntary. In some cases, there is more than one affiliated Complainant and/or Respondent; and/or, more than one policy violation alleged. Therefore, there is not a 1:1 ratio of involved parties to the number of reports.

Compared to 2022, the total number of reports in 2023 demonstrates a 3.9% increase. There was an approximate 10% decrease in the total number of sexual misconduct reports. There was an approximate 4% increase in reports of protected class discrimination or harassment.

**SEXUAL MISCONDUCT**

<b>Report type</b>	<b>Number of Reports Received Spring 2023</b>	<b>Number of Reports Summer 2023</b>	<b>Number of Reports Fall 2023</b>	<b>Total (120 Reports)</b>
SM: Sexual Harassment	22	2	32	56
SM: Domestic/ Dating Violence	15	3	8	26
SM: Stalking	16	1	2	19
Sexual Misconduct (SM), including incidents under Title IX.  SM: Rape	5	0	9	13
SM: Fondling	1	0	3	4
SM: Sexual Exploitation	1	0	1	2
SM: Statutory Rape	0	0	0	0
SM: Incest	0	0	0	0

PROTECTED CLASS DISCRIMINATION AND HARASSMENT

<b>Report type</b>	<b>Number of Reports Received Spring 2023</b>	<b>Number of Reports Summer 2023</b>	<b>Number of Reports Fall 2023</b>	<b>Total (144 Reports)</b>
Disability	14	1	16	31
Race	20	1	7	28
Sex	17	0	7	24
Religion	12	1	7	20
Color	2	0	0	2
National Origin	8	0	2	10
Anti-Semitism	0	1	0	1
Anti-Muslim/Islamophobia	0	0	0	0
Age	0	0	1	1
Creed	2	0	0	2
Veteran	0	0	0	0
Marital	0	0	0	0
Political Affiliation or Philosophy	0	0	2	2
Pregnancy or Related Condition	1	0	0	1
Sexual Orientation	7	0	7	14
Gender Identity	4	0	4	8
Gender Expression	0	0	0	0

CONFLICT OF INTEREST IN CASES OF AMOROUS RELATIONSHIPS

<b>Report type</b>	<b>Number of Reports Received Spring 2023</b>	<b>Number of Reports Summer 2023</b>	<b>Number of Reports Fall 2023</b>	<b>Total (3 Reports)</b>
Alleged Failure to Disclose	0	1	1	2
Disclosures	1	0	0	1

RELATED MISCONDUCT

<b>Report type</b>	<b>Number of Reports Received Spring 2023</b>	<b>Number of Reports Summer 2023</b>	<b>Number of Reports Fall 2023</b>	<b>Total</b>
Related Misconduct	1 report of false/misleading information	1 report of interference with reporting	0	2

TYPE NOT REPORTED/OUTSIDE OIE'S JURISDICTION

	<b>Number of Reports Received Spring 2023</b>	<b>Number of Reports Summer 2023</b>	<b>Number of Reports Fall 2023</b>	<b>Total</b>
Not Reported or Outside OIE's Jurisdiction	23	9	39	71

INVOLVED PARTIES

<b>Involved Parties</b>	<b>Spring 2023</b>	<b>Summer 2023</b>	<b>Fall 2023</b>	<b>Total</b>
Student Complainants	119	11	108	238
Student Respondents	60	5	50	115
Faculty Complainants	16	4	12	32
Faculty Respondents	53	5	32	90
University Staff Complainants	23	3	12	38
University Staff Respondents	25	5	19	49
Third Party Complainants	16	1	7	24
Third Party Respondents	17	2	16	35
Unknown Complainants	6	0	8	14
Unknown Respondents	25	2	24	51



FORMAL RESOLUTIONS<sup>4</sup>

2023 Formal Resolutions and Outcomes	Number of Formal Resolutions	Finding	Example of Sanctions	Appeal and/or Outcome
Student Respondent	4	Dismissed	N/A	All student respondents left the university prior to conclusion of investigations. Non-disciplinary holds were placed on their accounts such that they must contact OIE if they wish to enroll at UCSS in the future, and the OIE will consult with appropriate campus authorities to conduct a safety and risk assessment.
Faculty Respondent	3	1 Responsible, 1 Not Responsible 1 pending as of the date of this report.	Possible sanctions range from retraining on applicable policy/ies to termination of employment/contract.	There was no appeal in the 2 cases that have concluded. Neither case involved any concern for student or campus safety. There is no available appeal and outcome data for the pending case.
University Staff Respondent	2	1 Dismissed; 1 Pending	N/A for Dismissed case.  Same as above, if found Responsible for violating policy.	No appeal received in Dismissed case. The employee left the university before conclusion. There were no safety concerns. No available data for pending case.

The OIE remains focused on supporting all campus community members to learn, work, and grow in a non-discriminatory environment. Additionally, the OIE will continue to adapt to changes in regulation, policy, and the needs of our campus to the best of our ability.

Respectfully,



**Laura Emmot**

She/her/hers

Associate Vice Chancellor of Institutional Equity | Title IX Coordinator

<https://equity.uccs.edu>

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<sup>4</sup> Due to the small number of cases, the allegation types have been redacted in an effort to minimize the risk of parties' identities