



University of Colorado
Colorado Springs

OFFICE OF INSTITUTIONAL EQUITY:

REPORTING INFORMATION AND STATISTICS

FISCAL YEAR (FY): JULY 1, 2025 – JUNE 30, 2026

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 (“Applicable 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/oie).¹

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



PREVENTION EDUCATION, OUTREACH, AND AWARENESS	18
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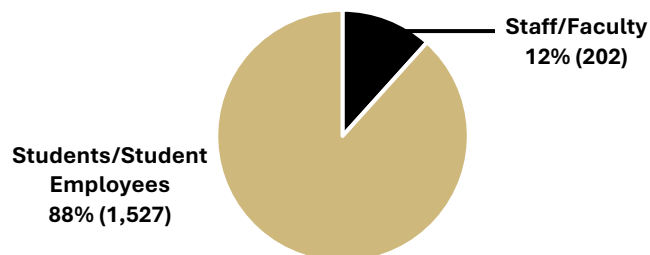
OIE MISSION

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 addressing reports of prohibited conduct (also referred to as “misconduct”), the Office of Institutional Equity (OIE) plays a crucial role in ensuring ongoing education, training, and awareness initiatives for the campus community on the prevention and reporting of sexual and other discriminatory misconduct (Outreach & Prevention). This training is designed for all students, employees, and volunteers.

**Training Attendance by Population
(Total Attendees: 1,729)**



The OIE offers training through various methods, tailored to specific needs, requested groups, or trends observed in reports. The OIE works closely with the Dean of Students Office and other departments that engage directly with students to ensure they are well-informed about available resources, reporting options, safety measures, and resolution processes related to misconduct covered by OIE policies. These include sexual misconduct, discrimination and harassment based on protected class status, conflicts of interest in amorous relationships, and related misconduct such as retaliation.

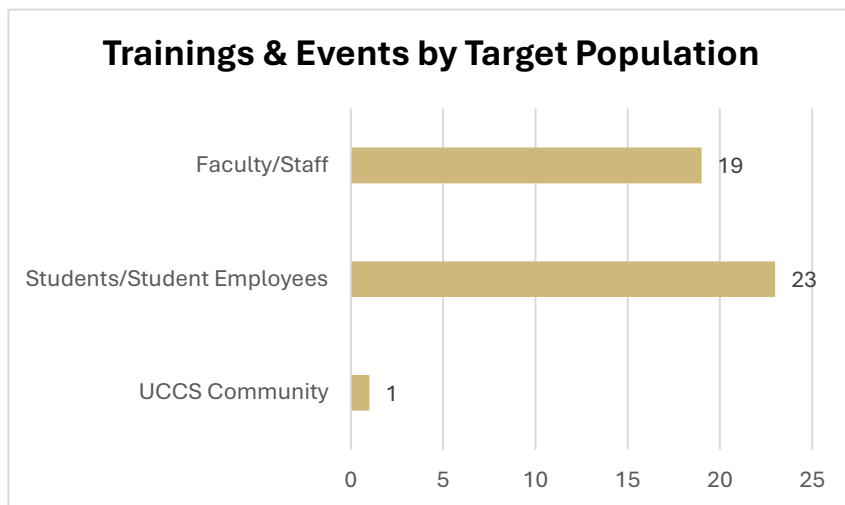
Incoming students also receive training through the Gateway Program Seminar (GPS), which includes topics such as personal safety, healthy relationships, alcohol and drug use, and bystander intervention, as part of the #SmartMove UCCS campaign before the fall semester begins. The OIE collaborated with the Office of the Dean of Students to record this training in Fall 2022, and it was shared with incoming students by GPS instructors in Fall 2025. The training is also

available online via the [SmartMove UCCS](#) website. Additionally, the OIE communicates updates on policies, resolution procedures, and other relevant resources through regular email communication with the campus community.

All UCCS faculty, staff, and student employees are required to complete the “CU Nondiscrimination, Sexual Misconduct, and Reporting-UCCS” training on Skillsoft Percipio within 60 days of hire.

In addition to mandatory online training and incoming student seminars, the OIE provides customized training tailored to specific groups across campus. Between July 1, 2025 and June 30, 2026, the OIE also conducted trainings and participated in various campus “tabling events,” where staff interacted directly with attendees, answered questions, and distributed resource materials to raise awareness about the OIE’s role on campus.

OIE training covers, at a minimum, the policies administered by the OIE, an introduction to the OIE’s Resolution Procedures, mandatory reporting requirements for “responsible employees” (as defined in OIE Resolution Procedures), and information about available resources, both on and off-campus, including confidential services.



Summer 2025

- New Student Welcome Bash (tabling event) 7/11/25, 7/25/25, 8/8/25
- New Employee Training June-July 2025
- Office of the Dean of Students Training 7/16/25

Fall 2025

- Bystander Intervention Training 8/12/25

- Training for Resident Assistants (RAs) 8/13/25
- Student Engagement Training 8/14/25
- Grad School Welcome Reception 8/18/25
- Bystander Intervention Workshop 8/24/25, 9/22/25
- UCCS Police Department 9/16/25
- Wellness and Belonging Fair (tabling event for entire UCCS community) 9/23/25

Fall 2025 (Continued)

- DV 101 10/8/25
- Athletics Department 11/4/25
- Bystander Intervention Workshop (GPS) 11/5/25

- Bystander Intervention (students) 11/10/25
- Multiliteracy Center 11/7/25
- New Member Orientation (Greek Life) 11/9/25
- Bystander Intervention (staff & faculty) 11/12/25

Spring 2026

- New Student Orientation (tabling event) 1/16/26
- New Employee Orientation January-May 2026
- Computer Science Department Training 3/12/26
- OIE Overview for Peer Educators 1/22/26, 2/21/26
- International Affairs Training 5/18/26
- Summer Conference Assistant OIE Training 5/26/26

REPORTING AND COMPLIANCE

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

- Title IX Coordinator
 - Laura Emmot is the Associate Vice Chancellor for Institutional Equity and Title IX Coordinator for UCCS.
- Dissemination of policies – CU APS 5065 Protected Class Nondiscrimination, CU APS 5014, Sexual Misconduct, Intimate Partner Violence and Stalking, and CU APS 5015, Conflict of Interest in Cases of Amorous Relationships
 - UCCS's nondiscrimination statement is posted on OIE's website.
 - The OIE disseminates this information broadly to campus through an all-campus e-mail communication in the Fall and Spring semesters, through various annual trainings to campus constituents, and via automatic response from the OIE's primary e-mail account, equity@uccs.edu.
- Adoption of grievance procedures
 - The OIE adopts and publishes grievance procedures that provide for the prompt and equitable resolution of alleged misconduct under the Applicable Policies. Procedures include information about how to file a report and how to file formal complaints of sex discrimination and sexual harassment. This is



updated at least annually.²

- Response to alleged misconduct
 - The OIE accepts reports via online web form, phone, or email and responds in a prompt manner. OIE's response to reports received includes:
 - Provision of information about confidential and other resources on and off campus, including 24-hour support and other available supportive measures
 - Equitable treatment of Complainants and Respondents
 - Objective evaluation of all relevant evidence, including inculpatory and exculpatory (in accordance with applicable regulations)
 - 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 regarding 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)

² UCCS Resolution Procedures are also updated, as needed and at least annually, to comply with applicable policies and regulations.

- The university's prohibition of retaliation and related misconduct.

The University views reporting of 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, they must promptly report the allegations to the OIE.

Upon receiving a report, the OIE identifies the individuals involved including the reporting party/ies, 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. Responsible employees are required to report to the OIE whenever they become aware that any member of the University community has been subjected to or has committed an act of misconduct. The OIE recognizes that 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."

SUPPORT AND SAFETY MEASURES

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. 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.

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.

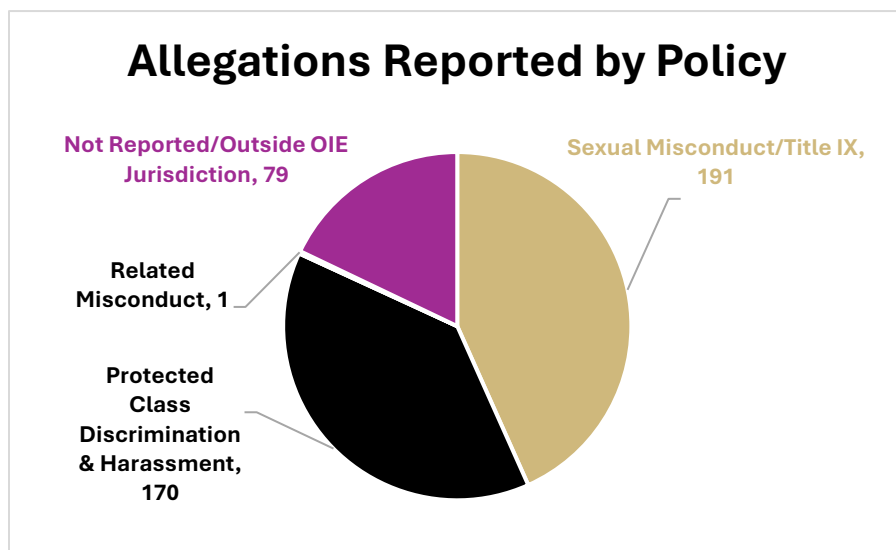
The OIE Resolution Procedures describe the resolution procedures for addressing reports of conduct prohibited under the applicable policies.

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), Policy Compliance Education (review of the Applicable Policy/ies and prohibited conduct with Respondent/s), 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

Effective August 01, 2026, OIE moved from reporting based on calendar year (January-December) to reporting based on fiscal year (FY) (July 2025-June 2026). Below is a snapshot of the reports received for FY 2025-2026, 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; and 4) the number of appeals taken and the outcomes of those appeals. The OIE counts each individual allegation, even when a single report to the OIE contains alleged violations of more than one Applicable Policy. In some cases, there is more than one affiliated Complainant and/or Respondent; and/or, more than one policy violation alleged.

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,” are present and a formal resolution is necessary to preserve the safety of an individual or the campus.



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 known involved parties. Community and national resources are provided to Complainants not affiliated with the university. Participation

in any case resolution is voluntary.

The OIE received no reports of alleged violations of the Conflict of Interest in Cases of Amorous Relationships policy.

SEXUAL MISCONDUCT

Allegation type	Number of Allegations Received	Total: 191 Allegations	
		On Campus	Off Campus
SM: Sexual Harassment	15	5	10
SM: Dating/Domestic Violence	50	6	44
SM: Stalking	22	12	10
SM: Rape	13	4	9
SM: Fondling	20	14	6
SM: Sexual Exploitation	13	3	10
SM: Statutory Rape	1	1	0



Allegation type	Number of Allegations Received	Total: 191 Allegations	
		On Campus	Off Campus
SM: Quid Pro Quo Sexual Harassment	0	0	0
SM: Incest	2	1	1
Title IX: Stalking	7	7	0
Title IX: Hostile Environment	47	34	13
Title IX: Sexual Harassment	1	0	1
Title IX: Quid Pro Quo Sexual Harassment	0	0	0

PROTECTED CLASS DISCRIMINATION AND HARASSMENT

Allegation type	Number of Allegations Received	Total: 170 Allegations	
		On Campus	Off Campus
Disability	48	22	26
Race	44	28	16
Sex	14	8	6
Religion	16	12	4
Color	0	0	0
National Origin	11	6	5
Age	6	2	4
Creed	0	0	0
Veteran	3	1	2
Marital	1	0	1
Political Affiliation or Philosophy	10	7	3
Pregnancy or Related Condition	1	0	1



Allegation type	Number of Allegations Received	Total: 170 Allegations	
		On Campus	Off Campus
Sexual Orientation	6	3	3
Gender Identity	10	3	7
Gender Expression	0	0	0

CONFLICT OF INTEREST IN CASES OF AMOROUS RELATIONSHIPS

The OIE received NO reports disclosing any conflict of interest in an amorous relationship. Additionally, the OIE received NO alleged violations of the Policy.

RELATED MISCONDUCT

The OIE received one (1) report of related misconduct during this period.

TYPE NOT REPORTED/OUTSIDE OIE'S JURISDICTION

Type of Report	Total
Not Reported or Outside OIE's Jurisdiction	79

INVOLVED PARTIES

Involved Parties	Total
Student Complainants	283
Student Respondents	115
Faculty Complainants	23
Faculty Respondents	64



Involved Parties	Total
University Staff Complainants	34
University Staff Respondents	41
Third Party/Unknown Complainants	46
Third Party/Unknown Respondents	115

FORMAL RESOLUTIONS³

2025-2026 Formal Resolutions and Outcomes	Number of Formal Resolutions	Finding	Appeal and/or Outcome
Student Respondent	1	1 Dismissed	1 case was dismissed prior to conclusion in accordance with OIE Resolution Procedures.
Faculty Respondent	0	0	N/A
University Staff Respondent	1	Responsible	The employee was referred to the Sanctioning Authority for sanctions. No appeal and no concerns for safety were identified.

OIE STAFF PROFESSIONAL DEVELOPMENT

OIE staff members typically and collectively complete over 40 hours of individual training. Trainings staff completed from July 2025 to June 2026 covered topics including civil rights investigator

³ Due to the small number of cases, the allegation types are redacted in an effort to respect party privacy.

training, sexual misconduct (including Title IX regulation compliance), protected class discrimination and harassment (including Title VI regulation compliance), employment matters, mental health awareness, Athletics, and behavior threat assessment.

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

Associate Vice Chancellor of Institutional Equity | Title IX Coordinator

***ADDENDUM Jan-Jun 2025**

As the OIE transitions to FY reporting, a summary of the reported incidents, response, and prevention education, outreach, and awareness initiatives for the period of Jan-Jun 2025, is as follows:

STATISTICS

SEXUAL MISCONDUCT

Allegation type	Number of Allegations Received	Total: 107 Allegations	
		On Campus	Off Campus
SM: Sexual Harassment	14	10	4
SM: Dating/Domestic Violence	23	8	15
SM: Stalking	7	4	3
SM: Rape	5	0	5
SM: Fondling	4	1	3



Allegation type	Number of Allegations Received	Total: 107 Allegations	
		On Campus	Off Campus
SM: Sexual Exploitation	5	1	4
SM: Statutory Rape	0	0	0
SM: Quid Pro Quo Sexual Harassment	0	0	0
SM: Incest	0	0	0
Title IX: Stalking	2	2	0
Title IX: Hostile Environment	44	37	7
Title IX: Sexual Harassment	3	3	0
Title IX: Quid Pro Quo Sexual Harassment	0	0	0

PROTECTED CLASS DISCRIMINATION AND HARASSMENT

Allegation type	Number of Allegations Received	Total: 112 Allegations	
		On Campus	Off Campus
Disability	17	15	2
Race	31	24	7



Allegation type	Number of Allegations Received	Total: 112 Allegations	
		On Campus	Off Campus
Sex	7	4	3
Religion	7	5	2
Color	0	0	0
National Origin	19	10	9
Age	3	2	1
Creed	0	0	0
Veteran	2	2	0
Marital	0	0	0
Political Affiliation or Philosophy	13	11	2
Pregnancy or Related Condition	1	1	0
Sexual Orientation	3	3	0
Gender Identity	8	4	4
Gender Expression	1	1	0

CONFLICT OF INTEREST IN CASES OF AMOROUS RELATIONSHIPS

The OIE received NO reports disclosing any conflict of interest in an amorous relationship. Additionally, the OIE received NO alleged violations of the Policy.

RELATED MISCONDUCT

Report type	Total
Related Misconduct	4

TYPE NOT REPORTED/OUTSIDE OIE'S JURISDICTION

Report type	Total
Not Reported or Outside OIE's Jurisdiction	31

INVOLVED PARTIES

Involved Parties	Total
Student Complainants	169
Student Respondents	70
Faculty Complainants	12
Faculty Respondents	32

Involved Parties	Total
University Staff Complainants	21
University Staff Respondents	28
Third Party/Unknown Complainants	15
Third Party/Unknown Respondents	32

FORMAL RESOLUTIONS

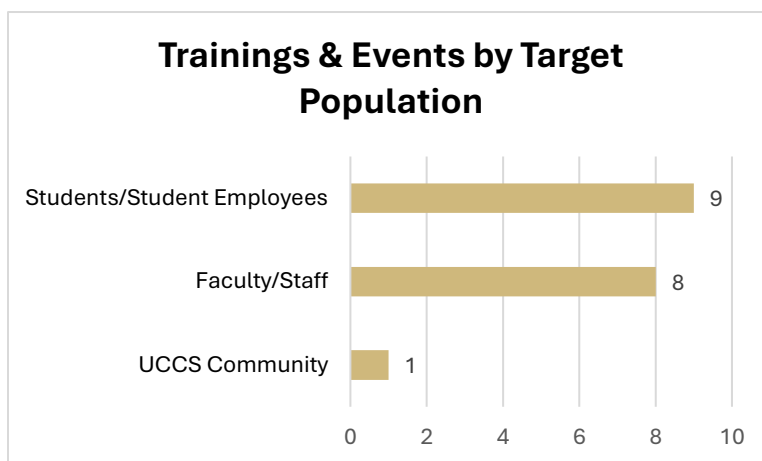
OIE initiated one Formal Resolution during this time frame. The dismissal of that Formal Resolution is recorded in the table on page 12 of this report.

PREVENTION EDUCATION, OUTREACH, AND AWARENESS

The OIE supported the 3rd annual Paint the Campus Teal campaign in April 2025 for Sexual Assault Awareness Month (SAAM). Student and staff volunteers gathered around campus to paint ribbons and related designs on windows in various buildings, including Main Hall, Cragmor Hall, University Center, Columbine Hall, the Recreation and Wellness Center, and multiple campus shuttle stops. Flyers were included beside the painted designs to educate the campus community about the campaign and raise awareness about sexual assault, reporting, and resources. The list of trainings provided during this period, which include the elements described earlier in this report, are below:

Spring 2025

- Graduate School Orientation 1/14/25
- Training for new Resident Assistants (RAs) 1/15/25
- New Employee Orientation, monthly all new employees January-May 2025
- New Student Orientation (tabling event) 1/17/25
- Consent Tabling (tabling event) 2/10/25
- Executive Leadership Team Training 2/11/25





- Bystander Intervention (Resident Assistants) 3/11/25
- Training for Facilities 3/18/25
- Bystander Intervention Training with Dean of Students and Wellness Promotion 4/1/25
- Sexual Harassment in the Workplace (Panel Event) 4/10/25
- Bystander Intervention Training with Dean of Students and Wellness Promotion 4/14/25
- Summer Conference Assistant Training 5/20/25