



ADMINISTRATIVE POLICY STATEMENT

Policy Title: Protected Class Nondiscrimination

APS Number: 5065

APS Functional Area: **COMPLIANCE**

Brief Description:	Prohibits protected class discrimination and harassment on the basis of race, color, national origin, sex, age, disability, creed, religion, veteran status, marital status, political affiliation, political philosophy, pregnancy or related conditions, sexual orientation, gender identity and gender expression and related violations (failure to report, providing false or misleading information, interference with reporting, failing to comply with orders or sanctions and related retaliation).
Effective:	August 1, 2024
Approved by:	President Todd Saliman
Responsible University Officer:	Vice President of Compliance and Equity
Responsible Office:	Offices of Equity
Policy Contact:	Offices of Equity
Supersedes:	N/A
Last Reviewed/Updated:	August 1, 2024
Applies to:	All campuses. The system administration is considered a campus for the purposes of this policy and is required to adopt any campus requirements stated herein.

Reason for Policy: This Policy is intended to comply with the requirements of all applicable federal and state civil rights and nondiscrimination laws, their implementing regulations, and the Laws of the Regents. The information contained within this Policy is intended to provide information to members of the university community and is not intended to, nor does it, create an express or implied contract between the university and community members.

I. INTRODUCTION AND POLICY STATEMENT

At the University of Colorado (“university”), our vision pursuant to [regent policy 9.A](#) (“Diversity, Equity, and Inclusion”) is to be a premier, accessible, and transformative public research university that has diverse and inclusive working and learning environments woven into the fabric of our entire organization. Such environments are crucial to promoting academic excellence, most notably outstanding teaching, learning, research, creative work, meaningful community engagement, and culturally responsive healthcare.

This Protected Class Nondiscrimination Policy (“Policy”) prohibits discrimination and harassment on the basis of race, color, national origin, sex, age, disability, creed, religion, veteran status, marital status, political affiliation, political philosophy, pregnancy or related conditions, sexual orientation, gender identity and gender expression consistent with regent law, [Article 9.A: Nondiscrimination](#). This Policy is intended to ensure equal access to the academic and professional experiences at the university, defines prohibited conduct and reporting obligations, and provides information regarding campus support services for involved parties.

The university must have an office at each campus with specialized expertise to address allegations of prohibited conduct under this Policy in a manner that safeguards the dignity and rights for all involved. The Equity Offices at each

campus implement this Policy and administer related campus procedures. ***Reporting options and accommodation information (related to disability, pregnancy, and religion)*** on each campus can be found as follows:

CU Boulder
CU Denver | Anschutz
CU System Administration (reporting)
CU System Administration (accommodations)
UCCS

Anyone who encounters an issue or seeks guidance related to this Policy should consult with the campus Equity Office. University employees who are Responsible Employees (mandatory reporters) must promptly report allegations of prohibited conduct, as further outlined in the Policy. It is also critical that anyone who may have been the target of, or who has experienced, prohibited conduct in the context of university education programs, activities, or employment, feel free to report their concerns without fear of retaliation.

All members of the university community enjoy freedom of speech as guaranteed by the United States Constitution, Colorado Constitution, and regent law, [Article 1.D: Freedom of Expression](#). This Policy is intended to protect members of the campus community from prohibited conduct, not to regulate protected speech. While the university may not discipline speakers for protected speech, the university retains an obligation to take other steps as necessary to ensure that no hostile environment based on any protected class persists. The university also recognizes academic freedom, as defined in regent law, [articles 5.B](#) and [7.C](#), and this Policy will not be interpreted to prohibit conduct that is legitimately related to course content, teaching methods, research, or scholarship, or the expression of political and academic views of students and faculty.

II. PROHIBITED CONDUCT

A. Discrimination and Harassment

This Policy prohibits discrimination and harassment based on protected class (for definitions of protected classes see section II.B). ***To report information or make a complaint about conduct that may violate this Policy, individuals may contact their campus Equity Offices above.***

Each of the following categories are prohibited and could be charged as potential violations of this Policy in a formal adjudication:

1. ***Discrimination on the basis of protected class:*** When an individual suffers an adverse consequence on the basis of a protected class. Examples include, but are not limited to, failure to be hired or promoted; denial of admission to an academic program; or failure to provide or implement legally required accommodations (e.g., accommodations approved by the campus ADA Coordinator, Disability Services Office or other designated office) as related to an individual's disability, pregnancy/pregnancy-related conditions or religion.
2. ***Harassment on the basis of protected class:*** Unwelcome verbal, written, or physical conduct based on one's protected class that unreasonably interferes with an individual's work or academic performance or creates an intimidating or hostile work or educational environment.

Hostile environment is a form of harassment. Whether a hostile environment exists is determined by evaluating whether or not an individual experienced unwelcome conduct and whether or not the unwelcome conduct was, from the perspective of a reasonable person in the alleged individual's position, sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefiting from the campus's education or employment programs and/or activities. Although repeated incidents increase the likelihood that harassment has created a hostile environment, a single or isolated incident of conduct based on protected class may be sufficient.

B. Discrimination and Harassment – Definitions of Protected Classes

Protected class under this Policy refers to actual or perceived unless otherwise noted below:

1. **Age:** The length of time a person has lived. An employee must be at least 40 years old to fall within the protected category. Students are protected from age discrimination in academic situations like admissions decisions and residence hall assignments, regardless of their age.
2. **Color*:** The pigmentation of one's skin. An individual can make an allegation of color discrimination or color harassment against someone of the same race or color.
3. **Creed*:** All aspects of religious beliefs, observances or practices, as well as sincerely-held moral and ethical beliefs as to what is right and wrong, and/or addresses ultimate ideas or questions regarding the meaning of existence, as well as the beliefs or teachings of a particular religion, church, denomination or sect. A creed does not include political beliefs, association with political beliefs or political interests, or membership in a political party.
4. **Disability:** Physical or mental impairment that substantially limits one or more major life activities of an individual.
5. **Gender:** Sex, gender identity, and gender expression including a person's gender-related self-image, appearance, behavior, expression, or other gender-related characteristic, regardless of the sex assigned to that person at birth.
6. **Gender Expression:** How a person represents or expresses their gender to others through external appearance, characteristics, or behaviors.
7. **Gender Identity:** The internal deeply-held sense of one's gender which may be the same as or different from one's sex assigned at birth.
8. **Marital Status:** A relationship or a spousal status of an individual including, but not limited to, being single, cohabitating, engaged, widowed, married, in a civil union, or legally separated; or a relationship or a spousal status of an individual who has had or is in the process of having a marriage or civil union dissolved or declared invalid.
9. **National Origin or Shared Ancestry*:** A person's (or a person's ancestors') place of origin or the physical, cultural, or linguistic characteristics of an ethnic group.
10. **Political Affiliation:** A person's membership or association with others in commonality of political purpose and support.
11. **Political Philosophy:** A person's belief or endorsement of any system of thought pertaining to public policy or the administration of governmental functions.
12. **Pregnancy or related conditions:** (1) Pregnancy, childbirth, termination of pregnancy or lactation; (2) medical conditions related to pregnancy, childbirth, termination of pregnancy or lactation; or (3) recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.
13. **Race*:** How individuals may self-identify as a certain ethnic and racial category (socio-political constructs) or as multi-racial. All racial categories are protected under this Policy. Race also includes hair texture, hair type, or a protective hairstyle commonly or historically associated with race, such as braids, locs, twists, tight coils or curls, cornrows, Bantu knots, Afros and headwraps.
14. **Religion*:** All aspects of religious observance, belief and practice. A person does not have to be a member or follower of a particular organized religion, sect or faith tradition to have a religion.
15. **Sex:** The labels of "male," "female," and/or "intersex" typically assigned at birth and based on anatomy and biology.
16. **Sexual Orientation:** An individual's physical, romantic, and/or emotional attraction toward people. Examples include, but are not limited to: heterosexual, bisexual, gay, lesbian, pansexual, asexual, queer, demisexual, or questioning.
17. **Veteran Status:** Refers to anyone who serves or who has served in any branch of the United States armed forces, including students in the Reserve Officer Training Corps (ROTC). Volunteers for military duty must be treated the same as those who are ordered to active duty.

** The university construes antisemitism, Islamophobia, and caste to be included within the university's current prohibitions on discrimination or harassment, which may be based on the protected classes of race, color, religion, creed, national origin or ancestry. All protected classes listed above encompass intersectional identities.*

C. Related Violations

This Policy prohibits violations related to protected class discrimination and harassment. *To report information or make a complaint about conduct that may violate this Policy, individuals may contact their campus Equity Offices in section I.*

Each of the following actions are violations related to discrimination and harassment, are prohibited, and could be charged as potential violations of this Policy in a formal adjudication:

1. ***Failure to Comply with Orders or Sanctions:*** Not complying with orders of the Equity Office or other appropriate university officials related to this Policy including, but not limited to, No-Contact Orders, Exclusion Orders, and Orders for Interim Suspension. Members of the university community must abide by and complete sanctions related to prohibited conduct.
2. ***Failure to Report:*** When (1) the Responsible Employee received information that a member of the university community was subjected to or committed an act of alleged prohibited conduct, and (2) the Responsible Employee intentionally, knowingly, or recklessly disregarded the obligation to report, thus resulting in harm to a member of the university community. A Responsible Employee is defined below in section III.C.2. This provision will be applied in a manner that promotes the reporting of prohibited conduct and avoids disciplinary actions when Responsible Employees conscientiously discharge their reporting obligations.
3. ***Interference with Reporting:*** Prohibiting or interfering with a Responsible Employee or any other person's reporting to the Equity Office. A Responsible Employee is defined below in section III.C.2.
4. ***Providing False or Misleading Information:*** When a person knowingly or recklessly provides false or misleading information to an Equity Office in the course of a resolution process. Making a report or providing information in good faith, even if the information reported is not later substantiated, will not constitute a violation of this Policy.
5. ***Retaliation:*** Adverse educational or employment actions, including direct or indirect intimidation, threats, and harassment, taken against an individual because of their involvement in a complaint of prohibited conduct. An adverse educational or employment action is any conduct that would dissuade a reasonable person from reporting an allegation of, or participating in, an investigation of prohibited conduct.

III. RESOURCES AND REPORTING

A. Options for Assistance and Reporting Following an Alleged Incident of Prohibited Conduct

When the university receives a report of prohibited conduct against an individual, whether the conduct occurred on or off campus, the campus shall provide the individual with notification of the following, as applicable:

1. Reporting rights and options, including:
 - a. to whom and how to report an alleged offense, including campus authorities and local law enforcement authorities;
 - b. to be assisted by campus authorities in making a report; and
 - c. to decline to notify such authorities.
2. The importance of preserving evidence that may assist in proving a criminal offense occurred or may be helpful in obtaining a protective order;
3. The method by which a person can seek No-Contact Orders, orders of protection, restraining orders, or similar lawful orders issued by a court or other competent authority;
4. Counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and other services available on campus or in the community; and

- Options for, and available assistance in, changing transportation and working situations, in addition to any available academic and residential accommodations. This notification shall be made, and accommodations afforded if they are reasonably available, regardless of whether the person who reported experiencing prohibited conduct chooses to participate in any campus investigation or disciplinary proceeding or to report the crime, if any, to law enforcement.

Reporting Options and Assistance for each campus:

[CU Boulder](#)
[CU Denver | Anschutz](#)
[CU System Administration](#)
[UCCS](#)

B. Confidential Resources and Privacy

- Confidential Employees/Independent Notification Obligations:*** The university supports the use of confidential resources for all parties. Employees who are confidential resources are not Responsible Employees who are required to report allegations of prohibited conduct under this Policy. A confidential employee must explain to an individual alleging prohibited conduct (1) their status as a confidential employee for purposes of this Policy and that they are not responsible employees who report to the Equity Office; (2) how an individual may contact the Equity Office and make a complaint under this Policy; and (3) that the Equity Office may be able to offer and coordinate supportive measures, as well as initiate an informal or formal resolution process.

A person who is a confidential resource under this Policy may have an independent obligation to report some forms of criminal conduct to law enforcement officials.

- Confidential Resources:*** The links below provide information on how to contact the university's confidential employees.

[CU Boulder](#)
[CU Denver | Anschutz](#)
[CU System Administration](#)
[UCCS](#)

Communications of prohibited conduct to a Responsible Employee are not confidential, and these employees must report prohibited conduct to the Equity Office when it is disclosed to them.

- Privacy and Information Disclosure:*** The university will not disclose the identity of any individual involved in a complaint of prohibited conduct (parties or witnesses for example) except as may be permitted by prior written consent, required by law, or to carry out an informal or formal resolution or judicial proceeding related to this Policy. This may require sharing information, including identification information, between internal university offices.
- Requests Not to Proceed and Overriding Factors:*** If an individual has allegedly been subjected to prohibited conduct, but wishes to maintain privacy or requests that no resolution process be pursued nor disciplinary action taken, the Equity Office will explain that the university prohibits retaliation and explain the steps the campus will take to prevent retaliation if the individual participates in a resolution process, and that the campus will take responsive action if it occurs.

If, having been informed of the campus's prohibition of retaliation and its obligations to prevent and respond to retaliation, the individual allegedly subjected to prohibited conduct would still like to maintain privacy or requests that no investigation be conducted nor disciplinary action taken, the Equity Office will weigh that request against the university's obligation to provide a safe, non-discriminatory environment for all students, faculty, and staff. In making that determination, the Equity Office will consider a range of potentially overriding factors that would cause the campus to commence an investigation or take disciplinary action after an investigation of prohibited conduct occurred.

5. **Findings of a Policy Violation:** The university recognizes that third parties (either employers and/or institutions receiving transferring students) may have a legitimate interest in knowing whether a university employee or student has been found responsible for engaging in prohibited conduct. In the event that, after a grievance process and any rights of appeal have been completed, an employee or student has been found responsible for engaging in prohibited conduct, the university may confirm upon inquiry from a potential employer, or licensing or credentialing agency or institution, that the employee or student has been found responsible for violation of this Policy subject to applicable state and federal laws (e.g., Family Educational Rights and Privacy Act) regarding such disclosures. The university may also confirm upon inquiry that an investigation under this Policy is pending against an employee or student or that an employee or student resigned employment or withdrew while an investigation under this Policy was pending, again subject to applicable state and federal laws.

C. Reporting Allegations of Prohibited Conduct

1. **Purpose of Reporting:** The university provides mechanisms for members of the university community to report allegations of prohibited conduct. Reporting allows the university to pursue resolution processes when appropriate, and to inform those who have been involved of support services and to facilitate access to those services. Reporting also allows the university to identify institutional risks, increase the effectiveness of its training programs, and identify the need for additional services that will protect the university community from harm. Reporting allegations of prohibited conduct is fundamental to the university's ability to provide campus environments that allows equal access to educational and employment opportunities.
2. **Responsible Employees Must Report Prohibited Conduct to the Equity Office:** Responsible Employees are defined as any employee who: (1) has the authority to hire, promote, discipline, evaluate, grade, formally advise or direct faculty, staff, or students; (2) has the authority to take action to redress prohibited conduct; and/or (3) has been given the duty of reporting incidents of prohibited conduct by the Equity Office. The Equity Office may designate in campus procedures that certain individuals who might otherwise not be considered Responsible Employees are subject to mandatory reporting requirements. Responsible Employees must promptly report allegations of prohibited conduct as defined by the Policy to the Equity Office. A "Failure to Report" as defined by section II.C.2 is considered Prohibited Conduct.
 - a. Any Responsible Employee who 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 prohibited conduct must promptly report the allegations to the Equity Office. Members of the university community include students, faculty, staff, contractors, patients, visitors to campus, volunteers, regents and employees of affiliated entities. Because the university may have the ability to address or prevent future prohibited conduct, the obligation to report exists independently of whether the individual who was subjected to or accused of prohibited conduct is currently enrolled or employed at the university.
 - b. The Responsible Employee is required to promptly report to the Equity Office, all known details about the alleged prohibited conduct including:
 - i. Name(s) of the person allegedly subjected to prohibited conduct;
 - ii. Name(s) of the person allegedly accused of prohibited conduct;
 - iii. Name(s) of any alleged witnesses; and
 - iv. Any other relevant facts, including the date, time, and specific location(s) of the alleged incident.

If the Responsible Employee is unable to provide this information at the time of making an initial report, but later becomes aware of additional information, the Responsible Employee must supplement the prior report.

Responsible Employees employed by university law enforcement are required to report pursuant to this section unless the information is otherwise excluded by state or federal law (e.g., information related to juveniles).

- c. In many instances, it may not be immediately apparent whether a person is a member of the university community, whether the alleged prohibited conduct occurred on university property, or whether the alleged prohibited conduct occurred in the course of an education program or activity of the university. Rather than

conduct their own inquiries to determine whether these conditions exist, Responsible Employees should report potential prohibited conduct to the Equity Office to allow a preliminary inquiry to occur.

- d. Responsible Employees are not required to report information disclosed during an individual's participation as a subject in an Institutional Review Board-approved human subjects research protocol. Institutional Review Boards (IRB) may, in appropriate cases, require researchers to provide reporting information to all subjects of IRB Research.
 - e. Responsible Employees who receive information related to prohibited conduct in the course of serving in the capacity as ombuds, as designated by the university, are not required to report to the Equity Office. Otherwise, as a confidential employee, in the capacity as an ombuds, an employee must explain to an individual alleging prohibited conduct: (1) their status as a confidential employee for purposes of this Policy and that they are not Responsible Employees who report to the Equity Office; (2) how an individual may contact the Equity Office and make a complaint under this Policy; and (3) that the Equity Office may be able to offer and coordinate supportive measures, as well as initiate an informal or formal resolution process. These Responsible Employees must report alleged prohibited conduct disclosed to them when they are not serving in their capacity as ombuds.
 - f. Responsible Employees who receive information related to an allegation of prohibited conduct in the course of providing professional services within a privileged relationship, such as healthcare providers or counselors, are not required to report to the Equity Office. As confidential employees, these employees must explain to an individual alleging prohibited conduct: (1) their status as a confidential employee for purposes of this Policy and that they are not Responsible Employees who report to the Equity Office; (2) how an individual may contact the Equity Office and make a complaint under this Policy; and (3) that the Equity Office may be able to offer and coordinate supportive measures, as well as initiate an informal or formal resolution process. These Responsible Employees must report allegations of prohibited conduct disclosed to them when they are not providing professional services within a privileged relationship. These Responsible Employees may also have independent professional obligations to report some forms of criminal conduct to law enforcement officials.
 - g. A Responsible Employee does not satisfy the reporting obligation by reporting allegations of prohibited conduct to a supervisor or university personnel other than the Equity Office.
 - h. Responsible Employees are not required to report allegations of prohibited conduct to which they have been personally subjected to the Equity Office but are nonetheless encouraged to report.
3. Other Employees: All employees who are not confidential employees (see section III.B.1) or Responsible Employees (see section III.C.2) must provide the following information to any person who discloses information about prohibited conduct to them: (1) the contact information of the Equity Office; and (2) information about how to make a complaint of prohibited conduct. When a person discloses a pregnancy or related condition to an employee, that employee must provide that person with the Title IX Coordinator's contact information and inform the person that the Title IX Coordinator can coordinate specific actions to ensure that person's equal access to the university's education programs or activities.

Contact information for the Title IX Coordinator/Equity Offices and how to make a complaint for each campus are listed below:

[Campus Title IX Coordinators](#)
[CU Boulder](#)
[CU Denver | Anschutz](#)
[CU System Administration](#)
[UCCS](#)

4. Employees who are designated Campus Security Authorities (CSAs): Employees who have additional obligations under the Clery Act to report certain criminal offenses under the law that occur on university property for statistical purposes. See the links below for Clery resources and information.

[CU Boulder](#)
[CU Denver | Anschutz](#)
[UCCS](#)

IV. EQUITY OFFICE AND JURISDICTION

A. Designation and Responsibilities of the Equity Office

The Equity Office is responsible for overseeing complaints of prohibited conduct pursuant to this Policy and for identifying and addressing any patterns or systemic problems that arise during review of those complaints.

For all matters within the scope of this Policy, at a minimum, the Equity Office shall be specifically responsible and have delegated authority from the chancellor or president for implementing this Policy. Subject to the Equity Office's ultimate responsibility and authority, the Equity Office may further delegate responsibility and authority for the following functions:

1. Providing notice of resolution procedures to parties and ensuring that complaints of prohibited conduct are handled appropriately and in a timely manner;
2. Initiating and overseeing adequate, reliable, and impartial resolutions of complaints of prohibited conduct as appropriate and requested by the parties as applicable and ensuring that parties are treated equitably;
3. Evaluating any request for privacy by a person allegedly subjected to prohibited conduct pursuant to section III.B.4 (override provision);
4. Evaluating whether a complaint should be dismissed on jurisdictional bases pursuant to section IV.B;
5. Referring matters for further action or discipline for inappropriate or unprofessional conduct under other applicable policies or procedures even if a prohibited conduct violation is not found. No provision of this Policy shall be construed as a limitation upon the authority of the disciplinary authority, under applicable policies and procedures, to initiate disciplinary action;
6. Offering and coordinating supportive measures for all parties either before or during the resolution process as applicable;
7. Ensuring broad publication of the campus complaint process and procedures, including posting the process and procedures on an appropriate campus website;
8. Creating an annual report documenting: (1) the number of reports or complaints of alleged violations of this Policy; (2) the categories (e.g., students, faculty, and 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;
9. Reviewing and confirming that the relevant policy statements of the campus Annual Security Report pursuant to the Clery Act are consistent with this Policy and campus complaint process and procedures;
10. Ensuring there is ongoing training and education regarding reporting and preventing prohibited conduct for all students, faculty, and staff;
11. Coordinating actions to prevent discrimination and ensure equal access for pregnant students, faculty and staff;
12. Ensuring that investigators and all decision-makers are thoroughly trained;

13. Maintaining records and related documentation of compliance with this Policy including, but not limited to, retaining copies of any training documentation, tracking student and employee training participation, documenting each step of the campus complaint process and procedures, including supportive measures and resolutions; and
14. Ensuring broad dissemination of the statement that the university shall not discriminate on the basis of sex in employment or in its education programs and activities.

B. Equity Office's Jurisdiction to Conduct Preliminary Inquiry and Further Action

1. This Policy applies to all members of the university community, including students, faculty, staff, contractors, patients, volunteers, affiliated entities, regents, and other third parties. Subject to any rights of appeal, any person found responsible for engaging in prohibited conduct as defined in this Policy may be subject to disciplinary action, up to and including expulsion or termination of employment. The university will consider what potential actions should be taken, including contract termination or property exclusion, regarding third-party conduct alleged to have violated this Policy, but those options may be limited depending on the circumstances of the affiliation.
2. This Policy applies to conduct that occurs on campus. This Policy also applies to off-campus conduct, including online or electronic conduct, in the following circumstances:
 - a. If the person accused of prohibited conduct is affiliated with the university;
 - b. If the conduct occurred in the context of an employment or education program or activity of the university;
or
 - c. In all other cases not falling under (a) or (b), the Equity Office will consider the degree of the university's control over the persons(s) accused of prohibited conduct, the relationship between the parties, the affiliation of the person allegedly subjected to prohibited conduct, and assess the surrounding circumstances of the alleged conduct for the presence of the following factors:
 - i. Targets or causes harm to an individual connected with the university;
 - ii. Threatens violence against the person(s) allegedly subjected to prohibited conduct or others and there is reasonable fear that such further conduct could target or cause harm to someone connected with the university;
 - iii. Is of a violent nature or was frequent or severe;
 - iv. Prior or current similar complaints about the person(s) accused of prohibited conduct or the person(s) has a known history or record from a prior school indicating a history of violence;
 - v. Use of, or threat to use, a weapon, access to or attempts to access weapons, or a history of bringing weapons to the university;
 - vi. Multiple persons allegedly subjected to prohibited conduct or persons accused of prohibited conduct;
 - vii. The person allegedly subjected to prohibited conduct is a minor;
 - viii. Whether the alleged prohibited conduct reveals a pattern of perpetration at a given location or by a particular group; and/or
 - ix. Any other signs of predatory behavior.

If the Equity Office determines that at least one of the above factors is present, then the Equity Office may exercise jurisdiction for off-campus conduct that does not fall under (a) or (b) above.

The Equity Office is solely authorized to determine whether this Policy applies to alleged prohibited conduct and whether the university has jurisdiction to take any action pursuant to this Policy.

V. GRIEVANCE PROCESS AND PROCEDURES

Each campus shall establish written grievance procedures providing for prompt and equitable resolution of any allegations of prohibited conduct as follows:

CU Boulder
CU Denver | Anschutz
CU System Administration
UCCS

When an alleged violation of this Policy involves more than one University of Colorado campus, the campus with primary disciplinary authority over the person accused of prohibited conduct shall investigate the complaint pursuant to its applicable complaint process and procedures. The campus responsible for the investigation may request the involvement or cooperation of any other affected campus and should advise appropriate officials of the affected campus of the progress and results of the investigation.

VI. RECORDKEEPING

The university maintains the following records for at least seven years:

- A. For each complaint of prohibited conduct, records documenting the informal or formal resolution process.
- B. For each notification the Equity Office receives of, information about conduct that reasonably may constitute prohibited conduct, records documenting the actions the university took to respond promptly and effectively.

VII. RELATED POLICIES

- A. [APS 5014 \(2024\) Sexual Misconduct, Intimate Partner Abuse, and Stalking](#) (CU AMC, CU Denver, and UCCS)
- B. [APS 5014 \(2021\) Sexual Misconduct, Intimate Partner Violence and Stalking](#) (CU Boulder and CU System Administration)
- C. [APS 5015 - Conflict of Interest in Cases of Amorous Relationships](#)

VIII. HISTORY

- Adopted: August 1, 2024 - Supersedes Campus Discrimination and Harassment Policies (CU Boulder Discrimination and Harassment Policy, August 7, 2023; UCCS Campus Policy 300-017, Discrimination and Harassment Policy, August 7, 2023; CU Denver/Anschutz Medical Campus Policy 3054, Nondiscrimination Policy, August 24, 2023).
- Revised: N/A.
- Last Reviewed: August 1, 2024.
- Non-substantive Changes: July 30, 2025 (Conforming amendments made for renumbering of regent laws and policies: Regent Policy 10.A: Diversity, Equity, and Inclusion renumbered to Regent Policy 9.A: Diversity, Equity, and Inclusion; Article 1, Part E: Freedom of Expression renumbered to Article 1, Part D: Freedom of Expression; Article 8, Part A: Nondiscrimination renumbered to Article 9, Part A: Nondiscrimination).