

Summary of Allegations and Findings

The Office of Equal Opportunity (OEO) conducted an investigation into claims of a hostile work environment in the Associated Students for Colorado State University (ASCSU) office located in the Lory Student Center (LSC). The allegations of a hostile environment related to concerns of possible sexual harassment, discrimination on the basis of gender, and discrimination on the basis of race. OEO's investigation concluded on May 9, 2016. Based on a preponderance of the evidence, OEO found the allegations of discrimination on the basis of gender and race were unsubstantiated and found the allegations of a hostile work environment due to sexual harassment were substantiated, and that Colorado State University's (CSU) Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Domestic Violence, Dating Violence, Stalking and Retaliation Policy (Policy) was violated. This violation was the result of conduct by many individuals in various roles in ASCSU, including both the Executive and Legislative branches.

The behaviors complained of that were substantiated and resulted in a finding of a violation of Policy include but are not limited to: comments that were sexual in nature, comments about gender, sexual innuendo, gender stereotyping, conversations suggesting sexual activity occurred in the office, conversations about other ASCSU members' sex lives, ASCSU members pursuing other members for dates despite rejection, comments relating to gender and physical appearance, and physical behavior that was sexual in nature. The behaviors were described to have taken place primarily in the open area of the ASCSU office with other individuals present. The described behaviors were found to be unwelcome to several witnesses who overheard or observed these behaviors. The evidence indicated that behaviors of this nature were pervasive.

Based on the behaviors leading to the finding of a violation of Policy, the following action items will be implemented to ensure an appropriate environment in the ASCSU office welcoming to all students and staff as well as an appropriate level of understanding of the Policy and resources on campus by members of ASCSU and staff working with ASCSU.

Action Items

- Provide the following education and training to all elected and appointed members of Senate, Executive, and Judicial branches of ASCSU to raise awareness:
 - ✓ Sexual Harassment
 - Yearly training in different settings attended by officers and senators will be required of all members of ASCSU whether it is attendance at a trainer led session or completion of an online module.
 - The importance of impact of behavior and irrelevance of intent under sexual harassment will be included.
 - Discussion of third party sexual harassment will be included.
 - An understanding of University policies and resources to address concerns of harassment and discrimination will be included.
 - Trainers may include members of the OEO and/or Support and Safety Assessment.
 - ✓ Diversity and inclusion.
 - ✓ Professional interactions and respectful communication and exchange.
 - Role and representation of ASCSU by officers and senators.
- The Office of Equal Opportunity will partner with Student Leadership, Involvement and Community Engagement to provide a session for ASCSU leaders on searching for and selecting students to fill ASCSU positions.