



Reporting & Resolution Options Definitions

Advisor: An individual designated by the complainant or Respondent to be present at interviews or meetings with OE. Advisors can include attorneys.

Aggravating Factor: Relevant circumstances accompanying the commission of misconduct or occurring prior to the misconduct as specified in Prohibited Conduct that add to its seriousness. Examples may include the use of violence or force, violation of a trust or duty, premeditation or an incident, and the existence of a previous conduct violation.

Appointing/Disciplinary Authority: 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 or student.

Complainant (Reporting Party): A person who is subjected to the alleged Prohibited Conduct under these policies.

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

Employee: 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.

Interim Suspension: Immediate and temporary suspension from classes and any other University activity or program.

Mitigating Factor: Relevant circumstances accompanying the commission of misconduct or other extenuating circumstances that may be considered to reduce a sanction. These factors do not constitute a justification or excuse for the behavior in question.

Participant: Complainant, Respondent, and any witnesses or other third parties participating in an OE resolution process.

Party: Complainant or Respondent and collectively referred to as "parties."

Respondent: Means a person who is accused of alleged Prohibited Conduct.

Responsible Employee: Means 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 sexual misconduct; and/or (3) has been given the duty of reporting incidents of sexual violence or any other misconduct by students to the Title IX Coordinator. A Title IX Coordinator may designate in campus procedures that certain individuals who might otherwise not be considered *Responsible Employees* are subject to mandatory reporting requirements.

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

Students: The term student includes 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. Persons who withdraw after having been alleged to have violated the Sexual Misconduct, Intimate Partner Abuse and Stalking policies are considered “students.”

University: The University of Colorado Denver | Anschutz Medical Campus, South Denver Location.

University Official: A University employee working in the performance of their duly authorized duties.

University Property: University owned or controlled property.

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