

and activities in a manner consistent with applicable federal law and regulations.

B. Equal Opportunity

The University also provides equal opportunity in employment, educational activities, and other programs to all employees, students, and applicants. The University prohibits discrimination against in any condition of employment or opportunity because of race, color, national origin, age (for employment 40 and over), religion, creed, disability, sex, sexual orientation, gender identity, gender expression, marital status, genetic information, military enlistment, or veteran status.

C. Pay Transparency

Employees are not prohibited from discussing their salaries and/or compensation with other employees and non-employees. The University will not discharge, discipline, or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the University, or (c) consistent with -1.35(c).

D. Equal Pay Act and Pay Equity

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For purposes of this Policy and the Comprehensive Discrimination and Harassment Procedures and Title IX Sexual Harassment Procedures (collectively, Procedures), Students are defined under the as any individual registered for or auditing classes at the University; enrolled in any University program; or on University premises for any purpose related to the same regardless if the class, program, or other education activity is credit earning or part of a degree or non- An individual

is considered a Student under this definition if they have completed the immediately preceding term and are enrolled for a subsequent term or program; and if they are representing the University between terms or programs; or, if they are not officially enrolled for a particular term, they have a continuing relationship with the University.

University employees are defined under the Policy and the Procedures as all full-time and part-time faculty, University staff, Student employees, wage (including temporary

Consent

Consent, including instances where that person is unable to give

suffer substantial emotional distress.

a. Course of conduct means two or more acts, including, but not limited to, acts in

and the genitalia of another person.

Non-

(2) type of relationship, and (3) frequency of interaction between the persons involved in the relationship.

discrimination, harassment, and/or gender-based violence in personnel files of employees reporting alleged discrimination, harassment, and/or gender-based violence, and instead the University will retain such records in a separate secure location.

V. PROCESS OVERVIEW

The Associate Vice Chancellor for Equal Opportunity and Title IX shall develop and publish procedures that describe the rights and obligations under the policy as well as clarify definitions and scope within this policy. The Associate Vice Chancellor for Equal Opportunity and Title IX submits recommendations for substantive changes to the Provost and Executive Vice Chancellor and the Senior Vice Chancellor for Business and Financial Affairs for their review and approval.

VI. DEFINITIONS

Complainant means an individual who is alleged to have experienced Prohibited Conduct as defined in this policy.

Education Program or Activity is the locations, events, or circumstances over which the University exercised substantial control over both the Respondent and the context in which the Title IX Prohibited Conduct occurs, and also includes any building owned or controlled by a student organization that is officially recognized by the University.

Respondent means an individual who is alleged to have engaged in Prohibited Conduct as defined in this policy.

United States: The physical geography of the United States of America and its territories/

Approved:

Dr. Jeremy Haefner
Chancellor
University of Denver

Date