UCCS is committed to maintaining a positive learning, working and living environment. UCCS does not allow discrimination or harassment on the basis of race, color, national origin, sex, age, disability, creed, religion, sexual orientation, gender identity, gender expression or veteran status. Individuals who violate the UCCS Policy on Discrimination and Harassment, the University of Colorado Sexual Harassment Policy, or the University of Colorado Conflict of Interest in Cases of Amorous Relationships Policy or Appendix 1—Code of Student Conduct will be disciplined or subjected to corrective action, up to and including termination or expulsion.

For a list of policy links, including the Discrimination and Harassment Policy, the Sexual Harassment Policy, the Conflict of Interest in Cases of Amorous Relationships Policy and Appendix I—Code of Student Conduct, please visit our website at: www.uccs.edu/odh/resources.html.

What should I do if I have experienced harassment?

1. Tell the harasser to stop, either verbally or in a letter, text or email.
2. Consider discussing the situation with a confidential campus resource (Ombuds, Health Center, Counseling Center).
3. Keep records of the specific times, dates, contexts and witnesses of the incident(s).

To report a crime, call UCCS Public Safety at 255-3111.
To talk to ODH about your experiences or information you have, call us at 255-4324 or send an email to ODH@uccs.edu.
To talk to the Dean of Students (Title IX Coordinator) about an incident or issue, call 255-3091.
To report an incident occurring in a residence hall, contact your RA or Residence Life and Housing at 255-4042.
**Discrimination**

**What is Discrimination?**
Discrimination is conduct that deprives an individual of a benefit of employment or educational opportunity on the basis of that person’s Protected Class.

**What should I do if I experience or witness harassment or discrimination?**
Call ODH at 719-255-4324 or send an email to ODH@uccs.edu

**What are Protected Classes?**
Protected Classes include race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression or veteran status

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**Harassment**

**What is Harassment?**
Harassment is conduct, based upon an individual’s Protected Class, that interferes with that person’s work, academic performance, or participation in university programs or activities, or creates a hostile working or learning environment. Sexual harassment is unwelcome sexual attention that unreasonably interferes with an individual’s working or learning environment. It may involve intimidation, threats, coercion, sexual advances, request for sexual favors or other verbal or nonverbal conduct of a sexual nature, if severe or pervasive. Sexual harassment may be between two people of the same or opposite sex, among faculty, staff and students, between people of equal status or where one person is in a position of authority.

**Examples of Harassment, Discrimination and Retaliation**
- Physically assaulting or repeatedly intimidating, teasing, mocking or joking based upon an individual’s Protected Class.
- Repeatedly pressuring an individual for dates or sexual favors.
- Promises or rewards for sexual favors.
- Repeatedly directing racial or ethnic slurs at an individual.
- Not allowing an individual to participate in an academic program based on a disability.
- Denying an individual a promotion due to stereotypes about that person’s Protected Class.
- Repeatedly displaying sexually explicit visual material (calendars, postcards, software and websites).
- Giving an employee a poor performance review

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**Retaliation**

**What is Retaliation?**
Retaliation is a materially adverse action against an individual as a result of that individual’s reporting of an allegation of discrimination or harassment or participating in an investigation. The action must be one that would dissuade a reasonable person from making or supporting an allegation.

**What should I do if I experience or witness retaliation?**
Call ODH at 719-255-4324 or send an email to ODH@uccs.edu

**Amorous Relationships Involving Evaluative Authority**
When two individuals are involved in a consensual amorous relationship where one person has evaluative authority over the other person: 1) the person in the evaluative position must disclose the relationship to the unit head (chair, dean, etc.); 2) both parties must be present when the disclosure is made; and 3) the evaluative relationship must be terminated.

All supervisors who have information on harassment, discrimination or retaliation must promptly report it to ODH. A supervisor is anyone who has the authority to hire, promote, discipline, evaluate, grade, or direct faculty, staff or students. This includes, but is not limited to faculty, teaching assistants, resident advisors, coaches and program directors.