



Reporting & Resolution Options Definitions

Advisor: Refers to an individual of a party's choosing, including an attorney, advocate, or other person to provide support and advice throughout the formal grievance process, including but not limited to, being present for any meetings with OE personnel, and to conduct cross examination on behalf of the party.

Appointing/Disciplinary Authority: Refers to an appointing authority is the individual with the authority or designated authority to make ultimate personnel decisions concerning a particular employee. A disciplinary authority is the individual or office that has the authority or delegated authority to impose discipline upon a particular employee.

Complainant (Reporting Party): Refers to a person who is subjected to the alleged prohibited conduct.

Day: For purposes of these policies and procedures, a day refers to a business day.

Educational Program or Activity: Refers to locations, events, or circumstances over which the University exercised substantial control over both the respondent and the context in which the misconduct occurs; this includes any building owned or controlled by a student organization that is officially recognized by the University.

Employee: Refers to anyone under the University's control (excluding independent contractors) who receives payment from the University for work performed, including but not limited to regular faculty, research faculty, clinical faculty, residents, post-docs, professional research assistants, research assistants, teaching assistants, University staff, classified staff, undergraduate and graduate student employees, or temporary employees.

Emergency Removal: Refers to the removal of a respondent who poses an immediate threat to the physical health or safety of the complainant or others, an emergency removal of the respondent from campus prior to the conclusion of a formal grievance process, or even where no formal grievance process is pending, to protect the safety of the University community where an immediate threat exists.

Formal Complaint: Refers to a documented complaint filed by a complainant or the Title IX Coordinator or designee alleging Sexual Misconduct against a respondent for the University to initiate a formal grievance process under the Sexual Misconduct Policy. The formal complaint must contain the complainant's or Title IX Coordinator's physical or digital signature. A complainant who reports allegations of sexual misconduct with or without filing a formal complaint may receive supportive measures.

Hearing Officer(s)/Decision Maker(s): Refers to a trained individual who serves as a decision-maker, responsible for maintaining an orderly, fair and respectful live hearing. The Hearing Officer can be a single decision-maker or the Hearing Officer can include a panel of additional decision-makers. The Hearing Officer will be responsible for issuing a written determination based on the evidence presented during the live hearing, and with the approval of the Sanction Board, will determine sanctions if a policy violation is found.



Interim Suspension: Refers to the removal of a respondent from an education program or activity on an emergency basis after the University undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of misconduct justifies removal, and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal. The University may also place a non-student employee on administrative leave during the pendency of a formal grievance process.

Participant: Refers to a complainant, respondent, and any witnesses or other third parties participating in an OE resolution process.

Party: Refers to a complainant and/or respondent and may collectively be referred to as “parties.”

Supportive Measures: Refers to nondisciplinary, nonpunitive, individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent that are designed to restore or preserve equal access to the University’s education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the University’s educational or work environment, or deter misconduct. These include remedial measures, which are designed to address the well-being and continued access to educational opportunities or employment, and protective measures, which are designed to ensure the safety of the parties and/or community.

Respondent: Refers to a person who is accused of the alleged prohibited conduct.

Responsible Employee: Refers to any employee who: (1) has the authority to hire, promote, discipline, evaluate, grade, formally advise or direct faculty, staff, or students; (2) has the authority to take action to redress prohibited conduct; and/or (3) has been given the duty of reporting incidents of prohibited conduct to the Title IX Coordinator and/or OE designee.

Sanction: Refers to either a disciplinary action imposed by the Title IX Coordinator or OE designee for students or disciplinary action as imposed by the appointing/disciplinary authority for employees.

Student: Refers all persons taking courses at the University, either full time or part time, active in a program, pursuing undergraduate, graduate, or professional studies, as well as non-degree students and concurrently enrolled high school students. This also includes individuals admitted or in the process of being admitted, those attending orientation sessions, and those that were enrolled at the date of an alleged incident.

University: Refers to the University of Colorado Denver (Downtown Campus) and Anschutz Medical Campus.

University Property: Refers to University owned or controlled property.

Witness: Refers to any individual who may have information relating to a matter being investigated by the OE.