

## Resources at the University of Wyoming

**The goal of this document is to provide resources for students, faculty, and staff to guarantee a safe and inclusive work environment.**

The following summarizes the policies for handling complaints, the reporting process, resources, and possible outcomes.

### Links to reporting policy at UW

In general, those who are seeking reporting information are directed to: phone number (307) 766-5200 or email report-it@uwyo.edu.

<http://www.uwyo.edu/reportit/make-a-report/index.html>

The link above leads to the University of Wyoming's online reporting form. When this form is submitted, the information goes to the Title IX Coordinator, the Dean of Students, and the Investigator for any and all complaints of discrimination. Submission of this online form is not considered a formal complaint.

According to the University of Wyoming, a formal complaint refers to a document submitted or signed by the Complainant or signed by the Title IX Coordinator alleging a policy violation by a Respondent and requesting that the University of Wyoming investigate the allegation(s). A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail.

Once submitted, formal complaints can take 2 paths: Process A is for Title IX provisions, Process B is for administrative resolutions. Civil Rights discrimination falls under Process B, for administrative resolutions. Reporting for racism/civil right discrimination is the same as a Title IX report, and it later goes into Process B.

For Process B cases, if the Respondent is a student, the Dean of Students will initiate contact. If the Respondent is an employee, then the Investigator takes over the case. (Here Respondent is defined as the person who has allegedly committed the offense.)

University Policy: The University of Wyoming strives to provide a safe environment free from the detrimental effects of discrimination or sexual misconduct, which includes sexual harassment and sexual assault. The information on this page is designed to provide resources to assist students, staff, guests, or visitors who may have experienced such behavior regardless of where the misconduct took place.

## Important Links:

Office of UW General Counsel:

<http://www.uwyo.edu/generalcounsel/index.html>

Employment and Ethics: UW Regulations, Presidential Directives, and UW Standard Administrative Policies and Procedures:

<http://www.uwyo.edu/regs-policies/section-5-employment-and-ethics/>

Equal Opportunity, Harassment, and Nondiscrimination policies: [http://www.uwyo.edu/regs-policies/files/docs/policies/eo-harassment-nondiscrim-sap-approved\\_8-14-20.pdf](http://www.uwyo.edu/regs-policies/files/docs/policies/eo-harassment-nondiscrim-sap-approved_8-14-20.pdf).

Links to reporting policies:

<http://www.uwyo.edu/reportit/policies/>

U.W. Regulation 4-2 on Discrimination and Harassment: [https://www.uwyo.edu/regs-policies/files/docs/regulations-july-2018/uw\\_reg\\_4-2\\_effective\\_7-1-18.pdf](https://www.uwyo.edu/regs-policies/files/docs/regulations-july-2018/uw_reg_4-2_effective_7-1-18.pdf)).

U.W. Regulation 1-5 on civil rights discrimination:

<http://www.uwyo.edu/generalcounsel/files/docs/UW-Reg-1-5.pdf>

U.W. Governance policies:

<http://www.uwyo.edu/generalcounsel/index.html>

The last set of comprehensive policies is from August 14, 2020, and it only applies to events occurring after this date. The Title IX Coordinator is tasked with reviewing and updating this document annually. “The University reserves the right to make changes to this document as necessary, and once those changes are posted online, they are in effect.” There is also a statement about how if government laws or regulations change (or court decisions alter) the requirements in a way that impacts our policies, the document will be updated.

## Mechanisms available for reporting complaints, bias, microaggressions, harassment, and overt racism

To my knowledge, there is no clear mechanism for reporting within SER. This lack of a mechanism at the department level suggests action is needed.

Faculty members, administrators, residence assistants and directors, coaches, and advisors are all mandatory reporters and must notify the Title IX coordinator about complaints of “discrimination, harassment, or related retaliation that occurs in University employment or educational programs and activities.”

Equal Opportunity Report and Response responds to reports of suspected violations of (1) Title IX of the Education Amendments of 1972, as amended; (2) Title VII of the Civil Rights Act of 1964, as amended; (3) UW Regulation 4-2 (Discrimination and Harassment); and (4) UW Regulation 4-4 (Violence in the Workplace).

Currently both Title VII and Title IX is handled by Jim Osborn. Jim serves as Manager of Investigations, Equal Opportunity Report and Response. He is located in Room 320 of the Bureau of Mines Building and can be reached via email at [report-it@uwyo.edu](mailto:report-it@uwyo.edu) or via phone at 766-5200 or 766-5228.

<http://www.uwyo.edu/reportit/make-a-report/index.html> - Discrimination, Sexual Misconduct/Harassment, Workplace Violence & Retaliation On-Line Report Form. Reports can be made anonymously, but “can create a need to investigate to determine if the parties can be identified.” This is not a formal complaint. The Title IX office will follow up to see if the complainant wants to make a formal complaint.

Reports can also be made to the Department of Education Office of Civil Rights (does not appear to be anonymous): <https://www2.ed.gov/about/offices/list/ocr/complaintintro.html>

Or for complaints involving employment: Equal Employment Opportunity Commission (EEOC), Denver Field Office: <https://www.eeoc.gov/field-office/denver/location>

There are also several other ways to anonymously report sexual assault: Silent Witness, Confidential Sexual Assault Report Form, Text Tips to UWPD, Albany County SAFE Project.

Reports can also be made to the Dean of Students Office (307-766-3296; [dos@uwyo.edu](mailto:dos@uwyo.edu); 128 Knight Hall)

Reports made through the online form are reviewed by The Title IX Coordinator, the Dean of Students, and the EEO and Diversity Specialist. If the Respondent is a student, the Dean of Students will initiate contact. If the Respondent is an employee, then the Diversity Specialist takes over the case.

The Title IX Team includes:

Title IX coordinator:

Jim Osborn, (307) 766-5200, [report-it@uwyo.edu](mailto:report-it@uwyo.edu)

Deputy Title IX Coordinators:

Libby Thorson (Associate Dean of Students 307-766-3296, [libby.thorson@uwyo.edu](mailto:libby.thorson@uwyo.edu))

Taylor Stuemsky (Assistant Athletic Director for Internal Operations 307-766-3863, [tstuemsky1@uwyo.edu](mailto:tstuemsky1@uwyo.edu))

Investigator:

Alex Webber, EEO and Diversity Specialist (handles any non-Title IX employee discrimination cases). An HR search for a new investigator is in the works.

According to Uni Reg 4-2: "Hostile Environment: Unwelcome conduct by an individual against another individual based upon the individual's Protected Class that is sufficiently severe or pervasive that it alters the conditions of education or employment and creates an environment that a reasonable person would find intimidating, hostile or offensive. The determination of whether an environment is "hostile" must be based on all of the circumstances. These circumstances include, but are not limited to, the frequency of the conduct, its severity, and whether it is threatening or humiliating. Petty slights, annoyances, and isolated incidents (unless extremely serious) will not rise to the level of illegality."

#### Consequences for reported individuals

Follow-up by supervisor, training (bias, etc.), disciplinary action, up to termination.

Sanctions for process A

<http://www.uwyo.edu/reportit/files/documents/uw-process-a-flowchart.pdf>

Sanctions for Process B

<http://www.uwyo.edu/reportit/files/documents/uw-process-b-flowchart.pdf>

## Additional resources

Counselors or advocates, especially those of the same race, ethnicity, and gender. Here is a list of resources on the reportit page: <http://www.uwyo.edu/reportit/resources/index.html>.

### **Albany County SAFE Project** (on and off-campus)

- **Phone:** 307-745-3556 (24 hours) or 307-766-3434 (on-campus)
- **Campus Address:** Room 115, Knight Hall
- **Campus email:** [campus@safeproject.org](mailto:campus@safeproject.org)
- **Website:** <http://www.safeproject.org>

### **University of Wyoming Counseling Center** (on campus)

- **Phone:** 307-766-2187
- **Address:** Room 341, Knight Hall
- **Email:** [ucstaff@uwyo.edu](mailto:ucstaff@uwyo.edu)
- **Website:** <http://www.uwyo.edu/ucc/>

### **Psychology Clinic** (on campus)

- **Phone:** 307-766-2149
- **Address:** Room 307, Biological Sciences Building
- **Email:** [uwpc@uwyo.edu](mailto:uwpc@uwyo.edu)
- **Website:** <http://www.uwyo.edu/psychology/clinic.html>

### **Wellspring Counseling Clinic** (on campus)

- **Phone:** 307-766-6820
- **Address:** Room 44, Education Building
- **Email:** [cetc@uwyo.edu](mailto:cetc@uwyo.edu)
- **Website:** <http://www.uwyo.edu/clad/counseling/wellspring-counseling-clinic.html>

### **Student Health Service** (on campus)

- **Phone:** 307-766-2130
- **Address:** 1st Floor, Student Health/Cheney International Center Building
- **Email:** [studenthealth@uwyo.edu](mailto:studenthealth@uwyo.edu)
- **Website:** <http://www.uwyo.edu/shser/>

### **Peak Wellness Center** (off campus)

- **Phone:** 307-745-8915 (24 hours)
- **Address:** 1263 North 15th Street Laramie, WY 82072
- **Website:** <http://peakwellnesscenter.org/>

### **University of Wyoming Law School Family and Child Legal Advocacy Clinic** (on campus)

- **Phone:** 307-766-3747
- **Address:** Law School Annex, Laramie Wyoming 82071
- **Email:** [famlaw@uwyo.edu](mailto:famlaw@uwyo.edu)
- **Website:** <http://www.uwyo.edu/law/experiential/clinics/family-child-adv-clinic.html>