

DISCRIMINATION OR HARASSMENT COMPLAINT PROCEDURES

The University is committed to creating and maintaining a community in which people are treated with dignity, decency, and respect. The environment of the University should be characterized by mutual trust, freedom of inquiry and expression, and the absence of intimidation, oppression, and exploitation. People in this community should be able to work and learn in a safe atmosphere. The accomplishment of this goal is essential to the academic mission of the University. Consistent with this commitment, the University will not tolerate any unlawful discrimination, harassment, or sexual harassment, which includes sexual assault, stalking, dating violence and other gender-based violence, and retaliation of any kind. When the University becomes aware that a member of the University community may have been subjected to or affected by discrimination, harassment, sexual harassment, which includes sexual assault, stalking, dating violence and other gender-based violence, and retaliation, the University will take prompt, appropriate action to enforce University policy.

We do this by facilitating compliance with Title IX of the Education Amendments of 1972; the Americans with Disabilities Act; Section 504 of the Rehabilitation Act of 1973; Title VI and VII of the Civil Rights Act of 1964; the Age Discrimination Act of 1975; the Age Discrimination in Employment Act of 1967; Equal Pay Act; Colorado Equal Pay for Equal Work Act; the Colorado Protecting Opportunities and Workers' Rights ("POWR") Act; and any other federal, state, and local laws, regulations, or ordinances

The University's Office of Equal Opportunity & Title IX (EOIX) is responsible for enforcing the University's Discrimination and Harassment Policy pursuant to the published University's procedures located on the Office of Equal Opportunity & Title IX's website (<https://www.du.edu/equalopportunity/policies-procedures/>), which offer options for supportive measures, informal, and formal resolution. The policy and procedures are intended to comply with the prohibitions of all applicable federal, state, and local non-discrimination laws.

Office of Equal Opportunity & Title IX policies and procedures (https://www.du.edu/equalopportunity/policies_procedures/)