

Colorado College

Colorado College plans to engage our institutional community in the work of the National Academies' Action Collaborative through: 1) Restructuring of the college's Title IX and nondiscrimination efforts, 2) dissemination, and administration, of a new faculty code of conduct, 3) continued partnerships and grant-seeking efforts related to preventing sexual harassment in higher education, and 4) divisional initiatives related to anti-discrimination.

These plans are being specifically addressed by the following:

- 1) Restructuring of the college's Title IX and nondiscrimination efforts
 - a. New Title IX Coordinator – role was moved from a f/t faculty member to the CHRO
 - b. Expanded Title IX/Nondiscrimination team – New 10-member team includes stakeholders from across campus (Campus Safety, Accessibility Resources, Athletics, Faculty, Wellness Center, Student Title IX Assistance & Resource Team (student group), and the Butler Center (diversity, equity, and inclusion center). This team meets regularly and is charged with monitoring, evaluating, and advising on concerns of discrimination, to include sexual harassment.
 - c. Development of two action-oriented committees on 1) education and prevention (chaired by a deputy title ix coordinator), and 2) resources and advocacy (chaired by the sexual assault response coordinator). These committees are charged with evaluating, reviewing, and implementing approved initiatives in each of their respective areas.
 - i. The education and prevention team will partner with ADVANCEGeo (see 3b below) to adapt training specific to CC
 - d. Explore partnership with the Quad to engage in an innovative project that provides four higher education institutions (Colorado College, University of Colorado – Colorado Springs, Pikes Peak Community College, and the United States Air Force Academy) input and recommendations on sexual misconduct policy, procedure, education/prevention, and support resources from a collaborative student (grass roots) led initiative.
 - i. Summary/scope: Collaborate with Title IX administrators, Sexual Assault Prevention professionals, and/or HR professionals along with students from partner institutions in reviewing, researching, and implementing new initiatives and/or revised practices related to sexual misconduct education, prevention, adjudication, and support resources. In addition, should final Title IX regulations be released in the Fall 2019 semester, the scope of this project would include review, research and implement recommendations for addressing the regulations. This innovative approach to understand, from a student perspective, how sexual misconduct/Title IX policies affect student experiences, and best practices of implementations of these regulations.
 - e. Updated policy to improve process and decision-making efficiency
- 2) Dissemination, and administration, of a new faculty code of conduct prohibiting not only harassment, but behavior that may contribute to conduct that rises to the level of harassment and bullying.
- 3) Continued partnerships and grant-seeking efforts related to preventing sexual harassment in higher education
 - a. Partnering with TESSA (local sexual assault/intimate partner violence crisis center) on training and prevention initiatives.

- b. ADVANCEGeo partnership (NSF funded) aimed at improving workplace climate for earth and environmental sciences. Provides bystander intervention training and resources.
- 4) Divisional initiatives related to anti-discrimination
 - a. CC underwent an antiracism external review in the 2018-2019 academic year. The final report was released in May 2019 and each college division spent the summer engaged in planning initiatives related to the findings and recommendations. While the external review was focused on anti-racism, specifically, many initiatives have taken a broader approach to looking at systems of oppression (racism, sexism, classism, etc.) within our community.
 - b. Divisional efforts in response to the external review will be announced campus-wide in the upcoming semester.