

## Reporting Discrimination and Harassment at CU Boulder

This resource outlining reporting options for discrimination and harassment at CU Boulder was compiled by students from the following departments and institutes: Atmospheric and Oceanic Sciences (ATOC), the Cooperative Institute for Research in Environmental Sciences (CIRES), Ecology and Evolution Biology (EBIO), Environmental Studies (ENVS), and the Institute of Arctic and Alpine Research (INSTAAR). The goal of this document is to synthesize available information and relevant resources concerning the reporting process for students. Information is up-to-date as of February, 2021.

### Links to reporting policies at both the university level and at departmental/institutional levels where relevant/helpful:

#### Mandatory reporting at University level

- University of Colorado Boulder [Mandatory Reporting Policy](#)
  - The Office of Institutional Equity and Compliance oversees Mandatory Reporting. The website above provides definitions relevant to discrimination and harassment, states who is a mandatory reporter, outlines steps to take to report a disclosure, and lists confidential resources exempt from the mandatory reporting policy. Confidential resources include:
    - Office of Victim Assistance
    - Counseling and Psychiatric Services
    - Faculty and Staff Assistance Program
    - Ombuds Office

#### Some department-level information

- There is ongoing work in INSTAAR's JEDI committee to create official guidance for reporting discrimination and harassment in the office space, lab, and field settings.
- ENVS's JEDI committee is also working on creating an official reporting document
- ATOC does not have a formal harassment and discrimination reporting procedure. The standard protocol is to contact the chair or graduate student advisor, who is likely to just tell you to report to OEIC.

#### Grievance policies

- A general guide to CU-Boulder student complaints, appeals, and grievances by topic/situation:
  - <https://www.colorado.edu/policies/student-appeals-complaints-grievances-brief-guide>

- The Ecology and Evolutionary Biology (EBIO) department's grad student resource on [grievance reporting](#)
    - While somewhat specific to EBIO, this resource provides helpful guidelines for addressing academic grievances, in addition to links to other helpful resources
  - INSTAAR's [grad student handbook](#) includes a section on "grievances" with information about reporting options and links to additional resources.
  - The ENVS graduate [student handbook](#) also has a section on grievances. This student handbook is currently being reviewed.
  - We were unable to find information online regarding how regularly reporting policies are reviewed and the process for updating them. We reached out to OIEC with this question, but have not yet received a response.
  - Are the rates of reporting made publicly available (e.g. # of reports each year)?
    - Yes, OIEC publishes statistics quarterly and annually:
      - <https://www.colorado.edu/oiec/assessment/reports>
      - OIEC also conducts surveys periodically
    - There was also [this study](#) from 2015 on rates of sexual harassment at CU Boulder
- **Mechanisms available for reporting complaints, bias, microaggressions, harassment, and overt racism:**
    - Designated individuals and positions for reporting incidents
      - Any supervisor is a mandatory reporter (anyone who has the authority to hire, promote, discipline, evaluate, grade, or direct faculty, staff or students)
    - Can reports be made online?
      - Yes, online reports can be made [here](#) on the OIEC website. You can report anonymously, but you must have a valid email address that doesn't disclose your name to do so.
      - Individuals can also consult with the Office of Victim Assistance ([OVA](#)) to discuss reporting options. OVA is not a mandatory reporter (unless there is risk of imminent harm/danger), so incidents can be discussed without it getting reported to the university.
    - Who do in-person and online reports go to? Who has access to see reports?
      - Reports go to the Office of Institutional Equity and Compliance (OIEC). Names and positions of individuals are not publicly listed except for the Title IX coordinator (Valerie Simons)
      - Reports can also go to the Office of Victim Assistance. Names and positions of individuals who receive reports are listed [here](#).
    - Are police included in the process? Are reporting individuals accompanied by an advocate or someone from the organization?
      - The OIEC website states that police may be involved if there is reasonable belief that a crime has been committed.

- During a formal adjudication process (carried out by OIEC), individuals are allowed to have an advisor of their choosing accompany them
  
- **What are the outcomes or consequences for reported individuals?**
  - After receiving a report, OIEC will decide whether a formal adjudication process or an educational resolution process is most appropriate.
    - Steps for both the formal adjudication process and educational resolution can be found [here](#) on the OIEC website.
    - More details regarding outcomes/consequences, report tracking, and repeated complaints can be found [here](#) in the OIEC's Resolution Procedures document.
  
- **What resources are available for individuals reporting?**
  - Victims reporting to OIEC are provided with access to counseling, academic assistance, housing, health services, mental health services, victim advocacy, legal assistance, visa and immigration services, assessments for no contact orders, and/or forensic sexual assault nurse examiner exams. Counselors or advocates, especially those of the same race, ethnicity, and gender.
    - More information [here](#) under IV. Reporting Options
    - The Office of Victim Assistance (OVA) also provides confidential counseling services (information does not have to go the university)
    - The options of having a counselor or advocate with the same race, gender identity, or ethnicity is unclear since OIEC and OVA does not display this information online.
    - OIEC states under all of its policies that retaliation is prohibited and that the university will not only take steps to prevent retaliation, but will also take strong responsive action if it occurs. They do not elaborate beyond that, though.
  
- **What resources are available to groups raising issues or proposing changes?**
  - As far as we are aware, there are no formal mechanisms for groups to raise issues. However, there are a number of avenues to express concerns and propose changes:
    - Concerns can be brought to [Graduate and Professional Student Government](#) (GPSG) representatives
    - Students can become members of, or raise issues to the United Campus Workers Colorado Union, which represents all paid employees of the University of Colorado.

- Recognized and unrecognized activist groups have formed throughout history to pressure University leadership to make changes.
- Groups can also provide feedback through cultural surveys, although some of these appear to be infrequent, or only occur after high-profile incidents
  - Campus and workplace culture survey done every 4 years (most recent in 2019) - campus-wide
  - INSTAAR's JEDI committee is working on establishing a routine culture survey.
  - ENVS did one this summer mostly as a response to the killing of George Floyd. Not sure if it will be repeated or if previous ones have occurred.