

DISCRIMINATION OR HARASSMENT COMPLAINT PROCEDURES

The Office of Equal Opportunity & Title IX established these Procedures to assist in carrying out its responsibilities in the administration and enforcement of the University of Denver's ("the University") policies related to nondiscrimination, and in assuring the University's compliance with applicable laws, including: Executive Order 11246; Title VI and Title VII of the Civil Rights Act of 1964; the Equal Pay Act (EPA) of 1963; 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 Veterans' Readjustment Assistance Act (VEVRAA) of 1974; Uniformed Services Employment and Reemployment Rights Act (USERRA) of 1994; the Genetic Information Nondiscrimination Act (GINA) of 2008; Title 24, Article 34 of the Colorado Revised Statutes; and Denver Municipal Ordinances, and other applicable federal and state anti-discriminatory laws. 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, gender-based 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, harassment, and gender-based violence - including pay discrimination - on the basis of race, color, national origin, ancestry, age, religion, creed, disability, sex, sexual orientation, gender identity, gender expression, marital status, pregnancy, military enlistment, veteran status, or genetic information; complaints of retaliation; and complaints alleging failure to provide reasonable accommodations for disability and religion.

Office of Equal Opportunity Procedures (https://www.du.edu/equalopportunity/policies_procedures/)