



UCCS CAMPUS POLICY

Policy Title: Discrimination and Harassment Policy

Policy Number: 300-017

Policy Functional Area: HUMAN RESOURCES

Effective: August 7, 2023

Approved by: Jennifer Sobanet, Interim Chancellor

Responsible Vice Chancellor: Chancellor

Office of Primary Responsibility: Office of Institutional Equity (OIE)

Policy Primary Contact: Office of Institutional Equity (OIE), 719-255-4324

Supersedes: November 12, 2012; November 14, 2014, December 14, 2015, March 5, 2021

Last Reviewed/Updated: August 7, 2023

Applies to: Administrators, Faculty, Staff, Students

Reason for Policy: To foster a climate that encourages prevention and reporting of protected class discrimination and harassment, the University will provide prevention efforts and respond to all reports promptly, provide support and safety measures to address safety, and recognize the inherent dignity of all individuals involved.

I. INTRODUCTION

The University of Colorado Colorado Springs (UCCS or University) is committed to providing an environment where all individuals can achieve their academic and professional aspirations free from unlawful discrimination, harassment, and/or related misconduct based on protected class status. It is critical to this commitment that anyone who believes they may have been the target of protected class discrimination or harassment in the context of University educational programs, activities, or employment, to feel free to report their concerns for appropriate investigation and response, without fear of retaliation.

The UCCS Office of Institutional Equity (OIE) is responsible for the administration of this policy, as delegated by the Chancellor. Additional procedures are available on the [OIE website \(https://equity.uccs.edu/\)](https://equity.uccs.edu/).

II. POLICY STATEMENT

A. PROTECTED CLASS DISCRIMINATION AND HARASSMENT PROHIBITED BY REGENT LAW AND POLICY

The University prohibits unlawful discrimination and harassment based on protected class, and related misconduct. The University defines “protected classes” to include the following: race, color, national origin, sex, pregnancy, age, marital status, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation or political philosophy.

This prohibition applies to all students, faculty, staff, contractors, patients, volunteers, affiliated entities, and other third parties. Any violations may be subject to disciplinary action, up to and including, expulsion or termination of employment, as applicable. The University will consider what appropriate potential actions should be taken, including contract termination and/or property exclusion, regarding third party conduct that is alleged to have violated this policy; however those options may be limited depending on the circumstances of the arrangement.

This prohibition applies to conduct that occurs in the context of University educational programs, activities, or employment. The University takes prompt and effective steps reasonably calculated to stop protected class discrimination and harassment and/or hostile environment, prevent its recurrence, and as appropriate, remedy its effects.

B. PROHIBITED CONDUCT

The conduct listed below is prohibited, as are attempts to commit, and aiding, abetting, or inciting others to commit them. Prohibited conduct also includes conduct engaged in by electronic means.

Discrimination occurs 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 or denial of admission to an academic program based on protected class status.

Harassment means unwelcome verbal or physical conduct related to 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.

Related misconduct may be further defined by [OIE Resolution Procedures](#).

C. REPORTING AND RESOLUTION

1. Any individual may report incidents of possible protected class discrimination or harassment to the OIE.
2. Responsible Employees must report any incident of possible Protected Class Discrimination and Harassment to the OIE. OIE Resolution Procedures defines the term "responsible employee" and the information that must be reported.
3. Confidential Resources: The University supports the use of confidential resources so that individuals who feel that they may have experienced protected class discrimination or harassment can report such misconduct confidentially and receive support and accommodations as necessary through the OIE. Communications with these confidential resources are confidential to the extent permitted by statutory law and pursuant to OIE Resolution Procedures.

Information on free, confidential information and services can be found on [OIE's website](#) (<https://equity.uccs.edu/resources>).

4. Privacy: If an individual discloses information to a responsible employee but wishes to maintain privacy or requests that no investigation be conducted or disciplinary action taken, the responsible employee remains required to report all relevant information to the OIE. Please refer to the current [OIE Resolution Procedures](#) for more information.
5. Complaints Involving Two or More Campuses: When an alleged violation of this policy involves more than one University of Colorado campus, the campus with primary disciplinary authority over the

respondent shall investigate the complaint pursuant to its applicable complaint process and procedure. 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.

6. Reports or complaints pursuant to this policy will be addressed in accordance with the *OIE Resolution Procedures*, which includes definitions applicable to this policy and related misconduct.

III. KEY WORDS

IV. RELATED POLICIES, PROCEDURES, FORMS, GUIDELINES, AND OTHER RESOURCES

- A. Administrative Policy Statements (APS) and Other Policies:
[APS 5014 Sexual Misconduct, Intimate Partner Violence, and Stalking](#)
- B. Procedures:
[Office of Institutional Equity Resolution Procedures](#)
- C. Guidelines, Regulations, Statutes or Professional Standards:
[Campus and Community Resources](#)
(<https://equity.uccs.edu/resources>)

V. HISTORY

Initial policy approved	February 20, 1995
Revised	April 19, 2004
	January 14, 2013

VI. APPENDICES