



Unlawful Discrimination Policy

History:

Amended by the Colorado School of Mines Board of Trustees on August 29, 2014. See full history on page 2

1.0 BACKGROUND AND PURPOSE

This policy is promulgated by the Board of Trustees pursuant to the authority conferred upon it by §23-41-104(1), C.R.S. (1999) in order to set forth a policy concerning unlawful discrimination at Mines. This policy shall supersede any previously promulgated Mines policy that is in conflict herewith.

2.0 UNLAWFUL DISCRIMINATION POLICY

Attendance and employment at Mines are based solely on merit and fairness. Discrimination on the basis of age, gender, race, ethnicity, religion, national origin, disability, sexual orientation, or military veteran status is prohibited. No discrimination in admission, application of academic standards, financial aid, scholastic awards, or any terms or conditions of employment shall be permitted. If a complaint of discrimination on the basis of gender arises, it shall be governed under Mines' Policy Prohibiting Gender-Based Discrimination, Sexual Harassment and Sexual Violence.

3.0 PERSONS WHO MAY FILE AN UNLAWFUL DISCRIMINATION COMPLAINT

An unlawful discrimination complaint may be filed by any individual described in one of the categories below:

- A. Any member of the Mines campus community, including classified staff, exempt employees, and students as well as any applicant for employment or admission, who believes that he or she has been discriminated against by Mines, a branch of Mines, or another member of the Mines community on account of age, race, ethnicity, religion, national origin, disability, sexual orientation, or military veteran status;
- B. Any person who believes that he or she has been threatened with or subjected to duress or retaliation by Mines, a branch of Mines, or a member of the Mines community as a result of (1) opposing any unlawful discriminatory practice; (2) filing a complaint hereunder; (3) representing a complainant hereunder; or (4) testifying, assisting, or participating in any manner in an investigation, proceeding, hearing, or lawsuit involving unlawful discrimination; or
- C. The Associate Vice President for Human Resources or an attorney from the Office of Legal Services, if any of these individuals deem it to be in the best interest of Mines to do so.

4.0 CHOICE OF REMEDIES

No complainant shall be permitted to file an unlawful discrimination claim under the Mines Unlawful Discrimination Policy and any other complaint or grievance policy or procedure when the complaint or grievance arises out of an identical set of facts. In such a situation, a complainant shall be entitled to file his or her claim under the policy or procedure of his or her choice.



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5.0 IMPLEMENTATION

Mines' Board of Trustees directs the President or President's delegates to develop, administer and maintain the appropriate administrative policies, procedures, and guidelines to implement this policy.

6.0 RESOURCES

Contact for Complaints about Student Behavior:

- Rebecca Flintoft, Director of Auxiliary Services, Student Center; Telephone - 303.273.3288; Email – rflintof@mines.edu
- Brent Waller, Director of Residence Life and Housing; Telephone - 303.273.3046; Email – bwaller@mines.edu

Policies and Procedures for Complaints regarding Student Behavior:

- Notice of Nondiscrimination
- Unlawful Discrimination Investigation, Resolution and Adjudication Procedure for Complaints Involving Student Behavior
- Policy Prohibiting Gender-Based Discrimination, Sexual Harassment, and Sexual Violence

Contact for Complaints about Employee or Third Party Behavior:

- Mike Dougherty, Associate Vice President for Human Resources, Guggenheim Hall; Telephone - 303.273.3250; Email – mdougher@mines.edu
- Veronica Graves, Assistant Director of Human Resources, Guggenheim Hall; Telephone - 303.273.3250; Email – vgraves@mines.edu
- Karin Ranta-Curran, Assistant Director for Human Resources - EEO and Equity and Title IX Coordinator, Guggenheim Hall; Telephone - 303.384.2558; Email - krcurran@mines.edu

Policies and Procedures for Complaints regarding Employee or Third-Party Behavior:

- Notice of Nondiscrimination
- Unlawful Discrimination Complaint, Investigation and Resolution Procedure for Complaints Involving Employee or Third-Party Behavior
- [Policy Prohibiting Gender-Based Discrimination, Sexual Harassment, and Sexual Violence](#)

7.0 HISTORY

Promulgated by the Mines Board of Trustees on March 13, 1992.
Amended by the Mines Board of Trustees on June 10, 1999.
Amended by the Mines Board of Trustees on June 22, 2000.
Amended by the Mines Board of Trustees on June 7, 2003.
Amended by the Mines Board of Trustees on August 14, 2007.
Amended by the Mines Board of Trustees on August 29, 2014.