Referral to Appropriate Office

OIE enforces:
- APS 5014: Sexual Misconduct, Intimate Partner Abuse, and Stalking Policy
- 300-017: UCCS Discrimination and Harassment Policy
- APS 5015: Conflict of Interest in Cases of Amorous Relationships Policy

OIE procedures:
- Govern all students, faculty, staff, and UCCS affiliated entities
- Are separate and apart from law enforcement
- Have no time limitation for reporting

Report an Incident

Option to report to either or both

Report to Law Enforcement
Information reported to University Police will also be shared with OIE. OIE will reach out to the individual, but they do not need to participate with OIE.

Report to Office of Institutional Equity
Members of OIE will meet with an individual to determine the best resolution option and assess remedial and protective measures.

Threshold Analysis
If the complaint is determined to be within OIE’s jurisdiction, a Preliminary Inquiry is conducted

Non-Confidential Resources
Information shared with mandatory reporters on campus will be forwarded to OIE for review. This includes, Residence Hall Staff, Faculty, Staff, and UCCS Police Officers.

Not within OIE’s jurisdiction

Referral to Appropriate Office

Confidential Resources
Information shared with confidential resources will not be shared with OIE.

On Campus: Wellness Center
Off Campus: TESSA

A complainant can decide to report when they are ready

Informational

At complainant’s request, OIE can document the information, provide resource referrals, establish remedial or protective measures, and reach out again if a pattern of behavior is established.

A complainant can commence another resolution option at any time.

Informal Resolution

Address the Concern
OIE will work with the complainant to provide a “remedies-based” resolution with a tailored response to the unique facts and circumstances of an incident.

Complainant may request to commence formal adjudication at any time

Formal Adjudication

Investigation
OIE will go through the process of collecting information, reviewing the evidence, and making a determination on whether a policy was violated.

Office of Institutional Equity

UNIVERSITY OF COLORADO COLORADO SPRINGS