



Feb. 4, 2016

Dear colleagues,

The University of Denver is committed to fostering an environment of safety and respect, where sexual misconduct is never tolerated and where all members of our community have the resources and support necessary for them to thrive. We thank the dedicated students, staff and faculty members who have advocated for and continue to work to realize such an environment.

The recently reported sexual assaults, including a rape and three reports of forcible fondling, that occurred near campus are a sobering reminder of the continued need to create an equitable campus, continually improve University policies and practices related to prevention and education, and provide more accessible ways for members of our community to report instances of misconduct or violence and receive the support they need.

We want to highlight several actions we have taken with respect to our ongoing efforts in this critical area.

- In 2014, we engaged an audit of University policies, procedures and practices by Pepper Hamilton LLP, a national firm that helps universities understand and comply with federal guidelines surrounding Title IX and sexual violence. Pepper Hamilton made several initial recommendations for improvement, and we started working to implement those changes even before the audit report was complete. Because the University was in the process of making changes to address the audit report, Pepper Hamilton also prepared an [addendum](#) that outlined changes we had made since their audit was conducted last spring. We are encouraged by the assessment, which found that we are moving steadily in the right direction.
 - * Read the [report addendum](#) addressing the University's current Title IX program and outlining progress on original audit recommendations
 - * Read the full [audit report](#) describing DU's program in 2014 and making recommendations for change
- One important improvement we have made, as recommended by Pepper Hamilton, is the dedication of a new Title IX office, led by Jean McAllister. The office now has two full-time civil rights investigators, Eric Butler and Siri Slater, and we have clarified the office's leadership and strengthened its partnerships with the larger Title IX team that provides direct response to sexual (gender) violence. This team includes CAPE, the Health and Counseling Center, Campus Safety, Student Conduct and the Office of Graduate Studies; we of course reach out to other University groups and programs depending on the needs of each case.
- Also, in response to concerns expressed by community members—especially the many dedicated students who have spoken with us directly—we have established consistent language, uniform Title IX procedures and tighter time frames in our investigation

process, and we have strengthened our ability to respond to concerns of retaliation. Information on these and other updates are posted on the [Title IX](#) website. As a result, we are beginning to see victims coming forward to report incidents of sexual assault that occurred months or more in the past. This is an important indication of the growing trust in our systems.

We want DU to become a model for campus gender equity as well as prevention, advocacy and response to issues of sexual and gender-based discrimination, harassment and violence. To do so, we need everyone's help. Please join us in working daily to make DU a safe and supportive place for all to study, work and live.

If you have concerns, questions or comments, please email Jean.McAllister@du.edu.

Sincerely,

Rebecca Chopp, Chancellor

Jean McAllister, Title IX Coordinator