

# CIVIL RIGHTS COMMITMENT

## Civil Rights Commitment & Notice of Non-Discrimination

Colorado State University Pueblo is committed to equal educational and employment opportunities and to the elimination of all forms of discrimination, protected class harassment, sexual misconduct, intimate partner violence, stalking, and retaliation. Additionally, CSU Pueblo is committed to maintaining respectful, safe, and non-threatening educational, working, and living environments. As part of this ongoing commitment, CSU Pueblo does not discriminate on the basis of age, citizenship, creed, color, disability, gender, gender expression, gender identity, genetic information, national origin or ancestry, pregnancy, race, religion, sex, sexual orientation, veteran status, or because an individual has inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. CSU Pueblo encourages and provides equal opportunity in education, employment, all of its programs and activities, and the use of its facilities.

CSU Pueblo complies with the Equal Pay Act, Titles IV, VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments, the Americans with Disabilities Act, as amended, Section 503/504 of the Rehabilitation Act, the Age Discrimination Act, Age Discrimination in Employment Act, the Vietnam Era Veterans' Readjustment Assistance Act, the Pregnancy Discrimination Act, Executive Order 11246, as amended, Violence Against Women Reauthorization Act of 2013, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the Genetic Information Nondiscrimination Act of 2008, and all civil rights laws of the State of Colorado.

The Director of Civil Rights Compliance & Title IX Coordinator has been designated by the President as the person with overall responsibility for the implementation and maintenance of the University's civil rights programs. The Director of Civil Rights Compliance & Title IX Coordinator has also been designated as the University's Title IX Coordinator. As such, the Director of Civil Rights Compliance & Title IX Coordinator is responsible for addressing compliance with all federal, state, and local laws pertaining to nondiscrimination, civil rights, and access. For any inquiries or concerns regarding discrimination, protected class harassment, or sexual misconduct, please contact the Director of Civil Rights Compliance & Title IX Coordinator. The ADA Coordinator & Intake Specialist, is the designated Americans with Disabilities Act (ADA) Coordinator and Section 504 of the Rehabilitation Act of 1973 Coordinator.

Students and employees with inquiries or concerns regarding discrimination, protected class harassment, or sexual misconduct should contact the Director of Civil Rights Compliance & Title IX Coordinator, Shelby Serena, at 719-549-2223, by email at [shelby.serena@csupueblo.edu](mailto:shelby.serena@csupueblo.edu), or in person at the Buell Communication Center (BCC) 107.

Students seeking disability-related resources, adjustments, or who have other related concerns, should contact the Disability Resource & Support Center by phone at (719) 549-2648, by email at [dro@csupueblo.edu](mailto:dro@csupueblo.edu), or in person at the Occhiato Student Center (OSC) 104.

Employees seeking disability resources and accommodations or who have other related concerns should contact the ADA Coordinator & Intake Specialist, Erin Hager, at 719-549-2210, by email at

[erin.hager@csupueblo.edu](mailto:erin.hager@csupueblo.edu), or in person at the Buell Communication Center (BCC) 107.

Please visit the Office of Civil Rights Compliance and Title IX (<https://www.csupueblo.edu/civil-rights-compliance-and-title-ix/>) website for more information.

## Board of Governors Non-Discrimination Policy

The Board of Governors is committed to a policy of non-discrimination for the institutions it governs in accordance with all applicable anti-discrimination and civil rights laws. Accordingly, the Board of Governors does not discriminate on the basis of race, age, color, religion, national origin, gender, disability, veteran status, genetic information, sexual orientation, gender identity or gender expression, or pregnancy.

## Colorado State University System Joint Proclamation Against Sexual Misconduct

On April 27, 2011, the CSU System along with the University issued its Joint Proclamation against Sexual Misconduct. This proclamation provides:

The Colorado State University System and its institutions have zero tolerance for sexual misconduct among members of our University communities.

All members of the University community, and their guests, have the right to be free from unwanted sexual contact, coercion, abuse, violence, threat of violence, and harassment and are expected to conduct themselves in a manner that does not infringe upon the rights of others. When an allegation of sexual misconduct is brought forward, the University will investigate the matter and take appropriate action. Anyone found to have committed sexual misconduct will face immediate and appropriate disciplinary action, up to and including expulsion from the University.

We will bring this message to all corners of our University, and nurture the core value that fosters a safe and healthy environment for members of our community. Further, we emphasize that sexual assault survivors deserve our support and assistance.

We strive to build healthy relationships within the university community free from sexual violence. To that end, the Colorado State University System is committed to raising the awareness of sexual misconduct actions; providing preventative training courses, and promoting a healthy and safe environment for our students.

## Sexual Misconduct Reporting (Title IX & VAWA Compliance) & Employee Mandatory Reporting

All members of the University community, and their guests, have the right to be free from sexual misconduct, intimate partner violence, and stalking. To that end, the University has enacted a comprehensive Policy on Title IX, Sexual Harassment and Gender Discrimination ([https://www.csupueblo.edu/policy-library/\\_doc/human-resources-and-institutional-equity/title-ix-sexual-harassment-and-gender-discrimination.html](https://www.csupueblo.edu/policy-library/_doc/human-resources-and-institutional-equity/title-ix-sexual-harassment-and-gender-discrimination.html)).

University policy prohibits sexual misconduct (sexual harassment, sexual exploitation, non-consensual sexual contact, and non-consensual sexual intercourse), intimate partner violence (dating violence and

domestic violence), stalking, and retaliation by members of the University community. The University has zero tolerance for any of the above-mentioned behaviors and will take appropriate actions to stop the behavior, prevent its recurrence, and remedy the behavior's effects.

All Employees (except those serving in roles expressly designated to receive confidential information under University policy) are required to report any information they know about possible sexual misconduct, intimate partner violence, stalking, and retaliation to the University's Title IX Coordinator. Individuals who do not want their concerns reported to the Title IX Coordinator can contact confidential resources such as the University Counseling Center at (719) 549-2838 or the Juniper Southern Colorado's confidential hotline at (719) 549-0549.

For additional information/resources regarding sexual misconduct, intimate partner violence, stalking, or retaliation, or to report a concern/complaint, contact the Director of Civil Rights Compliance & Title IX Coordinator. You may contact the University's Title IX Coordinator via telephone at (719) 549-2210, via email at [Shelby.serena@csupueblo.edu](mailto:Shelby.serena@csupueblo.edu) or at the following address: Colorado State University Pueblo, 2200 Bonforte Boulevard, BCC 107, Pueblo, Colorado, 81001.

Please visit [w \(https://www.csupueblo.edu/institutional-equity/\)](https://www.csupueblo.edu/institutional-equity/) [www.csupueblo.edu/civil-rights-compliance-and-title-IX](https://www.csupueblo.edu/civil-rights-compliance-and-title-IX) (<https://www.csupueblo.edu/civil-rights-compliance-and-title-ix/>) for more information.