

Discrimination, Harassment & Sexual Misconduct

Non-Discrimination Statement

The Community College of Denver does not discriminate on the basis of sex/gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, religion or sexual orientation in its employment practices and educational programs and activities.

What are Discrimination, Harassment & Sexual Misconduct?

Discrimination can occur when a person is given a preference because of one of the traits listed above in the Non-Discrimination Statement. The result is that people without the trait are at a disadvantage. Additionally, discrimination can occur when a person is disadvantaged because of a trait. The result is people without that trait receive an unfair advantage.

Discriminatory harassment occurs when a person repeatedly experiences negative treatment towards them because of one of the traits listed above. The negative behavior can come from one person or multiple individuals.

Retaliatory harassment is intentional action taken by an accused individual or third party that harms an individual as reprisal for filing or participating in the civil rights grievance proceeding.

Sexual misconduct includes all conduct of a sexual nature that is unwelcomed, non-consensual, or abusive. Sexual misconduct includes sexual harassment and other forms of sexual acts.

Sexual harassment is unwelcome, gender-based verbal or physical conduct that is sufficiently severe, persistent or pervasive that it has the effect of unreasonably interfering with, denying or limiting someone the ability to participate in or benefit from CCD's educational program and/or activities, or work activities, and the unwelcome behavior may be based on power differentials (quid pro quo), the creation of a hostile environment, or retaliation.

For the official definitions used in the Civil Rights Grievance and Investigation Process and Sexual Misconduct procedures, please visit www.ccd.edu/discrimination

Three Types of Sexual Harassment

Quid pro quo sexual harassment exists when there are unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature, and submission to or rejection of such conduct results in adverse educational or employment action; or affects the terms or conditions of education or employment, or activities with the college.

Hostile environment includes any situation in which there is harassing conduct that is sufficiently severe, persistent, or pervasive that it alters the conditions of employment or limits, interferes with or denies educational benefits or opportunities, from both a subjective (the alleged victim's) and an objective (reasonable person's) viewpoint.

Retaliatory sexual harassment is any adverse employment or educational action taken against a person because of the person's perceived participation in a complaint or investigation of discrimination or sexual misconduct.

Other Forms of Sexual Misconduct

Non-consensual sexual contact is any intentional sexual touching, however slight, with any object, by any individual upon any individual that is without consent and/or by force.

Non-consensual sexual intercourse is any sexual penetration however slight, with any object, by any individual upon any individual that is without consent and/or by force.

Sexual exploitation occurs when anyone takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of other sexual misconduct offenses.

Sexual Misconduct & Consent

Consent must be clear, knowing and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent.

Consent can be given by words or actions, as long as those words or actions create mutually understandable clear permission regarding willingness to engage in (and the conditions of) sexual activity.

In order to give effective consent, one must be of legal age.

Consent to any one form of sexual activity cannot automatically imply consent to any other forms of sexual activity.

Previous relationships or prior consent cannot imply consent to future sexual acts.

How to Report Discrimination, Harassment & Sexual Misconduct

The Title IX, Equal Opportunity, ADA/504 Coordinator oversees all discrimination, harassment and sexual misconduct complaints made by employees, students and visitors. The College President has designated Patty Davies, the Director of Human Resources, as the Title IX, EO, ADA/504 Coordinator.

PATTY DAVIES

*Director of Human Resources
EEOC / Title VII / Title IX Coordinator*
Campus location:
Administration Building, Room 310
Telephone: (303) 352-3310
Fax: (303) 556-6557
Email: patty.davies@ccd.edu

To file a written complaint of discrimination or harassment complete the Online Civil Rights Complaint Form at www.ccd.edu/report-discrimination.

A hard copy of the form can be found on the discrimination and harassment web pages at www.ccd.edu/discrimination. You may email, fax, mail or hand-deliver it to the Title IX/ EO Coordinator.



Protection from Retaliation

It is a violation of college procedure to engage in retaliatory acts against any employee or student who files a grievance or any individual who testifies, assists or participates in a grievance proceeding, investigation or hearing relating to such grievance.

Confidential Help

Phoenix Center at Auraria

The center provides free and confidential resources and assistance to survivors of interpersonal violence and their friends and families.

In-Person: Tivoli Student Union, Suite 259

For Appointments: 303-315-7250

24/7 Free and Confidential Helpline:

303-556-CALL (2255)

E-mail: info@thepca.org

Web page: www.thepca.org

University of Colorado Denver- Counseling Center

In-Person: Tivoli 454 (4th Floor)

900 Auraria Parkway

Denver, CO 80204

Phone: 303-315-7270

Web page: www.ucdenver.edu/life/services/counseling-center

C-SEAP – Colorado State Employee Assistance Program (for CCD employees only)

C-SEAP is a professional assessment, referral, and short-term counseling service offered to State employees with work-related or personal concerns, as well as a resource for supervisors and managers. C-SEAP is available from 8:00 AM to 5:00 PM, Monday through Friday.

Phone: 303-866-4314

Web page: www.colorado.gov/c-seap

