



January 8, 2025

In this message:

- Welcome to Winter Term
- Community of Care: Compassion and Kindness
- Community Values: Integrity, Respect, and Responsibility

Post Message: Additional Information

- DU process for referrals regarding bullying, discrimination, and/or harassment
- Fizz process for addressing concerning anonymous posts
- Actions to consider to DU Your Part in helping to preserve community values

Dear Students,

Welcome Back! We hope that you had a restful and restorative break. As we begin this new year together, we want to remind everyone that at the University of Denver (DU) we strive for a community of care in which members treat each other with compassion and kindness to create and maintain a welcoming, healthy, and affirming environment. To achieve those goals, it is important for community members to engage each other in a manner that reflects our community values of integrity, respect, and responsibility. You can read more about these values on page four of the [University's Honor Code](#).

We are also writing to share that we have received multiple reports that DU students have been targeted by name or using other identifiable information (such as a nickname, housing location, or other affiliation) on the [Fizz Social Media Platform](#). Please know that the University takes issues of bullying, discrimination, and harassment seriously, and there is no tolerance for this type of behavior whether occurring in person or through written or electronic means. The safety of our students and the DU community is at the center of our actions. Students who are found responsible through the applicable University process for bullying, discrimination and/or harassment, whether occurring in person or through written or electronic means, could be subject to outcomes that may include suspension or expulsion. Please report any concerns about bullying, discrimination, and/or

harassment to the Office of Equal Opportunity & Title IX (EOIX) and the Office of Student Rights and Responsibilities (SRR). Reporting information is listed under Additional Information.

We are also taking action to learn more about your experience on campus through upcoming surveys that you will receive in the next few months. We have also included questions about your on campus experience in addition to your experience with the Fizz virtual environment in the survey we are including in this message. The information you provide will inform action, if any, that the University should consider regarding Fizz.

Please complete this [anonymous survey](#) to share your experience and suggestions (QR code for the survey is after the Additional Information section). We would appreciate you completing this survey by Tuesday, January 21. Your voice matters as we work together in the best interest of our campus community. Your suggestions will also further inform anti-bullying campaigns, education, and training that the University is considering to address this issue.

Please reach out to the Dean of Students Office (DoSoffice@du.edu) or directly to us with any questions and please continue to DU Your Part in reinforcing our community values and engaging each other with compassion and kindness.

Thank You,

Dr. Niki Latino
Dean of Students

Molly Hooker
Deputy Title IX Coordinator

Additional Information

DU process when referrals are submitted: When a referral is made regarding concerns for bullying, discrimination, and/or harassment, the Office of Student Rights & Responsibilities (SRR) in the Dean of Students Office and/or the Office of Equal Opportunity & Title IX (EOIX) review the concerns to determine whether the reported conduct falls within the scope of their respective policies. As part of this process, they may conduct outreach to students, work with the Department of Campus Safety regarding safety concerns and safety planning, and connect the impacted students to support resources. You can find out more information about the EOIX policies, including the University's Discrimination and Harassment Policy, on the [EOIX Policies and Procedures webpage](#). If a report implicates those policies, EOIX will outreach to connect with the impacted student to offer supportive measures and share resolution options. In addition, EOIX will inform the student about their rights. SRR will follow its applicable processes to address conduct that falls within the [University's Honor Code](#). If the University or the students cannot identify the person(s) who wrote the concerning posts, the University may be limited in the available responses to anonymous posts.

Fizz process to address concerning anonymous posts: When anonymous posts occur on social media platforms such as Fizz, and if students and the University are unable to identify if the person making the posts is a DU student, we support the student in understanding the action they can take to work with Fizz because the University does not have any control over the Fizz app nor the ability to force Fizz to remove posts/comments or to identify the anonymous posters. Fizz has [Community](#).

[Guidelines](#). The Community Guidelines also identify a process for clicking on the flag icon on the post or comment that may violate the guidelines to report it to the Fizz community moderators. Fizz indicates that the “community moderators are trained to remove content that violates our community guidelines.” Accordingly, the Fizz community moderators may be able to remove the offensive posts.

Considerations to DU Your Part to preserve the community of care and community values:

1. If you have any information about the identity of individuals who are posting bullying and harassing statements in person and/or online, please report this information to the Office of Student Rights & Responsibilities (SRR) either through the [SRR Incident Report](#) or by emailing SRR@du.edu. SRR and EOIX work closely together and if statements implicate EOIX policies, SRR will forward the report to EOIX. Please note: If there are immediate safety concerns, call 911 and the Department of Campus Safety Emergency line at 303-871-3000.
2. It can be very difficult to be the target of in person and/or online bullying or harassment, to support others experiencing this conduct, and to observe the behavior of fellow members of your shared community. The Health and Counseling Center (HCC) has a 24/7 Counselor on call who can be reached at 303-871-2205. Student Outreach & Support (SOS), in the Dean of Students Office, is also available during business hours to support our students. Please contact them at SOS@du.edu.
3. Learn more about how to be an [active bystander](#). If you witness this type of behavior either in person or through written or electronic means, speak up and/or seek help for the person who is being targeted. This action is extremely powerful and can help to build trust and/or restore student’s trust of the larger community.
4. Consider whether deleting Fizz from your collection of apps or disengaging with the app is what you feel might be best for you. One of the most effective ways to demonstrate your personal commitment to integrity, respect, and responsibility is to disengage with a forum that you feel does not meet your expectations of how community engagement should occur. Fizz and other social media platforms should not be used to promote bullying and harassment.

QR Code for Survey



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You are receiving this email because you are a member of the DU community.