Published on *University of Colorado* (https://www.cu.edu)

Reporting and Resolutions [1]

The purpose of reporting is to ensure safety and prevent further harm, offer support resources, understand the scope of the problem, and explore resolution options. Even if an individual chooses not to move forward with or participate in a grievance process or investigation (through OERC or law enforcement), they can contact OERC for information and assistance in accessing support services such as changes to the work environment.
If an individual discloses alleged misconduct to a CU employee who is a mandatory reporter or what is called a “responsible employee” (any employee who has the authority to hire, promote, discipline, evaluate, grade, formally advise, or direct faculty, staff, or students), these individuals are required to inform the OERC. While a responsible employee is required to report on behalf of others, they can decide whether to report behavior that they personally experience. Learn more about who is required to report [2].

View OERC Resolution Procedures [3]

Americans with Disabilities Act (ADA)

Individuals with disabilities are entitled to access, support, and, when appropriate, reasonable accommodations. To request accommodations or report an accessibility issue, visit the Employee Services, ADA Compliance website [4].

Equal Employment Opportunity Commission (EEOC)

The University of Colorado is committed to ensuring equal employment opportunity in all employment practices and achieving full equal opportunity and affirmative action for all applicants and employees. APS 5001 [5] summarizes the University's Equal Employment policy. For information on how to contact the EEOC, visit the EEOC website [6].

U.S. Department of Education (DOE) - Civil Rights

Under Title VI and Title IX of the Civil Rights Act, the Department of Education (DOE) must hold universities accountable for failing to address discrimination against students. Complaints filed by students, or on their behalf, who face discrimination on their campus are handled by the DOE's Office of Civil Rights (OCR). Visit the DOE - Civil Rights website [7]or call 303-844-2024.

Colorado Civil Rights Division (CCRD)

The Colorado Civil Rights Division (CCRD) enforces the Colorado Anti-Discrimination Act (CADA) through investigations, mediation, and education. CADA prohibits discrimination based on protected class in employment, housing, and places of public accommodation. To learn more or to initiate a complaint, visit the CCRD website [8].

Colorado Equal Pay for Equal Work Act

The Equal Pay for Equal Work Act, effective January 1, 2021, protects employees against pay discrimination based on sex (including gender identity) – alone or in combination with another protected class – for substantially similar work in terms of skill, effort, and responsibility, regardless of job title.

Anyone who believes they or others have been unlawfully discriminated against based on compensation can report to OERC. Supervisors and other responsible employees are required to report any discrimination they are made aware of.

For more information about the Equal Pay for Equal Work Act, answers to frequently asked questions, and general inquiries about compensation practices, please refer to Employee Services [9].

What Happens When a Report is Made

[10]

Report to OERC

Phone: 303-860-5633
Email OERC [12]
Online Form [13]

About Anonymous Reporting

People can contact OERC to talk generally about a concern without revealing the identity of the individuals involved to better understand the options for addressing the situation. Individuals can also report anonymously for themselves through the online form. Limited action can be taken based on anonymous reports.

Responsible employees reporting for someone else may not report anonymously.

Groups audience:
Office of Ethics, Risk and Compliance

Source URL:https://www.cu.edu/compliance/reporting-resolutions

Links
[1] https://www.cu.edu/compliance/reporting-resolutions [2] https://www.cu.edu/compliance/reporting-resolutions/who-required-report [3] https://www.cu.edu/doc/oerc-resolution-procedures-25-26pdf-1 [4] https://www.cu.edu/employee-services/collaborative-hr-services/cu-system/policies/ada-compliance [5] https://www.cu.edu/ope/aps/5001 [6] https://www.eeoc.gov/contact-eeoc [7] https://www.ed.gov/laws-and-policy/civil-rights-laws/file-complaint/how-file-discrimination-complaint-ocr [8] https://ccrd.colorado.gov/ [9] https://www.cu.edu/employee-services [10] https://www.cu.edu/compliance/reporting-resolutions/making-report [11] https://www.cu.edu/compliance/reporting-resolutions/what-happens-when-report-made [12] mailto:CUSystemReport@cu.edu [13] https://www.cu.edu/compliance/forms/oerc-protected-class-discrimination-and-sexual-misconduct-reporting-form