

# DISCRIMINATION OR HARASSMENT COMPLAINT PROCEDURES

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The Office of Equal Opportunity & Title IX establishes these procedures to assist it in carrying out its responsibilities in the administration and enforcement of the University of Denver's policies related to nondiscrimination and assuring the University's compliance with applicable laws including Executive Order 11246; Title VII of the Civil Rights Act of 1964; the Equal Pay Act; the Age Discrimination in Employment Act; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975; the Americans with Disabilities Act (ADA) of 1990 and as amended by ADA Amendments Act of 2008; the Rehabilitation Act of 1973; the Vietnam Era Readjustment Assistance Act; the Genetic Information Nondiscrimination Act of 2008; Title 24, Article 34 of the Colorado Revised Statute; and Denver Municipal Ordinances. University Policy and these Procedures are intended to comply with the prohibitions of these laws as amended as well as other applicable federal, state, and local anti-discrimination laws.

The Office of Equal Opportunity & Title IX accepts and investigates complaints alleging discrimination, harassment, violence or retaliation in violation of University of Denver policies and applicable laws. Consistent with federal, state and local law and University policies related to non-discrimination, the Office conducts neutral investigations of complaints of discrimination (including harassment) on the basis of race, color, national origin, age, religion, disability, sex, sexual orientation, gender identity, gender expression, marital status, veteran status or genetic information; complaints of retaliation; alleged violations of the employee consensual relationship policy; and complaints alleging failure to provide reasonable accommodations for disability and religion.

Office of Equal Opportunity Procedures (<https://www.du.edu/equalopportunity/procedures>)