



University of Colorado
Colorado Springs



2021 Annual Campus Security and Fire Safety Report

*In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime
Statistic Act*

This report contains information from calendar year 2020

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Introduction

Message from the Chief of Police

This Annual Security and Fire Safety Report has been produced in accordance with the requirements of the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and provides information you can use to help keep yourself and your property safe. I encourage you to become familiar with this guide. Read it and learn how your police department and so many campus partners have come together to make our campus safer.

Your safety and security are the primary focus of the members of the University of Colorado Colorado Springs Police Department (UCCS PD). We are committed to providing a safe and secure campus where the pursuit of higher education can take place while balancing individual rights, responsibilities, and freedoms. Many positive steps have been taken to reach that objective, including providing a safety app, having well-lit sidewalks and parking lots, and providing safety and crime reduction programs to the campus community.

UCCS Police Department is a full-service police agency providing community-based public safety services to a diverse community of over 12,000 students and over 2,000 faculty and staff members as well as the countless visitors who come to our campus every year. Patrolling the campus by foot, bicycle, motorcycle, and vehicle, UCCS PD works diligently with the UCCS community and surrounding partner agencies to ensure a prompt and coordinated law enforcement response.

We encourage everyone to report criminal actions, emergencies, or suspicious activity immediately to the UCCS Police Department. The UCCS Police Department reports crime statistics to the Department of Education and the Federal Bureau of Investigation yearly, as required by law. These reports are used by the University to identify areas of concern and develop plans to address those concerns. The University also strives to make these statistics easily available to the public so that prospective and current members of the University community can make informed decisions about their personal safety.

Our website, <https://police.uccs.edu>, serves as an excellent resource on emergency preparedness and crime prevention.

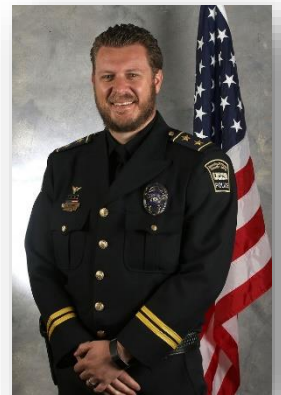
UCCS PD is here to serve and protect you. We want to hear your questions and concerns. Together, we can ensure that our campus community remains safe.

You may request a printed copy of this report by calling UCCS PD at 719-255-3288.

Sincerely,



Marc Pino
Chief of Police



How to reach the UCCS Police Department



Emergency:	911
UCCS PD (non-emergency):	719-255-3111
Administration:	719-255-3288
Emergency Management:	719-255-3106
Records:	719-255-3139
Website:	https://police.uccs.edu

On Facebook and Twitter as UCCSPolice.



Clery Act Background



In April 1986, Jeanne Clery's life ended tragically when another student raped and murdered her in her residence hall room. Alarmed at the lack of transparency around crime and violence on college campuses, Jeanne's parents, Connie and Howard, committed themselves to create enduring change.

Signed into law in 1990, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) is a federal law that requires colleges and universities to disclose certain timely and annual information about campus crime and security policies. All post-secondary public and private institutions

participating in federal student aid programs must adhere to these regulations.

To ensure compliance with the Clery Act, UCCS PD must meet obligations in the following three broad categories, policy disclosure, records collection and retention, and information dissemination.

Policy Disclosure

UCCS must provide the campus community and the public with accurate statements of current policies and practices regarding procedures for students and others to report criminal actions or other emergencies on campus, security or and access to campus facilities, and campus law enforcement.

Records Collection and Retention

UCCS is required to keep campus records of crimes reported on campus-to-campus security authorities, make a reasonable good faith effort to obtain certain crime statistics from appropriate law enforcement agencies to include in the annual security report, and keep a daily crime log open for public inspection.

Information Dissemination

To provide members of the campus community with information needed to make informed personal safety decisions, UCCS must provide: 1) A "timely warning" or Emergency Notification of any Clery Act crime that represents an ongoing threat to the safety of students and employees; 2) Develop and maintain a log of all crimes reported to the UCCS Police Department, ensure public access to the crime log during normal business hours, and; 3) Publish an annual security report, make the report available to all current students and employees, and ensure the annual security report is made available to prospective students and employees. UCCS must also inform the campus community where to obtain information regarding registered sex offenders, and submit annual crime statistics to the U.S. Department of Education.

Overview of the UCCS Police Department

Statements Addressing UCCS PD Mission, Vision, Law Enforcement Authority and Officer Training

Mission

The mission of the UCCS Police Department is to provide a safe and secure community while providing proactive police services through education, outreach, and response.

Vision

The vision statement of the UCCS Police Department is to be regarded by our community and our peers as professional, proactive, and engaging towards our students, staff, and surrounding neighborhood community.

Authority

The police officers of the UCCS Police Department are Colorado Peace Officers and receive their police authority via the provisions of Colorado Revised Statutes, Title 24, Article 7.5. This statute gives officers the authority to enforce all laws of the state of Colorado while acting within the scope of their authority and in the performance of their duties. The University of Colorado Board of Regents has delegated authority to the UCCS Police Department to enforce University rules and regulations, as well as municipal, county, and state laws. UCCS Police Officers have full police authority on all properties owned or controlled by the University and in the City or Colorado Springs as per the Memorandum of Understanding. UCCS Police may also refer University students to the Officer of the Dean of Students when offenses involve violations of University rules and regulations.

Officer Training

UCCS Police officers receive the same training as other County, City and State police officers in Colorado; they must successfully complete an authorized Colorado Law Enforcement Training Academy with a minimum of 540 hours of specialized instruction. All UCCS Police officers must successfully complete an on-the-job police-training program under the supervision of experienced officers and supervisors. This training usually lasts a minimum of two months and covers security and crime concerns specific to the University and surrounding community. Finally, officers must complete a probationary period of one year before being certified in their staff positions.

Statement Addressing Interagency Relationship with Local and State Law Enforcement

The UCCS PD recognizes the importance of maintaining close and cooperative working relationships with the Colorado Springs Police Department (CSPD), the El Paso County Sheriff's Office (EPSO), and the El Paso County District Attorney's Office. The UCCS PD meets with these departments on a formal and informal basis and on specific issues as the need arises. Through an Intergovernmental Agreement (IGA) with the CSPD, while off campus in city jurisdiction, UCCS PD is granted enforcement authority of State of Colorado criminal offenses as well as Colorado Springs municipal ordinance within a pre-defined enforcement boundary. Any University owned or leased property in outlying areas is patrolled jointly by both UCCS PD and CSPD.

All of these law enforcement departments share information to track offender criminal histories and arrest information, as well as crime trend information. The UCCS PD has direct lines of communication with these departments, which allow for fast, efficient coordination when necessary. The UCCS PD also works with other state and federal law enforcement agencies as required.

Finally, under Colorado Revised Statute 29-5-103 (Assignment of police officers or deputy sheriffs for temporary duty), UCCS PD has statutory authority to provide assistance to other law enforcement agencies as needed and required; and, under Colorado Revised Statute 29-5-104 (Request for temporary assignment of police officers or deputy sheriffs – authority), UCCS PD has the authority to request law enforcement personnel from other agencies as needed, or required, to deal with emergency situations on campus.

Expanded Statement on Working Relationship with Outside Law Enforcement Agencies

The UCCS PD maintains an active Intergovernmental Agreement with the Colorado Springs Police Department. The specific boundary areas are described in the IGA, and are available upon request. The IGA allows the UCCS PD to enforce all City of Colorado Springs municipal ordinances, on and off campus within a defined “Enforcement Boundary”. All municipal ordinance violations will be cited into the City of Colorado Springs Municipal Court.

The UCCS PD routinely provides assistance to CSPD Officers responding to calls within the Enforcement Boundaries. A printed copy of the IGA is maintained on file at the UCCS PD, and is available for review by any member of the public or University Community upon request.

The UCCS PD has also received county commissions from the El Paso County Sheriff’s Office (EPSO), which allows the UCCS PD to assist EPSO upon request within the county.

Reporting Procedures

Statement Addressing How to Report a Crime or Emergency on Campus

Crimes and Emergencies

For life threatening emergencies, please call 911 from a campus phone, non-campus phone or cell phone. To report a crime through the non-emergency number, contact UCCS PD at 719-255-3111.

The UCCS Police Department Dispatch Center is not a 911 center. Campus cell phone users, who dial 911, will be directly connected to the Colorado Springs Police Department 911 center. Through the mutual agreement with CSPD, efforts will be coordinated to dispatch UCCS Police to the location of the incident. UCCS Police Dispatch Center has an “echo” system in place for calls placed from campus phones to 911. UCCS Police dispatchers will receive notification of where the call is being placed from and dispatch UCCS Police to the location.

Individuals who wish to report a non-emergent crime on campus should contact UCCS PD at (719) 255-3111. If you are not comfortable contacting UCCS PD, you may contact a **Campus Security Authority (CSA)**. CSA’s are campus staff, faculty and students whose job functions make them significantly responsible for students and student activities. Sometimes victims and witnesses of a crime are hesitant to talk to a police officer. The Clery Act requires all institutions to collect crime reports from a variety of individuals to assist in reporting crime statistics accurately. CSA’s are not investigators of crimes, they do not categorize crimes; CSA’s help

collect crime report information for UCCS. CSA's have an important function to immediately forward reports of crime to UCCS Police. This is because a CSA report may be the basis for determining if there is a serious or continuing threat to the safety of our campus. Some examples of CSA's include Residence Life and Housing Professional Staff or Resident Assistants, Dean of Students, Recreation and Wellness Center, Athletics, Student Success, Army Reserve Officers' Training Corps (ROTC), Family Development Center (FDC), Club Advisors, and the UCCS Police Department.

UCCS Police encourages the campus community to report any suspicious activities such as persons seen loitering around vehicles, buildings, or residential halls. Please call (719) 255-3111. Crimes and suspicious activities that occur off campus can be reported to the Colorado Springs Police Department at (719) 444-7000.

Accidents

If you have a traffic accident on campus or in one of the campus parking lots, call the UCCS Police Department at 719-255-3111. Traffic accidents are defined as unintentional damage or injury caused by the movement of a motor vehicle.

Response

The UCCS PD responds to all reports of crimes and suspicious activities that occur on campus and other properties owned, operated or under the control of UCCS. UCCS PD is generally the first to respond to any emergency or call for service. The Colorado Springs Police Department responds to crimes reported elsewhere in the city. However, the UCCS Police Department and the City of Colorado Springs Police Department have a close working relationship and may coordinate their responses to crimes as appropriate.

Officers respond to crime reports as appropriate using state and municipal laws as guidelines. These officers decide to detain, arrest, or merely warn offenders based on established standards of criminal or constitutional law. UCCS Police officers write reports on all law violations; administration uses the reports to compile daily, monthly, and yearly statistics for the FBI's Uniform Crime Report. UCCS Police officers also review and investigate reports of old or "cold" crimes.

Statement Addressing Voluntary Confidential and Anonymous Reporting

The UCCS Police cannot hold reports of crime in confidence except for victim information for sex offense related crimes, as defined in Colorado Revised Statutes 24-72-304.

Occasionally, victims of crime wish to discuss a crime or other incident but do not want to give their name and/or do not want to pursue action through the criminal justice or university judicial systems. A victim can confidentially discuss a crime or incident with a Wellness Center clinician on campus.

If you are not comfortable reporting a crime or other safety or security related concern directly to the UCCS PD, you may also choose to use the University's on-line anonymous reporting option at <https://secure.ethicspoint.com/domain/media/en/gui/14973/index.html> or Safe to Tell Colorado at <http://safe2tell.org>. If you choose the anonymous reporting option, please be aware that the report cannot be immediately viewed. If there is an immediate threat to life or safety, please call 9-1-1 from a campus phone, non-campus phone or cell phone immediately. The purpose of an anonymous report is to possibly take steps to promote safety. In addition, the

University can keep an accurate record of the number of incidents involving students, determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crimes statistics for the institution.

Statement Encouraging Accurate and Prompt Crime Reporting

Colorado Revised Statutes, 18-8-115, “Duty to Report a Crime” requires all persons who believe a crime has been committed to report promptly the suspected crime to law enforcement authorities.

To report a crime contact UCCS Police at (719) 255-3111, or 3111 (from a campus phone), or report in person to the police located in Gateway Hall, attached to the Gateway Parking Garage.

UCCS encourages anyone who is the victim or witness to any crime to accurately and promptly report the incident to UCCS Police, even when the victim of a crime elects not to or is unable to make such a report. Reporting a crime provides accurate and complete statistical reports and aids in providing timely warning notices to the community, when appropriate. Faculty, staff, and students who are considered to be Campus Security Authorities are required to forward any report of a crime on campus to the UCCS Police for further investigation. Reporting an incident to a campus CSA also assists UCCS Police in capturing statistics when the victim of a crime elects or is unable to make a report. Incidents reported to UCCS Police that fall into one of the required reporting classifications will be disclosed as a statistic in this annual publication. All student organizations leasing or are in control of off-campus space must report to the university sponsor any criminal activity that occurs off campus. A copy of those reports involving criminal activity must be filed with the UCCS Police for inclusion in the Annual Safety and Security Report.

Timely reports allow for timely response and eventually a safer campus.

Discussing an Incident with a University Mental Health or Health Care Provider

Occasionally, victims of crime wish to discuss a crime or other incident but do not want to give their name and/or do not want to pursue action through the criminal justice or university judicial systems. A victim can confidentially discuss a crime or incident with a mental health clinician on campus. University “mental health clinicians”, when acting as such, are not considered to be a campus security authority and are not required to report crimes for inclusion into the annual disclosure of crime statistics. A Professional Counselor is a person whose official responsibilities include providing mental health counseling to members of the institution’s community and who is functioning within the scope of their license or certification. At this time, UCCS does not employ pastoral counselors. A pastoral counselor is a person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor.

Mental health clinicians and health care providers, if and when they deem it appropriate, are encouraged by UCCS PD to inform the persons they are counseling of the procedures to report a crime to the UCCS Police. However, it is made clear to the student that the final decision to report or not report is left up to the student. Visit <https://recwellness.uccs.edu> further information.

Statement Addressing Disclosure to Alleged Victims of Crimes of Violence or Non-Forcible Sex Offenses

Since January of 1993, victims of "crimes against persons" in Colorado are afforded specific rights pursuant to the Victim Rights Act (VRA). The VRA provides victims with a more active role in the criminal justice process in an attempt to balance the historically inequitable scales of justice. Below is the list of crimes covered by the Victim Rights Act.

If you or a loved one has been a victim of the following types of crimes in the State of Colorado, your right to be informed and to participate in critical stages of the criminal justice process related to the crime is guaranteed by the Colorado Constitution. This page will assist you if you are a victim of a crime in the City of Colorado Springs and the State of Colorado, by providing you with some information that may be helpful to you during your time of need.

Crimes Covered Under the Victims' Rights Act

- Murder, Manslaughter
- Criminally negligent homicide and vehicular homicide
- Assault - 1st, 2nd, 3rd
- Robbery - aggravated, aggravated of a controlled substance
- Menacing
- Kidnapping
- Sexual Assault - 1st, 2nd, 3rd, on a child, on a child by one in position of trust, on a client by a psychotherapist
- Incest
- Child abuse
- Sexual exploitation of children
- Crimes (VRA) against at-risk adults or at-risk juveniles
- Crimes for which the underlying foundation has been determined to be domestic violence
- Careless driving resulting in death
- Failure to stop at the scene of an accident involving a death
- Harassment by stalking
- Ethnic intimidation
- Any criminal attempt, conspiracy, criminal solicitation, or accessory involving any of the crimes stated above
- Violation of a protection order against a person charged with committing sexual assault
- Indecent exposure
- Intimidating a victim or a witness
- Tampering with a witness or victim

The Federal Campus Sexual Assault Victims' Bill of Rights

- Survivors shall be notified of their options to notify law enforcement.
- Accuser and accused must have the same opportunity to have others present.
- Both parties shall be informed of the outcome of any disciplinary proceeding.
- Survivors shall be notified of counseling services.
- Survivors shall be notified of options for changing academic and living situations.

UCCS provides support for victims of crime. Therefore, do not hesitate to report a crime including but not limited to incidents of sexual assault and ethnic, racial, or sexual harassment.

As a crime victim, you can obtain assistance on campus as well as within the Colorado Springs community. See the Campus and Community Resource Directory in the back of this booklet for other organizations that provide services to victims of crime.

UCCS will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the University against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of such crime or offense, UCCS will provide the results of the disciplinary proceeding to the victim's next of kin, if so requested.

The UCCS campus community has the right to live without fear of becoming a victim of domestic violence, dating violence, stalking or sexual assault. In accordance with this principle, UCCS prohibits any act of interpersonal violence or sexual misconduct.

Crime Alerts and Emergency Notification

Statement Addressing Issuing Timely Warnings

UCCS PD and University Communications and Media Relations are primarily responsible for developing and disseminating "timely warning" notices to members of the university community about statutorily designated crimes that occur within the Clery defined geography when the circumstances of a criminal incident support a reasonable belief that a serious, ongoing threat or pattern to university students, staff, and affiliates exists. Such warnings are provided to students and employees in a manner that is timely, withholds the names of victims as confidential, and will aid in the prevention of similar occurrences. These warnings will be distributed for any qualifying incident discovered by, or reported to, UCCS PD.

UCCS PD will coordinate issuance of a Timely Warning/Safety Advisory when:

1. The circumstances of the commission of the crime create a reasonable belief that there is a serious or ongoing threat to the members of the UCCS community.
2. The crime is one of the following types; is determined to pose a serious or ongoing threat to the community; and was committed on property owned or controlled by the campus, or on public property running through or immediately adjacent to campus.
 - Criminal Homicide – Murder & Non-negligent Manslaughter, and Manslaughter by Negligence
 - Sexual Assault – Rape, Fondling, Incest, and Statutory Rape (considered on a case by case basis depending on the facts of the case, when the incident occurred versus when it was reported and the amount of information known by UCCS PD)
 - Robbery involving force or violence
 - Aggravated assault - (if an assault occurs between two people who have a disagreement, there may be no on-going threat to other UCCS community members and a timely warning would not be distributed)
 - Burglary
 - Motor Vehicle Theft
 - Major incidents of arson
 - Hate crimes involving bodily injury
 - Other crimes as determined necessary by the Chief of Police or their designee

Timely Warnings/Safety Advisories may not be issued for the above listed crimes if the perpetrator(s) is apprehended and the ongoing threat to members of the UCCS community has been mitigated by the apprehension.

All of the above listed crimes and any other crimes will be assessed on a case-by-case basis to determine if there is an ongoing or serious threat to the UCCS community.

Possible tools used to disseminate Timely Warning information may include:

System to use	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender	Backup Message Sender
PRIMARY					
Email to campus community	Campus Police	University Communications and Media Relations	EOC Team Lead or Officer of the Day	Campus Police	University Communications and Media Relations
UCCS website	Campus Police	University Communications and Media Relations	EOC Team Lead or Officer of the Day	Emergency Management	University Communications and Media Relations
UCCS Police website	Campus Police	University Communications and Media Relations	EOC Team Lead or Officer of the Day	Campus Police	None
SECONDARY					
Emergency Notification System (Text, email, voice messages, Emergency Management Social Media Sites)	Campus Police	University Communications and Media Relations	EOC Team Lead or Officer of the Day	Campus Police	University Communications and Media Relations
UCCS Official Social media	University Communications and Media Relations	Chancellor's Office	EOC Team Lead or Officer of the Day	University Communications and Media Relations	Chancellor's Office
Media release	University Communications and Media Relations	Chancellor's Office	EOC Team Lead or Officer of the Day	University Communications and Media Relations	Chancellor's Office
Poster/flyers	Campus Police	University Communications and Media Relations	Campus Police	EOC Team Lead or Officer of the Day	Available campus personnel.

System to use	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender	Backup Message Sender
CSPD Crimestoppers	Campus Police	University Communications and Media Relations	EOC Team Lead or Officer of the Day	Crimestoppers	none
CSPD Community Alert System	Campus Police	University Communications and Media Relations	EOC Team Lead or Officer of the Day	CSPD	none

*This table is not all-inclusive. It represents a sampling of established warning and confirmation points.

Anyone with information requiring a timely warning should report the circumstances to the UCCS Police, by phone at (719) 255-3111; or in person at the UCCS Police Department, Gateway Hall, located at the southeast corner of the Gateway parking garage.

Statement Addressing Emergency Response and Evacuation Procedures

Policy Statement

This policy establishes the emergency response and evacuation procedures for UCCS.

This policy has been established to ensure to the greatest extent possible the safety and welfare of UCCS students and employees. This policy is aligned with, and in compliance with the Higher Education Opportunity Act that requires all Title IV institutions, without exception, to have and disclose emergency response procedures in response to a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus.

Scope

The requirements set forth in this policy are only applicable to emergency or dangerous situations occurring on campus. The institution may issue emergency notifications about emergency or dangerous situations that occur in the broader community if institutional officials determine that such notifications provide helpful or relevant information to the campus population.

Situation

UCCS will, upon confirmation of an ongoing significant emergency or dangerous situation that poses an imminent threat to the health and safety of campus community members, immediately issue emergency notifications to the campus community. While it is impossible to predict every significant or dangerous situation that may occur on campus, the following identified situations shall warrant an emergency notification after confirmation.

- a. Armed/Hostile Intruder
- b. Bomb/Explosive (credible threat)
- c. Communicable disease outbreak
- d. Severe weather event
- e. Terrorist incident
- f. Civil unrest

- g. Natural disaster
- h. Hazardous materials incident
- i. Structure fires

University officials shall use their best, reasonable judgment in all other situations as to whether an emergency notification is warranted. Situations that may create business, academic or research interruptions, but do not pose a health or safety risk, do not necessitate an emergency notification. Notifications about such situations will be facilitated by University Communications and Media Relations with coordination of involved departments as appropriate.

Examples of such situations include:

- a. Snow closures
- b. Temporary building closures
- c. Power outages
- d. Cyber-attack on institution

An emergency notification will not be issued upon confirmation if the notification will, or is likely to:

- a. Compromise the efforts of first responders
- b. Compromise efforts to assist the victim
- c. Increase the vulnerability of campus safety
- d. Compromise efforts to contain, respond to or otherwise mitigate the emergency

Emergency Notification System

UCCS has a policy regarding the use of this Emergency Notification System for emergencies that pose an immediate threat to the health and safety of the campus community as well as weather-related campus closures or delays, such as snow closure. This system will not be used for routine, non-emergency or non-urgent events.

The Emergency Notification System allows designated administrators (see graph on page 14-15) to send emergency messages via text message, email, web site banners, campus status board, and digital signage. UCCS Emergency Management and UCCS Police social media sites and select VoIP phones at UCCS main desk areas and classrooms/labs are included. In the event of an emergency, the Emergency Notification System will be one of the primary systems utilized to notify subscribers of the situation. All uccs.edu email accounts are registered to receive alerts. Student contact numbers entered in the MyUCCS Portal can be used to text alerts unless they opt out during class registration. Additional mobile numbers i.e. - parents or spouses, non-UCCS email accounts will receive notifications. All staff, faculty, and affiliate information entered via [UCCSAlerts](#) will receive emergency notifications. Registration is free, and more information about the system can be found at [alerts.uccs.edu](#). For concerns or questions regarding UCCSAlerts, contact Emergency Management at (719) 255-3106, or via email at eprepare@uccs.edu.

Confirmation of an Emergency or Dangerous Situation

Reports of emergency or dangerous situations can originate from various sources including:

- Reports from first responders
- Reports from established warning points such as the National Weather Service
- Reports from other campus departments
- Reports from citizens through 911 or (719) 255-3111

Confirmation of these situations will occur through several different processes:

Criminal Nature:

Emergency or dangerous situations that are criminal in nature will be considered confirmed if a law enforcement officer observes the situation as it is occurring. For situations that are criminal in nature that are not apparent or not directly observed by law enforcement, confirmation will be made by UCCS Police command-level staff. Command-level staff will review the readily available information and determine if there is enough information to reasonably conclude a significant emergency or dangerous situation is occurring on campus. Command-level staff may consult with additional departments and policy level personnel as practical without jeopardizing life or safety.

Other Emergency or Dangerous Situations:

Confirmation of non-criminal situations will be determined after readily available information is reviewed by campus emergency management, law enforcement or policy level personnel.

Established Warning Points:

Established warning points are considered entities with subject matter expertise on particular hazards that may affect campus. When a warning is issued by one of these entities, it is considered confirmed, however, additional consultation with campus officials will occur as practical without jeopardizing life or safety.

- National Weather Service Warnings for hazardous weather events such as a winter blizzard or tornado.
- El Paso County Public Health communicable disease or public health emergency.
- Colorado Springs Fire Department structure fire or hazardous material incident.
- Major extended power outage in campus area announced by Colorado Springs Utilities.

Population Notified/Segmented Notification

With the exception of emergencies that are contained to one campus facility/area, the University has decided not to provide segmented emergency notifications. This decision was made based on the analysis of identified risks to the campus and to prevent accidental exclusion of a segment of campus population for which the emergency notification was intended.

In the situations when a single facility/area is involved, facility alarms, public address systems, phone-trees, and other technologies of the facility may be utilized to provide warning. Campus personnel may also provide warning if needed and feasible. Sub-group notifications have been developed to support existing notification trees. Rave technologies have advanced to support sub-group notifications for specific areas or buildings across campus. Should a segmented emergency notification be issued, on-going assessments of the situation will occur and a campus-wide update notifications will be sent as necessary.

Emergency Notification Content

The content of an emergency notification will depend on the situation and the notification method. However, the following information will be included in all initial emergency notifications regardless of the situation or method:

- Specific location of the emergency
- A description of the situation (flash flood warning, dangerous situation, etc.)
- Relevant safety instructions (move to higher ground, shelter in place, etc.)

A fourth element of where to get more information (i.e., university website) will be included in the initial notification if feasible. Because of text character limits, or the immediate availability of information, the fourth element of where to get information may not always be included in the initial emergency notification. Typically, more information will be provided on the university's home page at <http://www.uccs.edu> or the Alerts webpage at <https://alerts.uccs.edu>.

Pre-scripted Emergency Notifications:

To the greatest extent possible, the institution will develop and utilize pre-scripted emergency notifications that have been collaboratively developed and agreed upon by UCCS Police, campus Emergency Management, University Communications, Media Relations and appropriate policy level personnel. The development of these notifications facilitates faster dissemination. Pre-scripted notifications have been developed primarily for the Emergency Notification System and the UCCS website. During situations for which a pre-scripted notification has not been developed, the UCCS Police, University Communications and Media Relations, or Information Technology will be the primary departments responsible for creating content (see below graph for further information on message creation and dissemination responsibilities).

Additional content considerations:

As feasible, after the situation description, relevant instructions, and additional information is provided, the following content should be considered for inclusion:

- Campus operating status (open, closed, etc.)
- Information update frequencies and accurate information sources
- Additional instructions that are not specific to life safety
- Planned or scheduled incident updates or briefings

Follow-up Information:

UCCS will use some or all of the systems above to communicate follow-up information to the community as deemed necessary. An "all clear" notification shall be sent at the conclusion of a significant emergency or dangerous situation. These notifications should include updating the campus status board to interrupted or normal operations.

Concept of Operations

The primary method of issuing an emergency notification is the Emergency Notification System. Additionally, the UCCS campus website is designed to support increased communications volume during an emergency incident. The campus community members and broader community will be provided with emergency notifications and information. The website will be the primary point of information dissemination for the broader community, including parents.

The below graph represents a listing of primary and secondary systems available to the campus for creation, approval, and dissemination of emergency messages:

Possible tools used to disseminate emergency information may include:

System	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender	Backup Message Sender
PRIMARY					
ENS: Text, email, voice messages, Emergency Management Social Media Sites	Campus Police	University Communications and Media Relations, IT	EOC Team Lead or Officer of the Day	Campus Police	University Communications and Media Relations, IT
All UCCS staff, faculty, & student campus email addresses	Campus Police	University Communications and Media Relations	EOC Team Lead or Officer of the Day	Campus Police	University Communications and Media Relations, IT
UCCS website	Campus Police	University Communications and Media Relations	EOC Team Lead or Officer of the Day	Campus Police	University Communications and Media Relations
UCCS Digital Signage	Campus Police	University Communications and Media Relations	EOC Team Lead or Officer of the Day	Campus Police	University Communications and Media Relations
SECONDARY					
Emergency Notification System	Campus Police	University Communications and Media Relations	EOC Team Lead or Officer of the Day	Campus Police	University Communications and Media Relations
UCCS Official Social media	University Communications and Media Relations	Chancellor's Office	EOC Team Lead or Officer of the Day	University Communications and Media Relations	Chancellor's Office
Media release	University Communications and Media Relations	Chancellor's Office	EOC Team Lead or Officer of the Day	University Communications and Media Relations	Chancellor's Office
Flashnews	Campus Police	none	EOC Team Lead or Officer of the Day	Campus Police	none
Campus Closure Line	Campus Police	none	Campus Police	Campus Police	Campus Police
UCCS Status Board	Campus Police	University Communications and Media Relations	EOC Team Lead or Officer of the Day	Campus Police	University Communications and Media Relations
City of Colorado Springs Reverse 911 system	City of Colorado Springs 911	El Paso County 911	El Paso County/City of Colorado Springs 911	City of Colorado Springs 911	El Paso County 911
Campus Department's 2-way radio system	Campus Police	none	EOC Team Lead or Officer of the Day	Campus Police	none

System	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender	Backup Message Sender
Police Vehicle Public Address Systems/Bullhorn	Campus Police	none	Campus Police Command	Campus Police	none
Building PA	Campus Police	Campus Fire Marshall, Building Manager or EHS staff	Campus Police	Responsible Building Manager	Campus Fire Marshall
Poster/flyers	Campus Police	University Communications and Media Relations	Campus Police	Campus Police	Available campus personnel.
CSPD Crimestoppers	Campus Police	University Communications and Media Relations	Campus Police	Crimestoppers	none
CSPD Community Alert	Campus Police	University Communications and Media Relations	Campus Police	CSPD	none

*This table is not all-inclusive. It represents a sampling of established warning and confirmation points.

Emergency Response Organization

The campus maintains an Emergency Operations Plan that outlines responsibilities of campus departments during emergencies. This plan outlines incident priorities, campus organization and specific responsibilities of particular departments or positions. The Emergency Operations Plan can be found at <https://police.uccs.edu/emplan/planning>.

University departments are responsible for developing emergency response and continuity of operations plans for their areas and staff. Campus emergency management provides resources and guidance for the development of these plans.

Emergency Response Education

Information about emergency response procedures is provided at the beginning of each semester at student orientation, and it is re-emphasized throughout the year on a campus-wide basis as other relevant advisories are issued. Information on how to receive emergency notifications is available on the UCCS Alerts webpage at <https://alerts.uccs.edu>. The campus emergency management website provides information and instructions about common hazards that are likely to affect campus.

Statement Addressing Testing Emergency Response

The Emergency Notification System alert system is tested a minimum of twice a year; other tests are performed on individual and/or small-group basis. These tests will be received by a test group rather than all Emergency Notification System users. The ENS system is frequently used for weather-related closures or delays, allowing additional use of the system throughout the year.

Fire alarm inspections and building evacuation drills are conducted twice annually by the Environmental Health & Safety unit in conjunction with UCCS Police. These drills and evacuations are specifically designed by the UCCS Police Department to assess and evaluate campus emergency plans and capabilities. Fire drills are conducted in all residence halls to include training for building occupants. Resident Assistants and Professional Staff receive additional training on fire systems, evacuation drills and roles during an emergency. Building emergency Floor Liaisons train annually on evacuation drills along with other initial response scenarios. Members from the campus Leadership Team meets twice annually to perform emergency operations exercises. Emergency e-mail messages and our Emergency Notification System mass messaging system are tested several times each year. Each test on campus will be documented by UCCS Police, which will include the date, time, and whether the test was announced or unannounced. UCCS Police will publicize emergency response and evacuation procedures in conjunction with at least one test per calendar year. Shelter in place drills are conducted annually to train campus members on the Standard Response Protocol. The procedures were adopted from potential active harmer incidents on campus. The training has been institutionalized in K-12 curriculum across Colorado for over ten years and effectively integrated into higher education environments.

Statement Addressing Evacuation Procedures

An evacuation of part or all of the UCCS campus may be required before, during, or after a significant incident, emergency, disaster, or catastrophic incident as defined in the UCCS Campus Emergency Operations Plan – Base Plan. An evacuation may constitute the movement of people from one area of the campus to another, or it could require movement to an off-campus location away from the potential hazards. Such an evacuation may lead to an eventual return to the campus, or may involve reunification and/or mass transportation efforts in the event the return of people to the campus is not feasible.

General

1. The primary goal is a safe and orderly evacuation to save lives and allow responding emergency personnel unimpeded access to address the campus incident.
2. Identify specific areas of the campus to be evacuated, and where the displaced people are to be sheltered (and by what method if beyond walking distance).
3. Specify transportation pickup location(s) for mobility impaired persons.
4. The authority to issue a campus evacuation order rests with the Chancellor or their designee; the authority to issue an order covering the area surrounding and/or including the campus rests with the City according to its ordinances and plans.
5. Alert shelters of the incident and evacuation plan, as well as the approximate number of evacuees to be expected. This includes notifying shelter operations organizations such as the American Red Cross.
6. The evacuation order should not be lifted until consultation is made between the campus EOC, ICP, and the Pikes Peak Region EOC (if activated). The authority

to lift a campus evacuation order rests with the Chancellor or their designee; the authority to lift an order covering the area surrounding and/or including the campus, issued by the City, rests with the City according to its ordinances and plans.

UCCS has entered into Shelter Memorandum of Understanding (MOUs) with the following pre-planned off-campus shelter locations (confidential after hours contact information is maintained on file in the EOC and UCCS Police Department).

- Colorado Springs Christian School, 4855 Mallow Road: 599-3553.
- Pulpit Rock Church, 301 Austin Bluffs Parkway: 598-6767.

For more information on campus emergency preparedness and quick reference information, visit the website at <https://police.uccs.edu/emmerplan>.

Crime Statistics

Statement Addressing Preparation of Disclosure of Annual Crime Statistics

The UCCS Police Department prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act). In addition to statistics provided by the UCCS Police, crime statistics were also requested from the Colorado Springs Police Department for the areas surrounding campus and the off-campus properties that the university owns, leases or rents. Disciplinary-referral statistics were requested from the Office of the Dean of Students and the Director of Residence Life and Housing. Additionally, the UCCS Police Department requests crime statistics from the Campus Security Authorities (CSAs) on an annual basis. CSAs are required to provide the UCCS Police Department information on any crime reported directly to them during the previous calendar year. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime was reported. All statistics are gathered, compiled, and reported to the University community via this report. The UCCS Police Department submits these crime statistics to the Department of Education. By October 1st of each year, an e-mail notification is made to all enrolled students and current faculty and staff that provide information about this report. It includes a brief summary of the contents of this report, the website address for accessing this report, and information regarding how interested persons can request a printed copy of the report. A link to this document is available on the UCCS Police website, UCCS Human Resources website and UCCS Admissions website that is accessible by any prospective student, faculty, or staff that may be interested.

Statement Addressing Criminal Activity Off-Campus

UCCS has no university owned or controlled non-campus student organization facilities. If any local law enforcement agency in the Pikes Peak region are contacted about criminal activity occurring at the UCCS Downtown Campus and off-campus involving UCCS students, that agency is encouraged to notify UCCS Police. Students in these cases may be subject to arrest by any law enforcement agency and may be referred to the UCCS Office of the Dean of Students.

Statement Addressing the Daily Crime Log

As required under federal law, UCCS Police also maintains a **daily crime log** (police blotter), available at <https://police.uccs.edu/blotter>, which is updated every two-business days and contains all crimes reported to the UCCS Police.

Liquor Law, Drug Law, and Illegal Weapons Law Violations

In cases involving Liquor Law, Drug Law, and Illegal Weapons Law violations, each person who was arrested or detained is indicated in the arrest statistics. The statistics captured under the "Referred for Disciplinary Action" section for Liquor Law, Drug Law, and Weapons Law violations indicates the number of people referred to the Office of the Dean of Students or the Director of Residence Life and Housing for the law violation.

Larceny/Theft

Listing crime statistics for the category of Larceny is not required by law, but is still provided in the interest of informing the community about the most frequent crimes that occur at UCCS. Only those incidents reported to UCCS Police are captured in these statistics.

Hate Crimes/Bias Incidents

As stated in Colorado Revised Statute 18-9-121 Bias-motivated crimes, the Colorado General Assembly defines a Bias-motivated crime as a crime committed with the intent to intimidate or harass another person because of that person's actual or perceived race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability. A hate or bias related crime is not a separate, distinct crime, but is the commission of a criminal offense, which was motivated by the offender's bias. For example, a subject assaults a victim, which is a crime. If the facts of the case indicate that the offender was motivated to commit the offense because of their bias against the victim's race, sexual orientation, etc., the assault is then also classified as a hate/bias crime. The University of Colorado Board of Regents Policy 10: Non-Discrimination, affirms that the University of Colorado is committed to building a community of students, faculty, and staff in which diversity is a fundamental value. People are different, and the differences among them are what we call diversity -- a natural and enriching hallmark of life. A climate of healthy diversity is one in which people value rich panoply of diverse ideas, perspectives and backgrounds, individual and group differences, and communicates openly. If you believe that you may have been a victim of a bias-motivated crime, contact the UCCS Police Department at (719) 255-3111.

Unfounded Crimes

If a reported crime is investigated by law enforcement authorities and found to be false or baseless, and no offense occurred, the crime is "unfounded" and is not included in our statistics.

- Unfounded crimes listed here are only Clery crimes; Larceny-Theft is not included in these stats unless it is categorized as a Hate Crime.

Crime Statistics Table

2020	All On-Campus Property	Non-Campus Property	Public Property	Total	On-Campus Housing	Unfounded
Selected Criminal Offenses:						
Murder & Non-negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Sexual Assault, including:						
Rape	4	0	0	4	4	0
Fondling	1	0	0	1	1	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	2	0	0	2	1	0
Motor Vehicle Theft	4	0	0	4	0	0
Arson	0	0	0	0	0	0
Theft	30	0	0	30	5	1
VAWA Offenses:						
Domestic Violence	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0
Stalking*	4	0	1	5	2	0
Liquor, Drug & Weapon Violations:						
Arrests: Liquor Law Violations	35	0	0	35	29	0
Disciplinary Referrals: Liquor Law Violations	117	0	0	117	112	0
Arrests: Drug Law Violations	4	0	2	6	2	0
Disciplinary Referrals: Drug Law Violations	15	0	0	15	10	0
Arrest: Weapons: Carrying, Possessing, etc.	1	0	1	2	0	0
Disciplinary Referrals: Weapons: Carrying, Possessing, etc.	1	0	0	1	1	0
Reportable Hate Crimes						
Race	0	0	0	0	0	0
Gender	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Disability	0	0	0	0	0	0

2019	All On-Campus Property	Non-Campus Property	Public Property	Total	On-Campus Housing	Unfounded
Selected Criminal Offenses:						
Murder & Non-negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Sexual Assault, including:						
Rape	8	0	0	8	6	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	1	1	0	0
Aggravated Assault	0	0	1	1	0	0
Burglary	2	0	0	2	0	2
Motor Vehicle Theft	1	0	0	1	0	1
Arson	0	0	0	0	0	0
Theft	43	0	0	43	4	2
VAWA Offenses:						
Domestic Violence	0	0	0	0	0	0
Dating Violence	1	0	0	1	1	0
Stalking*	6	0	0	6	3	0
Liquor, Drug & Weapon Violations:						
Arrests: Liquor Law Violations	30	0	2	32	26	0
Disciplinary Referrals: Liquor Law Violations	160	0	1	161	149	0
Arrests: Drug Law Violations	20	0	1	21	14	0
Disciplinary Referrals: Drug Law Violations	89	0	0	89	89	0
Arrest: Weapons: Carrying, Possessing, etc.	0	0	1	1	0	0
Disciplinary Referrals: Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0
Reportable Hate Crimes						
Race	2*	0	0	2*	0	0
Gender	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Disability	0	0	0	0	0	0

*Simple Assault

2018	All On-Campus Property	Non-Campus Property	Public Property	Total	On-Campus Housing	Unfounded
Selected Criminal Offenses:						
Murder & Non-negligent Manslaughter	1	0	0	1	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Sexual Assault, including:						
Rape	6	0	0	6	6	0
Fondling	2	0	1	3	2	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	4	0	0	4	0	0
Motor Vehicle Theft	1	1	0	2	0	0
Arson	0	0	0	0	0	0
Theft	75	0	0	75	11	0
VAWA Offenses:						
Domestic Violence	0	0	0	0	0	0
Dating Violence	1	0	0	1	1	0
Stalking*	7	0	0	7	1	0
Liquor, Drug & Weapon Violations:						
Arrests: Liquor Law Violations	20	0	0	20	19	0
Disciplinary Referrals: Liquor Law Violations	114	0	0	114	109	0
Arrests: Drug Law Violations	15	2	0	17	14	0
Disciplinary Referrals: Drug Law Violations	32	0	0	32	32	0
Arrest: Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0
Disciplinary Referrals: Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0
Reportable Hate Crimes						
Race	0	0	0	0	0	0
Gender	0	0	0	0	0	1
Gender Identity	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Sexual Orientation	1	0	0	1	1	0
Ethnicity	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Disability	0	0	0	0	0	0

Crime Prevention, Education and Security Awareness

Statement Addressing Security Awareness Programs

The UCCS Police Operations, along with many campus partners and departments, offers a number of programs that promote security awareness. The University engages in comprehensive educational programming to prevent domestic violence, dating violence, sexual assault, stalking and other crime prevention programs to the UCCS campus community. UCCS is dedicated to crime prevention and facilitates programs for students, staff, faculty, and the community by providing a variety of educational strategies and tips on how to protect themselves and their property. In addition to departmental programs, the UCCS Police Department coordinates with other units on campus to present security and safety programs. A common theme of all programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others.

Statement Addressing Crime Prevention Programs

UCCS campus community personnel facilitate programs for students, parents, and employees, providing a variety of educational strategies and tips.

**With the campus going remote most of 2020, the campus was not able to offer the same amount of prevention programs that are normally offered.

Definitions related to campus programs:

- **Awareness Programs:** Programs designed to make the student aware of potential risks to their personal safety, which include early signs of stalking, domestic violence, or sexual assault.
- **Bystander Intervention:** Programs designed to train a third party on how to intervene when they observe the potential for a crime to be committed. These methods include direct, distract, delay, or delegate.
- **Primary Prevention Programs:** Community crime prevention programs or strategies target changes in community infrastructure, culture, or the physical environment in order to reduce crime.
- **Risk reduction:** Is a systematic approach to identifying, assessing and reducing the risks of being a victim of a crime.

Ongoing Resources:

- **Parking Enforcement Officers:** Students conduct core campus and parking facility safety patrols on foot and in vehicles.
- **Safety Escorts:** Police officers and security guards are available to provide safety escorts.

Tip: To enhance personal safety, and especially after an evening class, walk with friends or someone from class that you know well. UCCS also provides a virtual escort through the RAVE Guardian app. <https://police.uccs.edu/information/rave-guardian>.

- **Crime Prevention Tips:** Available on the UCCS Police website at: <https://police.uccs.edu/prevention/crime-prevention/crime-prevention-tips>.
- **Free Bike Registration:** UCCS Parking Services offers free bicycle registration for all

students, staff, and faculty. For more information and to register your bike please visit our website at <https://police.uccs.edu/prevention/crime-prevention/free-bike-registration>.

Educational and Teaching Resources:

- **First Year/Transfer Orientation Presentation:** This is a 20-30 minute presentation given to incoming students who are first year and transfer students. This presentation addresses overall campus safety for students, drug and alcohol awareness, sexual harassment, assault prevention, and emergency preparedness procedures. This program is offered 25-30 times a year prior to the beginning of each semester. This presentation was virtual in 2020 so that students were still able to get this information.
- **SmartMoveUCCS Week:** An interactive presentation given to all incoming freshman enrolled in the Gateway Program Seminar. This ninety-minute presentation provides information on discrimination and harassment, sexual assault, relationship violence, healthy relationships, staying safe on campus, drug and alcohol awareness, and bystander training. This presentation is also offered to all incoming transfer and graduate students not enrolled in the Gateway Program Seminar twice per semester.
- **Alcohol Choices:** This is a 90-minute peer-facilitated class given 2-3 times per month during the Fall and Spring semesters for students who were referred by Residence Life and/or the Office of the Dean of Students for a first time alcohol violation. The program focuses on alcohol abuse prevention and harm reduction program for college students involving reflective journaling to reduce their alcohol-related risk and harm.
- **Marijuana Choices:** An individual 60-minute facilitated conversation for students with a first-time marijuana violation who were referred by Residence Life and/or Dean of Students. The program focuses on harm and risk reduction.
- **Alternative CHOICES:** An individual 60-minute facilitate conversation for students with a second offense to a alcohol or marijuana violation. Students are referred by Residence Life and/or the Office of the Dean of Students. It is designed to provide facts, tools and support for those under 21 years of age. Individuals learn strategies for taking personal responsibilities and making positive, long-lasting behavior change that will lead to better choices in the future.
- **Bicycle Safety:** Police Officers assigned to the Police Mountain Bike Patrol offer classes on bicycle safety and skills to a variety of age groups to include pre-school and elementary age. This program is provided once each summer at the on-campus child-care facility.
- **Social Norming Campaign:** A four-year campaign to educate students about the consequences of impaired driving using a variety of communication strategies and tactics. Through focus groups and survey data, positive campaign messaging has been spread across campus in a variety of communication media in order to educate students, elicit change in student perception of drinking norms, and reduce high-risk drinking.
- **Club & Organization Travel Training:** A club or organization that is traveling on behalf of the university needs to complete a club travel application and must complete a Club Travel training before they travel. This training is hosted by Student Life and Office of the Dean of Students. This training covers logistics of the trips and rules and expectations of students during their travel. During this training topics include risk management, alcohol and other drug polices, sexual harassment polices, and a reference to the Student Code of Conduct.
- **Escape Room:** Event hosted by the Office of the Dean of Students to provide a fun and fun experience for students on campus. The Escape Room was centered around campus resources in order to elevate awareness of those resources.

- **Greek Life New Member Education:** Training offered to all new Greek members for sororities and fraternities. A 45-minute presentation was given to 100+ students involved in the Greek organization to discuss the dangers and risk related to alcohol & drug use. This training also included a discussion on the expectations & policies of each organization has when it comes to use of alcohol.
- **Fraternity and Sorority Life Trainings:** Offered once per semester, content includes: sexual assault and violence prevention, bystander training, alcohol and drug awareness, and discrimination and harassment. This was offered virtually in 2020.
- **The Dating Doctor:** Sponsored by Student Life. David Coleman offers practical advice regarding safe dating, relationships, Title IX information, and strategies toward self-care. Offered at the beginning of the Fall semester.
- **Fall New Member Development Conference:** Gather all newly pledged/initiated members to educate on student conduct, expectations of the Greek community, policies and procedures surrounding alcohol and other drugs:
 - Individual Chapter Trainings on the following topics
 - Alcohol and Drug management/safety
 - Title IX/Sexual Misconduct
 - Risk Management
 - All of these trainings are provided and required by each organizations national headquarters
- **Charters Organizational Sanctions:** chapters received organizational sanctions due to misconduct. Some examples of those sanctions:
 - Community service on campus related to alcohol education
 - Alcohol awareness campaign on the dangers of high-risk drinking
 - “Choices” training
- **Club Orientation:** This training hosted by the Student Life conducts a power point presentation that is designed to educate student club leaders about policies, resources, best practices and reporting requirements related to club and event management. Training also includes a portion designed by the Dean of Students office detailing risk management procedures, alcohol and drug awareness and education surrounding sexual misconduct, discrimination, harassment, and hazing. This training is required of all new clubs and offered to all clubs members, particularly new officers. This orientation was offered virtually in 2020.
- **Greek President’s Council:** The Greek President’s Council meets weekly and provides an opportunity for all Greek leaders to connect, communicate and collaborate. Resources are shared to improve fraternity and sorority life, discuss issues that affect organizations, and identify solutions. University news affecting fraternity and sorority life, national news, processes, safety procedures and building community. These meetings were remote in 2020.
- **SGA Anti-Discrimination Training:** This is an annual requirement for all Student Government Association members that discusses and educates members about the university discrimination policy and sexual harassment policy.
- **Safe Zone Training:** Safe Zone is designed to equip participants with the education and tools for equity and inclusive excellence centered on lesbian, gay, bisexual, transgender, and queer (LGBTQ) communities. Learning outcomes include awareness of relevant terminology, deepened knowledge of health and safety disparities, and strategies to being a supportive ally of the LGBTQ+ community. Open to all UCCS students, staff, and faculty members.
- **General Faculty and Staff Safe Zone Training:** This training provides faculty and staff with tools and information on supporting LGBTQ students in and out of the classroom.

This session is designed for faculty and staff who have completed our general Safe Zone Program or who are familiar with LGBTQ identities.

- **Trans Ally Zone Training:** Trans Ally Zone is designed to equip participants with the education and tools for equity and inclusive excellence centered on gender identity and gender expression. Learning outcomes include awareness of relevant terminology, deepened knowledge of health and safety disparities, and strategies to being a supportive ally of the Transgender community. It is highly encouraged for participants to attend a general Safe Zone prior to attending Trans Ally Zone. Open to all UCCS students, staff, and faculty members.
- **Pronouns 101 Workshop** (geared towards Faculty and Staff): This workshop is a brief introduction to what pronouns are, how to use them and how to be respectful of other peoples' pronouns. We also touch on how to update pronouns in the University of Colorado Colorado Springs system.
- **When Allies Do Harm Workshop:** This workshop addresses the question "Allies are essential to the LGBT+ community but what happens when allies unintentionally do harm?" Participants engage in the topic of micro aggressions in relation to allyship and practical tools to best mitigate and navigate ongoing personal growth.
- **UCCS Wellness Center:** Hosts presentations on safety related topics to the UCCS community. These presentations included relationship violence, substance abuse, mental health crises and emergencies.
- **UCCS Wellness Center Tabling:** The Wellness Center does tabling throughout the year at many different events and locations around campus. This tabling includes, playing sexual health and safety trivia that includes facts about STD spread and prevention, birth control and safety.
- **Body Positive Week:** Held during National Eating Disorder Awareness Week. Composed of events and workshops to enhance student self-love, reduce the prevalence of destructive behaviors, and bring awareness to eating disorders.

Office of Institutional Equity (OIE): Conducts Title IX and SaVE compliant training for all incoming employees, both annually at New Faculty Orientation, and also monthly sessions that are open to all new employees, both staff and faculty. The training is required for new employees. OIE also conducts ongoing annual, and sometimes more frequent trainings by request for professional and student staff within individual groups and departments, including Residential Life and Housing, Student Life and Leadership (including Greek Life), the University Center, the Recreation and Wellness Center, the Excel Centers, Dining and Hospitality Services, Facilities Services, Athletics, and UCCS Police. Training is also conducted for all incoming UCCS students as part of the Gateway Program Seminar (GPS) Days. The training includes substantive information on sexual misconduct, including sexual assault, sexual exploitation, sexual harassment, domestic and dating violence, stalking, protected class discrimination/harassment and related misconduct, including retaliation, as well as policy information involving supportive measures, resolution/investigation procedures, reporting options (both confidential and non-confidential), evidence preservation, risk reduction techniques, bystander intervention options, signs of healthy vs. abusive relationships, mandatory reporting requirements, support and safety, campus and community resources, and other topics.

- OIE also provides information on effective and safe bystander intervention techniques. OIE describes the positive effects of bystander intervention in various

situations and trains how to intervene directly, or using delegation or distraction in the most effective ways possible. The training is accomplished using slides, multimedia, demonstration and role-playing. OIE also trains students and employees on risk reduction techniques, focusing on awareness, planning and vigilance to protect themselves and others in various contexts.

Residence Life and Housing

- **Resident Assistant (RA) Training:** RAs undergo training for handling various policy violations within the residence halls as well as interacting with police. An additional session is provided for hands-on practice of responding to emergency and policy-related situations. These sessions combined last between two and four hours and are offered at the beginning of the fall and spring semesters.

RAs are expected to fulfill a number of requirements in order to provide information to their residents and build community on their floor. RAs complete bulletin boards around prescribed topics and community builders are either planned by themselves or the residents attend campus events. The RA also hold regular meetings with their floor.

Residence Life and Housing Programs: These programs are offered by Housing Staff.

Spring Programs:

- **Health & Safety Floor Meetings:** Resident Assistants discuss Health and Safety inspections with their residents.
- **Sex in the Dark:** A program for residents to ask questions about safe sex practices and other similar topics.

Fall Programs:

- **Bulletin Boards:** Resident Assistants displayed bulletin boards for alcohol awareness.
- **Floor Meetings:** Resident Assistants discuss housing and campus policies to include the code of conduct.

Respect on Campus (ROC) Violence Prevention: This office raises awareness and increases knowledge about dating and domestic abuse, stalking and sexual assault with the goal to end a culture of violence. In accordance with the U.S. Office of Violence Against Women, ROC serves as a violence prevention program to the UCCS community (students and employees). ROC offers support group meetings, healthy relationship workshops and presentations, bystander intervention training, recognizing warning signs of abusive behavior education, student development events, campaigns and support, Military outreach, and much more.

ROC offers primary prevention programming and strategies to stop domestic violence, dating violence, sexual assault, or stalking through the changing of social norms and other approaches.

- **Clothesline Project:** The Clothesline Project was a powerful display for people effected by violence to express their emotions by decorating a shirt. The shirts were hung up on a clothesline in the University Center. The shirts were hung up to be viewed by others as testimony to the problem of sexual and domestic violence.

- **Red Flag Campaign:** The Red Flag Campaign uses a bystander intervention campaign to address and prevent sexual, dating violence, and stalking on college campuses. The campaign encourages students and other campus community mentors to say something when they see warning signs (“red flags”) for sexual assault, dating violence, or stalking in a friend’s relationship. Red flags and posters were hung up across campus to promote this campaign.
- **Respect on Campus Week:** Incorporated into our Random Acts of Kindness Week, Respect on Campus Week focused on sharing respect and kindness on campus. This Week included activities and conversations around consent, health relationships and being kind and respectful to one another.

The Following Seminars are Available upon Request:

- **Overall Safety Seminars:** These seminars have included Winter Driving Tips, Fire Safety, and Personal Risk Management.
- **Robbery Prevention:** - This seminar gives tips on how to survive armed robbery and be a good witness. This seminar is given to cashiers and those who handle cash. This is seminar presentation averages two times per semester.
- **Dealing with Difficult People:** This presentation is given to campus departments who are customer-oriented and provides them information and tips on how to deal with angry and disruptive customers. This program averages four times each year.
- **Security Survey:** UCCS police evaluate a facility's physical security and makes recommendations for improvements. This program averages twice a year.
- **Drug and Alcohol Information Seminars:** These talks cover recognition of controlled substances, the effect on people, and what to do if one suspects that someone is using or selling drugs. This seminar is presented twice a semester and only available upon request.
- **Risky Business:** Interactive presentation on personal responsibility and awareness. Discusses acquaintance rape, prevention techniques, predatory drugs and what to do if you become a victim.
- **Drug Information Seminars:** These talks cover recognition of controlled substances, their effects on people, and what to do if one suspects that someone is using or selling drugs.
- **Personal Safety on Campus:** This program, usually given to small groups, covers ways to avoid being the victim of a physical or sexual assault.

Emergency Preparedness:

- **COVID-19 Response and Recovery:** The majority of 2020 was dedicated to response and recovery operations driven by the world pandemic. An Incident Management Team was established to coordinate mission critical operations for the university. UCCS shifted from normal operations on March 16, 2020, to remote instruction for the remainder of the Spring 2020 Semester. The Fall 2020 semester started with limited in-person instruction as class sizes implemented social distancing protective measures. Most staff and faculty worked remotely from home and instructional delivery followed multiple formats. Campus operations again moved remotely following Thanksgiving break as COVID-19 cases soared. Elected officials and public health officials mandated protective measures that significantly limited activities outside of essential campus operations. Coronavirus cases dramatically increased in the United States. In-person training and drills were discouraged to limit disease transmission. Environmental health and safety training was established for the campus community and completed before

returning to campus in the Fall. Only essential personnel remained on campus and social distancing was always required.

- **Emergency Preparedness/Readiness Training:** This training is offered throughout the calendar year. Training includes weather-related and man-made incidents that present potential threats to the university. Instruction includes severe weather events, major accidents, lockdown procedures, shelter in place, behavioral interventions, emergency notification systems, situational awareness, emergency communications, major event preparation, drills, and exercises. Stop the Bleed training curriculum was introduced on campus and educates participants on how to effectively control bleeding from serious traumatic injuries. Recipients of emergency preparedness training include individual departments, faculty, students, and leadership teams.
- **Standard Response Protocol:** University police and public safety personnel provide opportunities to train students, staff, and faculty on preparedness and protective measures for potential active harmer events on campus. The Standard Response Protocol training is offered to student during orientations. Faculty and staff members participate in orientation sessions as new hires and have opportunities to interact directly with public safety personnel. Existing faculty and staff participate in live campus drills that practice lockdown procedures each Spring. Safety floor liaisons are available in all campus building and help building occupants locate safe areas or evacuate as directed through the emergency messaging systems. Posters are visible in common areas, classrooms, and office environments. The cornerstone for this training is the “Standard Response Protocol” video. This 4:30-minute video is featured on the UCCS Police website. This video is included in emergency preparedness training delivered across campus.
- **Continuity of Operations Planning (COOP)** is designed to help establish contingency plans for displaced university business operations. Bold planning documents are systematically reviewed and updated as staffing and operation models are constantly evolving across the campus. As UCCS responded to COVID-19, departments were utilizing their plans and shifted primarily to remote operations. The information technology team provided system support to access files and improve virtual pathways for communications. Additional hardware was provided in classroom settings to support remote instruction. Chromebooks were provided to incoming students to compliment virtual learning. The Kramer Family Library established methods to access content remotely and offered curbside pick-ups for collections. The UCCS bookstore conducted similar operations to provide products and service student needs. Dining services offered takeout menu options. The incident management and recovery teams met frequently to review plans and adopt changes to meet to regulatory requirements.
- **Safety Floor Liaison Training:** Floor liaisons provide a direct link from the environmental health and safety group for each building community on campus. Safety newsletters and safety updates are delivered to faculty, staff and students by personnel assigned to each building. Floor Liaisons help coordinate evacuation drills, first aid care and assist with emergency response procedures for each building. Floor Liaison training is designed to provide additional knowledge about evacuations, sheltering in place, and appropriate response to emergency situations. Floor liaisons are provided with a backpack with first aid supplies to support patient stabilization until first responders arrive. This training is provided no less than once per year. In 2020 this training was conducted virtually through Microsoft Teams.

The Floor liaison training was modified to support COVID-19 response and recovery operations. Communications were provided in multiple formats to include town halls, emails, weekly updates, social media, digital signage, classroom and building signage.

Training was designed for the campus populations that encouraged social distancing, frequent hand washing, and face coverings. Online training was required for anyone returning to campus and daily health screenings were established. A web page was designed to share updated COVID content that included an outbreak dashboard and FAQs for testing and vaccination

- **Lab Safety Training:** There are two levels of this course. The basic level is for students enrolled in a laboratory class. They take a short on-line course designed to make them aware of the hazards present in a laboratory situation and how to respond to an emergency in the laboratory environment. The advanced level is taken by everyone who works (including student employees, volunteers, graduate students, etc.) in a laboratory environment. It goes into greater depth about the hazards present in laboratory settings. It covers both hazardous materials and physical hazards. It goes into detail about emergency response during a laboratory incident. It also covers instructor and researcher responsibilities associated with supervising the safety of those students either enrolled in a course or working in a research laboratory. In 2020 this training was all provided via online self-paced independent courses. In response to COVID-19, an additional course was developed specifically to deal with COVID-19 precautions during in-person labs. This lab safety training was provided virtually.

In addition to the above programs, information is disseminated to students and employees through crime prevention awareness packets, security alert posters, displays, videos, and articles and advertisements in university and student newspapers. Consult the UCCS on-line events calendar or see the posted daily event schedule in the University Center. The student newspaper, SCRIBE also talks about scheduled topics and times.

Missing Student Policy

If a member of the University community has reason to believe that a student who resides in on-campus housing is missing (missing at least 24 hours), he or she should **immediately** notify the UCCS Police at (719) 255-3111 (3111 from an on-campus phone). UCCS Police will generate a missing person report and initiate an investigation. UCCS Police will also immediately notify the Office of Resident Life and Housing of the missing person report. In the event the Office of Residence Life and Housing is notified directly by a community member that one of the resident students has been missing for more than 24 hours, they will immediately notify the UCCS Police.

The Office of Residence Life and Housing will cooperate fully with the UCCS Police in their investigation, which will include interviewing roommates, floor mates, student staff, etc. The Office of Residence Life and Housing will also conduct a "Health and Safety" entry into the suite and room of the reported missing student.

While completing the electronic housing application, students are given the option to identify a contact person (in addition to registering an emergency contact) who the Office of Residence Life and Housing shall notify if the student is determined missing by the UCCS Police or other law enforcement agency.

This additional contact information will be:

- Confidential and kept separately from the housing application
- Accessible only to authorized campus officials and law enforcement
- May not be disclosed outside of a missing person investigation

If after investigating the missing person report the UCCS Police determines the student is missing and has been missing for more than 24 hours, the UCCS Police will then notify surrounding law enforcement agencies and will have the Office of Residence Life and Housing call the student's contact person no later than 24 hours after the student is determined to be missing.

If the missing student is under the age of 18 and is not an emancipated individual, the Office of Residence Life and Housing will notify the designated contact person **and** the parent or legal guardian no later than 24 hours after the student is determined to be missing.

Statement of Policy Regarding Sex Assault, Dating Violence, Domestic Violence and Stalking Programs and Procedures

Title IX Coordinator, Laura Emmot Office of Institutional Equity

Main Hall 201

P: (719) 255-4324

E-mail: equity@uccs.edu

Web: <https://equity.uccs.edu>

UCCS does not discriminate on the basis of race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation or political philosophy in admission and access to, and treatment and employment in, its educational programs and activities.

The Office of Institutional Equity (OIE) administers the following Policies in accordance with the OIE Procedures, found at: <https://equity.uccs.edu>: https://equity.uccs.edu/policies_procedures

- CU Sexual Misconduct, Intimate Partner Abuse and Stalking Policy (APS 5014): <https://www.cu.edu/ope/aps/5014>
- UCCS Discrimination and Harassment Policy: https://equity.uccs.edu/sites/g/files/kjihxj1441/files/inline-files/300-017%20Discrimination%20and%20Harassment%20Policy_0_2.pdf
- Conflict of Interest in Cases of Amorous Relationships (CU APS 5015): <https://www.cu.edu/ope/aps/5015>

The OIE resolves all matters involving allegations of sexual misconduct, protected class discrimination and harassment, and related misconduct. Anyone who believes that they have experienced or witnessed sexual misconduct, protected class discrimination, harassment or related misconduct should promptly report such behavior to the Title IX Coordinator/OIE. Individuals found responsible for violating the policies within OIE's jurisdiction are subject to disciplinary action up to and including termination or expulsion. Reported concerns outside the OIE's jurisdiction will be addressed by the appropriate campus authority and in accordance with applicable policies and procedures.

For more information on these policies and procedures, please contact the Office of Institutional Equity at 719-255-4324 or email: equity@uccs.edu. The most current OIE Procedures and Policies are available on OIE's website: https://equity.uccs.edu/policies_procedures

Regent Policy 1C:

Consistent with the Regent Policy 1C, Principles of Ethical Behavior, the University of Colorado recognizes that people are the most important resource in accomplishing its mission in the areas of teaching, research, community service, and patient care. The University of Colorado values academic freedom, diversity, and respect for all persons. In accordance with Regent Law Article 8, the university is committed to the principle of non-discrimination and does not tolerate discrimination or harassment on any basis, including race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identify, gender expression, veteran status, political affiliation, or political philosophy. University employees are expected to treat colleagues, co-workers, and students with respect, professionalism, and dignity in all interactions and communications.

Policy found at <https://www.cu.edu/regents/policy/1>

UCCS Student Code of Conduct:

The Student Code of Conduct prohibits any form of sexual misconduct, harassment and discrimination. Procedures can be found at the OIE website <https://equity.uccs.edu/> or the Office of the Dean of Students website <https://dos.uccs.edu/>.

Policy found at: <https://dos.uccs.edu/sites/g/files/kjihxj1566/files/inline-files/Code%20of%20Conduct%202020-2021.pdf>

Violence Free Campus:

UCCS does not tolerate behavior, whether direct or indirect, that is violent, threatens violence, harasses or intimidates others, or is disruptive to the work or educational environment or UCCS's ability to provide services to the public ("Violent Behavior"). Violent Behavior can include physical acts, oral or written statements (including emails, text messages, and postings on social media sites), gestures, or expressions. Individuals who engage in Violent Behavior may be excluded from campus or campus events, and may be subject to disciplinary action including suspension, dismissal, or termination from employment. All UCCS faculty, staff, students and administrators are responsible to abide by UCCS Violence Free Campus policy: <https://asr.uccs.edu/sites/g/files/kjihxj1951/files/inline-files/100-007.pdf>. This policy prohibits Violent Behavior in the UCCS campus community and provides procedures to follow in reporting Violent Behavior, concerns about situations, which could become violent and reporting discrimination and harassment. To report emergency or life-threatening Violent Behavior, emerging or potential threats occurring on campus, call the UCCS Police Department by dialing (719) 255-3111. Anonymous reports of violent behavior may be made through CU Ethicspoint.

This third-party service can be reached by calling (800) 667-5590 or online at <https://secure.ethicspoint.com/domain/media/en/gui/14973/index.html>. Do not use this site to report events presenting an immediate threat to life or property. Reports submitted through this service may not receive an immediate response.

Selected Colorado Criminal Definitions

In Colorado, the criminal definitions of sexual assault, domestic violence (which also includes dating violence) and stalking are distinctly different from some of the definitions outlined in

university policy. Below are the relevant sections of the Colorado Criminal Code that demonstrate these differences.

Definition of Consent - Colorado Revised Statute § 18-3-401:

(1.5) "Consent" means cooperation in act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act. A current or previous relationship shall not be sufficient to constitute consent under the provisions of this part 4. Submission under the influence of fear shall not constitute consent. Nothing in this definition shall be construed to affect the admissibility of evidence or the burden of proof in regard to the issue of consent under this part 4.

Definition of Sexual Assault - Colorado Revised Statute § 18-3-402:

(1) Any actor who knowingly inflicts sexual intrusion or sexual penetration on a victim commits sexual assault if: The actor causes submission of the victim by means of sufficient consequences reasonably calculated to cause submission against the victim's will; or

(a) The actor knows that the victim is incapable of appraising the nature of the victim's conduct; or

(b) The actor knows that the victim submits erroneously, believing the actor to be the victim's spouse; or

(c) At the time of the commission of the act, the victim is less than fifteen years of age and the actor is at least four years older than the victim and is not the spouse of the victim; or

(d) At the time of the commission of the act, the victim is at least fifteen years of age but less than seventeen years of age and the actor is at least ten years older than the victim and is not the spouse of the victim; or

(e) The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over the victim and uses this position of authority, unless incident to a lawful search, to coerce the victim to submit; or

(f) The actor, while purporting to offer a medical service, engages in treatment or examination of a victim for other than bona fide medical purposes or in a manner substantially inconsistent with reasonable medical practices; or

(g) The victim is physically helpless and the actor knows the victim is physically helpless and the victim has not consented.

Definition of Unlawful Sexual Contact - Colorado Revised Statute § 18-3-404:

(1) Any actor who knowingly subjects a victim to any sexual contact commits unlawful sexual contact if:

(a) The actor knows that the victim does not consent; or

- (b) The actor knows that the victim is incapable of appraising the nature of the victim's conduct; or
- (c) The victim is physically helpless and the actor knows that the victim is physically helpless and the victim has not consented; or
- (d) The actor has substantially impaired the victim's power to appraise or control the victim's conduct by employing, without the victim's consent, any drug, intoxicant, or other means for the purpose of causing submission; or
- (e) The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over the victim and uses this position of authority, unless incident to a lawful search, to coerce the victim to submit; or
- (f) The actor engages in treatment or examination of a victim for other than bona fide medical purposes or in a manner substantially inconsistent with reasonable medical practices.

(1.5) Any person who knowingly, with or without sexual contact, induces or coerces a child by any of the means set forth in section 18-3-402 to expose intimate parts or to engage in any sexual contact, intrusion, or penetration with another person, for the purpose of the actor's own sexual gratification, commits unlawful sexual contact. For the purposes of this subsection (1.5), the term "child" means any person under the age of eighteen years.

Definition of Domestic Violence - Colorado Revised Statute § 18-6-800.3 (1)-(2):

Domestic violence means an act or threatened act of violence upon a person with whom the actor is or has been involved in an intimate relationship. Intimate relationship means a relationship between spouses, former spouses, past or present unmarried couples, or persons who are both the parents of the same child regardless of whether the persons have been married or have lived together at any time.

Domestic violence also includes any other crime against a person, or against property, including an animal, or any municipal ordinance violation against a person, or against property, including an animal, when used as a method of coercion, control, punishment, intimidation, or revenge directed against a person with whom the actor is or has been involved in an intimate relationship. (Note that "dating violence" in Colorado is included with the broader definition of domestic violence).

Definition of Dating Violence—Violence Against Women Act, 79 Fed. Reg. at 62,784:

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

(i) The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

(ii) For the purposes of this definition—

(A) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

(B) Dating violence does not include acts covered under the definition of domestic violence.

Definition of Stalking - Colorado Revised Statute § 18-3-602 (1)(a)-(c):

A person commits stalking if directly, or indirectly through another person, the person knowingly:

- (a) Makes a credible threat to another person and, in connection with the threat, repeatedly follows, approaches, contacts, or places under surveillance that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship; or
- (b) Makes a credible threat to another person and, in connection with the threat, repeatedly makes any form of communication with that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship, regardless of whether a conversation ensues; or
- (c) Repeatedly follows, approaches, contacts, places under surveillance, or makes any form of communication with another person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship in a manner that would cause a reasonable person to suffer serious emotional distress and does cause that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship to suffer serious emotional distress. For purposes of this paragraph (c), a victim need not show that he or she received professional treatment.

CU Policy Definitions

The CU Sexual Misconduct Policy, Intimate Partner Violence, and Stalking Policy prohibits sexual misconduct, including sexual assault, sexual exploitation, sexual harassment, domestic violence, dating violence, stalking, and any related retaliation.

CU defines “consent” in reference to sexual activity.

Consent: Means affirmative consent, which is unambiguous and voluntary agreement to engage in a specific sexual activity. Consent is clear, knowing and voluntary words or actions that create mutually understandable clear permission of willingness to engage in, and the conditions of, sexual activity. Consent must be active; silence by itself cannot be interpreted as consent. Consent is not effectively given if it results from the use of force, including threats or intimidation, or if it is from someone who is incapacitated:

- **Force** is the use of physical violence or imposing on someone physically to gain sexual access.
- **Threats** exist where a reasonable person would have been compelled by the words or actions of another to give permission to sexual contact he or she would not otherwise have given. For example, threats to kill or harm someone, kill or harm themselves, or to kill or harm someone for whom a person cares constitute threats.

- **Intimidation** occurs when someone uses physical presence to menace another, although no physical contact occurs, or where knowledge of prior violent behavior by an assailant, coupled with menacing behavior, places someone in fear as an implied threat.

Consent will be determined using both objective and subjective standards. The objective standard is met when a reasonable person would consider the words or actions of the parties to have manifested an agreement between them to do the same thing, in the same way, at the same time, with one another. The subjective standard is met when a party believes in good faith that the words or actions of the parties manifested an agreement between them to do the same thing, in the same way, at the same time, with one another.

- A person who does not want to consent to sex is not required to resist.
- Consent to some forms of sexual activity does not automatically imply consent to other forms of sexual activity.
- Silence, previous sexual relationships or the existence of a current relationship do not imply consent.
- Consent cannot be implied by attire or inferred from the giving or acceptance of gifts, money or other items.
- Consent to sexual activity may be withdrawn at any time, as long as the withdrawal is communicated clearly.
- Withdrawal of consent can be manifested through conduct and need not be a verbal withdrawal of consent.
- In order to give effective consent, the person giving consent must be of legal age under Colorado law for the purposes of determining whether there was a sexual assault.
- A respondent's intoxication resulting from intentional use of alcohol/drugs will not function as a defense to engaging in sexual activity without an individual's consent.

Dating violence: means violence committed by a person, on the basis of sex

1. Who is or have been in a social relationship or a romantic or intimate nature with the victim; and
2. Where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - a. The length of the relationship;
 - b. The type of relationship; and
 - c. The frequency of interaction between the persons involved in the relationship.

Domestic violence: The term "domestic violence" includes felony or misdemeanor crimes of violence, on the basis of sex, committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

Incapacitation: Incapacitation may result from alcohol or other drug use, unconsciousness, or other factors. The use of alcohol or drugs in and of itself does not render a person incapacitated. Incapacitation is a state beyond drunkenness or intoxication. The impact of alcohol and drugs varies from person to person. Incapacitation is a state where a person cannot

make a rational, reasonable decision because they lack the capacity to give consent (to understand the who, what, when, where, why, or how of sexual interaction). Incapacity can also result from illness, sleep, mental disability, and other circumstances. Engaging in sexual activity with a person whom you know to be mentally or physically incapacitated, or reasonably should know to be incapacitated, violates this Policy.

Sexual Assault: Means any attempted or actual sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent. This includes:

Rape: the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of all persons and is properly applied regardless of the age of the victim if the victim did not consent or if the victim was incapable of giving consent.

Fondling: touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of the victim's age or because of the victim's temporary or permanent mental incapacity.

Statutory Rape: sexual intercourse with a person who is under the statutory age of consent if the victim consented and the offender did not force or threaten the victim.

Incest: sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Also, refer to the definition of consent and incapacitation.

Sexual Exploitation: Means conduct that takes sexual advantage of another person without that person's consent. Examples of behavior that could rise to the level of sexual exploitation include, but are not limited to: (1) prostituting another person; (2) taking possession of the intimate personal property of another person without that person's consent; (3) recording images (e.g., video, photograph) or audio of another person's sexual activity, intimate body parts, or nakedness without that person's consent; (4) distributing images (e.g., video, photograph) or audio of another person's sexual activity, intimate body parts, or nakedness, if the individual distributing the images or audio knows or should have known that the person depicted in the images or audio did not consent to such disclosure; and (5) viewing or listening to another person's sexual activity, intimate body parts, or nakedness in a place where that person would have a reasonable expectation of privacy, without that person's consent. If sexual exploitation is severe, pervasive, and objectively offensive, it may meet the definition of Title IX Hostile Environment; otherwise, it may constitute Sexual Misconduct.

Stalking: Means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

1. Fear for their safety or the safety of others; or
2. Suffer substantial emotional distress.

Statement Addressing Responding to Sexual Misconduct

UCCS has procedures in place that are sensitive to those who report allegations of sexual assault, dating violence, domestic violence and stalking, including information informing individuals about their rights to file criminal charges as well as the availability of medical, counseling and support services, and additional remedies to prevent contact between a Complainant (a person who is subject to alleged sexual misconduct or retaliation) and a Respondent (a person who is accused of alleged sexual misconduct or retaliation), such as housing, academic, transportation or other accommodations, if reasonably available. When a student or employee reports one of these offenses to UCCS, the student or employee will be provided with written notice of rights and options.

The University recognizes that sexual assault is against the law and prohibited by the CU Sexual Misconduct, Intimate Partner Violence, and Stalking Policy, and does not tolerate such acts on campus. The UCCS Police Department will investigate all allegations of on-campus sexual assault and will take appropriate criminal or legal action. If you become the victim of a sexual assault, your first priority should be to get to a place of safety. It is important that you seek help immediately.

The University will respond to allegations/reports involving sexual misconduct, protected class discrimination/harassment and related retaliation by conducting investigations or resolutions and/or providing support and safety measures as described in the CU Sexual Misconduct, Intimate Partner Violence, and Stalking Policy, UCCS Discrimination and Harassment Policy and the Office of Institutional Equity Procedures.

For more information, see the CU Sexual Misconduct Policy, <https://www.cu.edu/ope/aps/5014> the UCCS Discrimination and Harassment Policy at https://equity.uccs.edu/sites/g/files/kjihxj1441/files/2020-04/300-017_1.pdf, and the Office of Institutional Equity Process and Procedures at https://equity.uccs.edu/policies_procedures.

To report emergency or life-threatening violent behavior occurring on campus, or an emerging or potential threat is a non-emergency situation, but a situation in which an individual has reason to believe may become violent, call the UCCS Police Department by dialing (719) 255-3111. Individuals should report any incident of sexual assault or attempted sexual assault immediately to UCCS Police Department at (719) 255-3111, or by dialing '911' from any campus telephone. The UCCS Police Department will investigate all allegations of sexual assault and will take appropriate criminal or appropriate investigatory action. To report any medical emergencies occurring on campus, call 911 from a campus phone. Using the campus phone will simultaneously alert the UCCS Police Department.

Reports of sexual misconduct (including sexual assault, sexual exploitation, dating violence, domestic violence, and stalking), protected class discrimination/harassment or related retaliation should be made to the Title IX Coordinator at (719) 255-4324. The University will assist an individual in filing criminal complaints if the individual so chooses.

Procedures victims should follow and reporting options

If you are the victim of a sexual misconduct and there is immediate danger, get to a safe place and call the UCCS Police Department immediately at (719) 255-3111. If you are the victim of a sexual assault off campus, call the CSPD by dialing 9-1-1.

Preservation of evidence

Individuals may be unsure if they want to report a sexual assault or an incident of dating violence, domestic violence or stalking to law enforcement. Regardless of whether or not a victim chooses to report an alleged incident, it is important to preserve any evidence for future use. If the victim then decides at any point in the future to report the alleged incident, that evidence is still available. Preserved evidence can be helpful in proving that an alleged criminal offense occurred or in obtaining a protection order.

Examples of evidence to preserve include, but are not limited to: the clothing the individual was wearing at the time of the incident, bedding, text message correspondence discussing the incident (either with the Respondent or with friends or family), photographs, screenshots, emails, social media correspondence/posts (Facebook, Twitter, Tinder, Snapchat, Instagram or others), correspondence via other messaging applications (Whatsapp, Kik, GroupMe, etc.) logs, copies of documents, video surveillance, and/or names of witnesses and contact information.

After an alleged sexual assault, an individual should consider seeking medical attention as soon as possible. Regardless of whether an individual chooses to report the alleged assault to police, a medical exam can be done to preserve evidence. Individuals can receive such an exam, known as a Sexual Assault Nurse Examiner (SANE) exam, at Memorial Hospital, at 1400 E. Boulder Street in Colorado Springs. University or city policy may transport you to that hospital for a SANE exam. SANE exams should be conducted, ideally within 120 hours, in any case of known or suspected sexual assault. It is best if the individual does not bathe, shower, eat, drink, douche or change clothes prior to the SANE exam; however, evidence can still be collected even if the individual has done any or all of these things. If an individual chooses to change clothing that was worn at the time of an alleged assault, all the clothes should be put into a paper (not plastic) bag. While the preservation of evidence is helpful, forensic evidence collection may still take place regardless of whether the individual has taken these steps.

Even if the individual does not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease. Medical attention other than the SANE exam can be obtained at the UCCS Wellness Center, at 719-255-4444.

In Colorado, evidence may be collected even when the victim chooses not to make a report to law enforcement. Colorado law contains provisions to ensure the collection and preservation of forensic evidence in sexual assault cases. A victim of a sexual assault shall not bear the cost of a forensic medical examination; that includes the collection of evidence even if the victim chooses not to participate in the criminal justice system or otherwise cooperate with the law enforcement agency, prosecuting officer, or other government official.

Reporting information

The procedures detailed below are intended to afford a prompt response to charges of sexual assault, dating violence, domestic violence, and stalking, to maintain confidentiality and fairness consistent with applicable legal requirements, and to impose appropriate sanctions on violators of this policy.

1. **Confidential Reporting:** If an individual is not sure about making a police report or initiating a University investigation, the individual may discuss the alleged incident with a confidential resource. Students may contact the UCCS Wellness Center at (719) 255-

4444. Staff and Faculty may contact the Real Help Hotline: (833) 533-CHAT (2428). You may still be able to receive some support measures without officially reporting the matter or participating in an investigation. You may also get immediate crisis counseling (24 hours a day) by contacting TESSA, a local sexual assault/domestic violence support and advocacy agency, at (719) 633-3819.

2. **UCCS Title IX/OIE reporting:** If an individual would like to receive support measures or initiate a UCCS investigation into an alleged incident of sexual assault, sexual exploitation, dating violence, domestic violence or stalking, the report should be made to the Director of Institutional Equity(OIE)/Title IX Coordinator, Amanda Allee or designee, by phone at 719-255-4324 or email at equity@uccs.edu. UCCS will provide resources, as appropriate, to individuals who have been involved in an alleged incident of sexual assault, sexual exploitation, domestic violence, dating violence or stalking. Appropriate disciplinary procedures will be taken against parties who violate this policy. OIE is not a confidential office. The Title IX Coordinator will evaluate any requests for privacy that you make while considering potential safety risks to the campus. In some cases, the University is obligated to respond to an allegation regardless of your wishes, but your participation in an investigation is always voluntary. If the Title IX Coordinator is able to honor your request for privacy, it may limit the University's ability to respond effectively. If you choose to report this matter, you can expect:
 - a. To meet with the Title IX Coordinator and possibly be interviewed by a University investigator;
 - b. To have the opportunity to bring an advisor of your choice to any meeting, to be allowed to submit evidence and request that certain individuals be interviewed, and to be notified of the outcome at the same time that the other party is notified.
 - c. To discuss and receive any appropriate support measures, such as academic accommodations, housing reassignments, no-contact orders, work arrangements, counseling referrals or others.
 - d. That the incident may be referred for criminal prosecution independent of the institution's internal process.

3. **Law enforcement reporting:** An individual has the option to contact the UCCS Police Department by calling 719-255-3111. Filing a police report with a UCCS police officer will not obligate the victim to prosecute, nor will it subject the victim to scrutiny or judgmental opinions from officers. Filing a police report will.
 - Ensure that a victim of sexual assault receives the necessary medical treatment and tests. Collection of physical evidence is of no cost to the victim, whether they choose to file charges or not.
 - Provide the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later.
 - Ensure that the victim has access to confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention.

You will be treated with fairness, respect, and dignity during all phases of the criminal justice process. Both the UCCS Police Department and other local law enforcement will keep you informed during all phases of the case including investigation, filing of charges, prosecution, trial and sentencing. Reporting an incident of sexual assault, domestic violence, dating violence or stalking is a difficult yet important decision. Making a report might help with recovery, provide support and services, and prevent the offender from

assaulting someone else. UCCS police officers can assist you with reporting the matter to the Colorado Springs Police Department ("CSPD") or the El Paso County Sheriff's Office and can give you additional information on the criminal investigation and prosecution process (including information on obtaining a restraining order through the El Paso County Court system). If reporting a matter, you will be interviewed by a police investigator. If the case proceeds, you may be required to testify in court. CSPD has a victim's advocate who may assist you if that occurs.

Whether or not criminal charges are filed, the University or a person may file a complaint under the University's Sexual Misconduct, Intimate Partner Violence, and Stalking Policy. For more information, refer to the OIE website, at <https://equity.uccs.edu>. Reports of sexual assault, sexual exploitation, domestic violence, dating violence, or stalking made within the primary reporting jurisdiction of the UCCS Police Department will be referred to the Title IX Coordinator for investigation regardless of whether the victim chooses to pursue criminal charges. Names and identifying information of victims of a sexual assault will only be released with the victim's consent in accordance with state law.

Federal and state law requires some faculty and staff positions to report certain criminal activity to law enforcement. UCCS also strongly encourages all members of its community to report any criminal activity to law enforcement. Victims who wish to report incidents confidentially should contact the UCCS Wellness Center or another confidential reporting resource (listed later in this document). Reports of criminal activity that occurred on the UCCS campus may be made directly to the UCCS Police Department at 255-3111. Reports of criminal activity that occurred elsewhere in the City of Colorado Springs can be made directly to CSPD at 719-444-7000.

You also have the right to decline to notify authorities. Victims are not required to report an incident to law enforcement authorities, but campus authorities will assist victims who wish to do so.

Mandatory reporting for responsible employees. "Responsible employees" of UCCS are required to report any information regarding potential sexual misconduct, protected class discrimination/harassment or related retaliation, to the Title IX Coordinator at 719-255-4324.

A "Responsible Employee" is any employee who: (1) has the authority to hire, promote, discipline, evaluate, grade, formally advise or direct faculty, staff or students; (2) has the authority to take action to redress sexual misconduct, protected class discrimination/harassment or related retaliation; and/or (3) has been given the duty of reporting incidents of sexual misconduct, protected class discrimination/harassment or related retaliation to the Title IX Coordinator.

Protection Orders

Orders of protection, no-contact orders, restraining orders or similar lawful orders issued by a criminal, civil or tribal court.

Individuals who are interested in obtaining an Order of Protection, or any other order issued by a criminal, civil or tribal court must pursue those option on their own behalf. Protection orders are obtained through the El Paso County Court system. More information on this process can be found at <https://www.epcsheriffsoffice.com/restraining-order-information> (El Paso County

Sheriff's Office) and https://www.courts.state.co.us/Self_Help/protectionorders/. TESSA, a Colorado Springs advocacy organization, will also provide free assistance to individuals in obtaining protection orders. More information can be found at <https://www.tessacs.org/>.

UCCS complies with Colorado law in recognizing Orders of Protection. Any person who obtains an order of protection from Colorado or any other state should provide a copy to the UCCS Police Department and the Director of OIE/Title IX Coordinator. For further information regarding University no-contact orders and other interim measures, please see the section entitled "Possible Supportive Measures and Sanctions."

How UCCS protects confidentiality

For students who are victims of crime, the University complies with the provisions of the Family Educational Rights and Privacy Act (FERPA) with regards to recordkeeping. For faculty and staff members who are victims of crime, the University adheres to the applicable law, including the Colorado Open Records Act (CORA). For more information, see Administrative Policy Statement 2022 – Colorado Open Records Act (CORA), including Appendix A: Information Not Public by Law, <http://www.cu.edu/ope/aps/2022>. OIE will maintain the privacy of the parties to the extent possible. Where information must be shared to permit the investigation to move forward, the parties will be informed. Privacy of the records specific to the investigation is maintained in accordance with Colorado law and FERPA. The University supports the use of confidential resources so that victims can provide information confidentially and still receive certain supportive measures as appropriate through the Title IX Coordinator or designee. Communications with these confidential resources are confidential to the extent permitted by statutory law. The University will maintain as confidential any accommodations or supportive measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the University to provide accommodations or supportive measures.

UCCS will complete publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the victim. Any public release of information to comply with the timely warning provisions of the Clery Act will not release the names of victims or information that could easily lead to a victim's identification. UCCS students may request that directory information be withheld from public release by contacting the Office of the Registrar, Main Hall 108. The Office of the Registrar can be contacted by telephone at 719-255-3361. More information on Student Privacy is located at <https://registrar.uccs.edu/ferpa-the-family-educational-rights-and-privacy-act>.

Support for Victims, Victim Assistance

Students who are victims of sexual offenses have access to various confidential counseling options with staff that are specifically trained in the area of sexual offenses and crisis intervention. Student victims of sexual offenses can be seen confidentially through the Wellness Center. Appointments can be made by calling the Wellness Center at (719) 255-4444 or by coming to the Recreation and Wellness Center in person. Normal clinical service hours are 8am - 5pm Monday through Friday.

If you are in a crisis after normal business hours, please contact the UCCS Police Department at (719) 255-3111 (if on campus) or contact the Diversus Health (previously AspenPointe) Mental Health Crisis Line at (844) 493-8255. Consultations are available by appointment or by phone. For any concerns that are not immediate please contact the Wellness Center via email at wellness@uccs.edu.

Sometimes experiencing a sexual assault, sexual exploitation, dating violence, domestic violence, or stalking can compromise concentration, ability to focus on school, or feeling able to get to class. OIE, in conjunction with the Office of the Dean of Students, can discuss options for managing academic issues while maintaining privacy, and provide assistance with identifying other options under the policy.

There are a number of options and rights that victims/survivors have available to them should they choose to report sexual misconduct to their school. These include:

- Being informed of available grievance procedures, how to file a formal complaint with the University, being provided with a clear and complete explanation of the complaint process, being provided with information on the protocol for reporting to the UCCS Police, being provided with the police protocol once information is received.
- Being provided with appropriate referral (with victim/survivor's permission) to the Office of Institutional Equity, responsible for investigation of employee sexual misconduct, if the respondent is a faculty or staff member.
- Being informed that the complainant's identity will remain confidential unless they are willing to reveal identity through a formal complaint.
- Being informed of the institution's confidentiality and privacy policy, reporting requirements, and opportunity for anonymous reporting.
- Providing an anonymous report of the incident, date and location for Clery Act reporting (the Clery Act is a federal law that requires anonymous statistical reporting of a number of crimes including sexual misconduct. The numbers appear in an annual crime report).

Individuals who are victims of sexual assault, sexual exploitation, domestic violence, dating violence, or stalking (and those accused of the above) are entitled to the following if reasonably available, regardless of whether the victim chooses to report the crime to the UCCS Police or local law enforcement or whether the offense occurred on or off campus:

- Assistance with changes in on-campus housing and academic arrangements as needed
- Assistance in changing working situations
- To be informed of the status of the case at any time
- To have counsel or a support person present throughout the investigation
- A timely adjudication process without unnecessary delays
- To be informed of the outcome of the report or complaint

All efforts will be made to protect the victim and witnesses from threats, harassment, and intimidation by the alleged assailant and/or others on behalf of the alleged assailant.

Police records will redact victim identifying information, to the extent allowed.

Procedures for Addressing and Investigating Sexual Misconduct, Sexual Harassment, Discrimination or Related Retaliation and Disciplinary Action.

All reports or complaints will be addressed by a prompt, fair, and impartial resolution procedures. Formal Resolution may lead to the imposition of sanctions, based upon a preponderance of evidence (what is more likely than not), upon a respondent. Proceedings shall be conducted by officials who receive annual training on the issues related to domestic violence, dating violence, sexual assault, sexual exploitation, and stalking. The Complainant and the Respondent are entitled to the same opportunities to have others present during an institutional

disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice. The Title IX Coordinator is ultimately responsible for assuring in all cases that the behavior is brought to an end. UCCS acts to reasonably prevent its recurrence and the effects on the victim and the community are remedied.

In any complaint of sexual assault, sexual exploitation, stalking, dating violence, domestic violence or other behavior covered under the federal law, Title IX, the reporting/complaining parties and the responding parties are entitled to the same opportunities for a support person or advisor of their choice at any meeting or hearing. Once complete, the parties will be informed, in writing, of the outcome, including the finding and the rationale thereof. Both parties will also be notified of any sanctions imposed. Delivery of these outcomes will not be delayed to either party, and should occur as nearly simultaneously as possible, without unnecessarily bringing those in conflict into close proximity to each other.

All parties will be informed of their rights during an investigation. Generally, sexual misconduct and protected class discrimination and harassment investigations will be completed within 90 days of the issuance of the notice of allegation. Should any delay occur, all parties will be informed in writing as soon as is practical, and will be notified when the results of the resolution process become final.

Each party, whether a Complainant or a Respondent, may have an advisor of their choice present during any interview, which can include, but is not limited to an attorney or advocate. Advisors are not authorized to speak or participate instead of the complainant or respondent. If a complainant or respondent chooses to have an advisor present for interviews, it is the complainant or respondent's obligation to select an advisor whose schedule allows attendance within the timeframes designated.

If a student or employee requires an accommodation to participate in an investigation (such as an accessible meeting location or a sign language interpreter) under the UCCS Disability Access and Accommodation Policy 300-021, https://disability.uccs.edu/sites/g/files/kjihxj1356/files/inline-files/300-021_0.pdf, that student or employee should contact the Office of Institutional Equity to request such accommodation.

If a report or complaint of potential sexual misconduct, protected class discrimination/harassment or related retaliation within the jurisdiction of the University is made to the Title IX Coordinator, the Title IX Coordinator will determine the most appropriate means for addressing the report or complaint. Options for resolution include: 1) formal resolution of the report or complaint; 2) resolving the situation through provision of support measures or a policy compliance remedy, which may include education for the respondent; or 3) determining that the facts of the complaint or report, even if proven, would not constitute a violation of the applicable policy.

If the individual would still like to maintain privacy and does not wish for the OIE to investigate or address the matter, the Title IX Coordinator or designee will weigh and determine that request against the University's obligation to provide a safe, nondiscriminatory environment for all students, faculty, and staff. In making that determination, the Title IX Coordinator or designee will consider a range of factors, including the following:

1. The risk that the alleged perpetrator will commit additional acts of misconduct or other violence;

2. The seriousness of the alleged misconduct, including risk of repeat incident, whether the respondent threatened further misconduct or other violence against the complainant or others, whether the alleged misconduct was facilitated by the incapacitation of the complainant, or whether the respondent has been found responsible in legal or other disciplinary proceedings for acts of misconduct or other violence;
3. Whether the alleged misconduct was perpetrated with a weapon;
4. Whether the complainant is a minor;
5. Whether the University possesses means other than the complainant's testimony to obtain relevant evidence of the alleged misconduct (e.g., security cameras, personnel records, or physical evidence);
6. Whether the alleged misconduct reveals a pattern of perpetration at a given location or by a particular group.

The Title IX Coordinator or designee's decision will be conducted on a case-by-case basis after an individualized review and the Title IX Coordinator or designee may consult with other University officials as appropriate including but not limited to the UCCS Police Department, the CARE Team, and/or Human Resources. If the University honors the individual's request for privacy, the University's ability to meaningfully investigate the incident and pursue disciplinary action, if appropriate, may be limited.

The OIE may determine that the most prompt and effective way to address a concern is through provision of support measures and/or policy compliance remedy. The primary focus during provision of support measures and/or policy compliance remedy remains the welfare of the complainant and the safety of the campus community, but it does not involve a written report or a determination as to whether a policy has been violated. This type of approach provides the University with a "remedies-based" resolution option that allows the University to tailor responses to the unique facts and circumstances of an incident, particularly in cases where there is not a broader threat to individual or campus safety. In these cases, the OIE may do one or more of the following:

- Provide interim or long-term support measures to the complainant and/or the respondent;
- Provide a referral to other campus resolution processes as appropriate based on the specific facts of the case ;
- Provide targeted or broad-based educational programming or training; and/or
- Conduct a Policy Education Meeting with the respondent to (1) discuss the behavior as alleged and provide an opportunity to respond; (2) review prohibited conduct under the Applicable Policies; (3) identify and discuss appropriate future conduct and behavior as well as how to avoid behavior that could be interpreted as retaliatory; (4) inform the complainant of the respondent's responses if appropriate; and (5) notify the Office of the Dean of Students or the respondent's appointing or disciplinary authority of the allegations and responses if necessary, who will determine whether any other disciplinary action is appropriate.

The Title IX Coordinator will offer appropriate assistance to victims in the form of opportunities for academic accommodations, changes in working situations and other assistance as may be appropriate and available (such as no-contact orders, Wellness Center referrals, campus escorts, targeted interventions, etc.). Options can also be discussed for managing academic issues while maintaining privacy as sometimes experiencing a sexual assault or other form of sexual misconduct can compromise concentration, ability to focus on school, or feeling able to get to class. With the assistance of the Office of Residence Life and Housing, options can be

discussed for a change of housing, for individuals who live in UCCS Housing. No victim is required to take advantage of these services and resources, but UCCS provides them in the hope of offering help and support. A summary of rights and options is provided to all victims.

In a formal resolution of a sexual misconduct, protected class discrimination/harassment or retaliation case, investigators will follow the procedure outlined in the CU Sexual Misconduct, Intimate Partner Violence, and Stalking Policy, the UCCS Discrimination and Harassment Policy, and the UCCS Office of Institutional Equity Process and Procedures, which can be found by following the link: <https://equity.uccs.edu>.

Possible supportive measures and sanctions

When an individual notifies the Title IX Coordinator/OIE (either directly or through a responsible employee or other third party) that they have experienced sexual assault, dating violence, domestic violence or stalking, the OIE will provide assistance as needed (and whether or not there is a formal report or participation in an investigation) in accessing on and off campus services, including but not limited to counseling, health services, mental health services, victim advocacy, legal assistance, visa and immigration services, and/or the availability of forensic sexual assault nurse exams ("SANE"). For a written summary of options and resources available to any victim of sexual misconduct, please refer to <https://equity.uccs.edu>.

Supportive measures for victims may be available and put into place on an interim basis pending the final outcome of disciplinary procedures regarding sexual assault, domestic violence, dating violence, or stalking. In the case of a student Respondent, the Title IX Coordinator will determine appropriate interim supportive measures, which could include, but are not limited to academic services, transportation changes, no-contact orders enforced by the University, residential relocations, changes to or exclusion from classes, changes to or exclusion from campus activities, campus exclusion orders, and/or interim student suspensions. In the case of an employee Respondent, the Title IX Coordinator will determine, together with the appropriate disciplinary authorities and/or supervisors, the appropriate interim measures, which could include, but are not limited to: no-contact orders enforced by the University, reassignment to a different position or supervisor, modification of job duties, a temporary leave of absence, and/or campus exclusion orders. These remedies may be applied to one, both, or multiple parties involved. Violations of these directives and/or supportive measures will constitute related violations that may lead to additional disciplinary action.

Supportive measures imposed may be temporary pending the results of an investigation or may become permanent as determined by UCCS. Students who are found responsible for violating a provision of the University's Sexual Misconduct Policy, which includes provisions that prohibit sexual assault, domestic violence, dating violence, and stalking, will be referred to student conduct process for sanctions.

These sanctions may include, but are not limited to, one or more of the following:

1. Expulsion
2. Suspension
3. Residence Hall Reassignment
4. Residence Hall Contract Termination
5. Exclusion from Some/All Campus Facilities
6. Restriction or Denial of University Services
7. Delayed Conferral of Degree

8. Withholding of Official Transcript
9. Recommendation for Revocation of Degree
10. Warning/Written Reprimand
11. Probation
12. Educational Sanctions
13. Community Service
14. Additional Sanctions

If it is determined that an employee has violated the University's Sexual Misconduct Policy, which includes provisions that prohibit sexual assault, domestic violence, dating violence, and stalking, the employee will be subject to appropriate employment sanctions imposed by the employee's disciplinary authority that include, but are not limited to:

1. Termination of Employment
2. Reduction in Salary/Ineligibility for Merit Increases
3. Demotion
4. Letter of Expectation/Reprimand
5. Mandatory Training
6. Termination of Employment Contract
7. Job Duty Modification
8. Exclusion from Some/All Campus Facilities
9. Ineligibility for Rehire
10. Additional Sanctions

Sanctions imposed must be based upon a consideration of all the circumstances in a particular case, mitigating and aggravating circumstances may be considered. Repeated violations are likely to result in progressively severe sanctions and one or more may be imposed. It is important to note that in all cases, the conduct officer or disciplinary authority reserves the right to use their discretion in determining the appropriate sanction for a case. All decisions regarding responsibility and appropriate sanctions will be given in writing. Both the complainant and the respondent have the right to meet with the conduct officer or disciplinary authority, give an impact statement, or discuss mitigating factors for the purposes of influencing the sanctions, and shall be informed of the outcome of the corrective action or disciplinary process. A student respondent who is sanctioned may appeal a conduct determination, which will consist of a review of the existing record by a different authority, in accordance with the process outlined in the UCCS Student Code of Conduct. The ability of an employee respondent who is sanctioned to appeal will be determined by specific departmental policies.

Upon request, the University will disclose the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of any crime of violence or a non-forcible sex offense to the alleged victim, or the next of kin, if the victim is deceased.

Training, Education and Awareness Programs

The OIE, in conjunction with other offices such as the Office of the Dean of Students, and the Gateway Program Seminar, conduct Title IX and SaVE compliant training with all incoming first-year students. The training for first-year students is mandatory and is part of the required first-year Gateway Program Seminar course. The training is also offered to all transfer students. OIE conducts Title IX and SaVE compliant training for all incoming employees, at New Staff and Faculty Orientation and new employees are required to take an online training developed by OIE. OIE also conducts ongoing annual, and sometimes more frequent trainings by request for

professional and student staff within individual groups and departments, including Residential Life and Housing, Student Life and Leadership (including Greek Life), the University Center, the Recreation and Wellness Center, the Excel Centers, and for scholarship/mentor programs such as the Karen Possehl Scholarship Program and the UCCSLead Mentor Program. OIE also conducts targeted training arising out of a finding of policy violation or inappropriate conduct on the part of a student or employee.

UCCS training includes primary prevention and awareness programs that does the following:

- Identifies sexual assault, sexual exploitation, dating violence, domestic violence and stalking as prohibited conduct by UCCS police and state criminal law;
- Defines what behavior constitutes sexual assault, sexual exploitation, dating violence, domestic violence and stalking pursuant to UCCS policies and state criminal law;
- Defines what behavior and actions constitute consent to sexual activity pursuant to UCCS policies and state criminal law;
- Provides safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of sexual assault, sexual exploitation, domestic violence, dating violence or stalking against a person other than the bystander;
- Provides information on risk reduction so that students and employees may recognize warning signs of abusive behavior and how to avoid potential attacks; and
- Provides overviews of relevant UCCS policies, including the UCCS Discrimination and Harassment Policy, which explains reporting requirements, resources available, investigative and resolution options and processes and other information.

Within these training programs, OIE provides information on effective and safe bystander intervention techniques. OIE cautions students and employees that bystander intervention must only be engaged in when an individual does not feel their safety is at risk in doing so. OIE describes the positive effects of bystander intervention in various situations and trains how to intervene directly, or using delegation or distraction in the most effective ways possible. The training is accomplished using slides, multimedia, demonstration and role-playing. OIE also trains students and employees on risk reduction techniques, focusing on awareness, planning and vigilance to protect themselves and others in various contexts.

Campus and Community Resources

Resources available to persons who report being the victim of sexual assault, dating violence, domestic violence or stalking, include (the following contact information was current as of the date of publication of this report, but may not remain accurate. It is recommended that individuals verify this information.

These resources are provided throughout this report, they are also specifically provided here because they contain helpful resources available for VAWA related crimes.

On-Campus		
Wellness Center	719-255-4444	https://recwellness.uccs.edu https://recwellness.uccs.edu/mental-health-services
UCCS Police Department	719-255-3111	https://police.uccs.edu
Office of Institutional Equity	719-255-4324	https://equity.uccs.edu
Office of the Dean of Students	719-255-3091	https://dos.uccs.edu
Disability Services	719-255-3354	https://disability.uccs.edu
Human Resources	719-255-3372	https://hr.uccs.edu
MOSAIC	719-255-3319	https://mosaic.uccs.edu
LGBTQ Resource Center	719-255-3347	https://lgbtresourcecenter.uccs.edu
Off-Campus		
Colorado Springs Police Department	911 719-444-7000	https://cspd.coloradosprings.gov/police-department
El Paso County Sheriff's Office	719-520-7100	https://www.epcsheriffsoffice.com
TESSA	719-633-1462 Crisis line: 719-633-3819	https://www.tessacs.org
Colorado Coalition Against Sexual Assault		http://www.ccasa.org
Violence Free Colorado		https://www.violencefreecolorado.org
WINGS Foundation (Survivors of childhood sexual abuse)		http://www.wingsfound.org
RAINN (Rape, Abuse and Incest National Network)		http://www.rainn.org
Department of Justice		https://www.justice.gov/ovw/sexual-assault
Department of Education, Office of Civil Rights		http://www2.ed.gov/about/offices/list/ocr/index.html

Sex Offender

Statement Addressing Sex Offender Registration

In accordance to the “Campus Sex Crimes Prevention Act” of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, UCCS Police are providing a link to the Colorado Bureau of Investigations Sex Offender registry.

A person may also request a list from the Colorado Bureau of Investigation (CBI). CBI maintains the registry and is the official custodian of high-risk registered sex offenders. CBI has established a website pursuant to 16-22-111, Colorado Revised Statutes (C.R.S.). For more information visit CBI’s sex offender website at <https://www.colorado.gov/apps/cdps/sor/>

Release of Information

Pursuant to 16-22-112(2), Colorado Revised Statutes, each Colorado law enforcement agency shall release information regarding any person registered with the local law enforcement agency pursuant to this article to any person residing within the local law enforcement agency's jurisdiction. The information is available for the UCCS Police Record Custodian, during normal business hours. The release of such information does not violate the Family Educational Rights to Privacy Act (FERPA).

For the City of Colorado Springs, you can visit the Colorado Springs Police Department website <https://cspd.coloradosprings.gov/content/sex-offender-information>. The information provided by the Colorado Springs Police is only for sex offenders who reside in Colorado Springs, are required by law to register as sex offenders with the police department, are in compliance with the sex offender registration laws, and are adults who have committed a felony or hold an active warrant for the sex offender's arrest. If you wish to receive a more complete list of sex offenders, you will need to complete the appropriate form and attach appropriate fees.

To obtain sex offender registry information for El Paso County, visit the El Paso County Sheriff's website at <http://shr.elpasoco.com/services/sex-offenders-search>. The website includes only those persons who have been required by law to register and who are in compliance with the sex offender registration laws.

The use of this sex offender registry information to harass, threaten, or intimidate any registered sex offender, their significant others, or any member of their community supervision team will not be tolerated and will result in criminal prosecution.

This statement is provided in compliance with the Campus Sex Crimes Prevention Act of 2000 and the Colorado Sex Offender Registration Act, Article 22 of Title 16, C.R.S.

Alcohol and Drug Policy

Statement Addressing Possession, Use, and Sale of Alcoholic Beverages Alcohol Use at the University

UCCS is committed to excellence in all aspects of personal and academic life. Alcohol abuse and misuse is a significant impediment to achieving this excellence. Therefore, UCCS permits only responsible, legal consumption of alcohol. The university complies with all federal, state and local laws concerning alcohol and illegal drugs. As a UCCS community member, you are responsible for acquainting yourself with the laws and university policies regarding alcohol and illegal drugs.

Alcohol Policy

Alcohol policies apply to the UCCS campus and University sponsored activities at off-campus locations. Administrators, alumni, faculty, guests, staff, and students must adhere to all applicable state and local laws and University regulations related to the sale, possession and use of alcoholic beverages. The most common laws related to alcohol use and sales are as follows:

1. The sale of alcoholic beverages is prohibited except in designated areas at times and dates licensed by the Colorado State Department of Revenue.
2. In the State of Colorado, it is against the law for persons under 21 years of age to possess or consume malt beverages, fermented malt liquor or vinous or spirituous liquor. UCCS Police enforces all federal, state and local laws concerning possession and/or consumption of ethyl alcohol. However, enforcement options may include criminal charges as well as a referral to the Dean of Students Office or the Office of Residence Life and Housing for possible disciplinary sanctions.
3. The furnishing of alcoholic beverages to underage persons is also against the state law.
4. Alcohol cannot be consumed or carried in open containers on any street, sidewalk, and alley, automobile or public area.
5. Alcohol is not permitted in the Summit Village Residence Halls. In the Alpine Village Apartments, any student 21 years of age or older may consume alcohol in their room, or if all residents in the apartment are over 21 years of age, alcohol may be consumed in the apartments common living room as long as no one else present is under 21 years of age.
6. No person under legal drinking age or any obviously intoxicated person shall be furnished, served, or given an alcohol beverage.
7. It is University policy that the cost of admission to an event may not include alcoholic beverages. Alcoholic beverages must be purchased separately.

Policy found at <https://vcaf.uccs.edu/sites/g/files/kjihxj1631/files/inline-files/100-003.pdf>

Standards of Conduct

The purpose of the UCCS Student Code of Conduct is to maintain the general welfare of the University community. The University strives to make the campus community a place of study, work, and residence where people are treated, and treat one another, with respect and courtesy. The University views the student conduct process as a learning experience that can result in growth and personal understanding of one's responsibilities and privileges within both the University community and the greater community. All students must follow these standards. Students who violate these standards will be subject to the actions described below. These procedures are designed to provide fairness to all who are involved in the conduct process.

It is the goal of the Office of the Dean of Students for all students to fully understand their rights and responsibilities throughout the student conduct process. This starts at Orientation through discussions about the responsibilities of all members of the University Community and to information and programs during the academic year. At all conduct meetings, students are presented all necessary information for them to make informed decisions about the process. UCCS' Student Code of Conduct can be obtained from the Office of the Dean of Students or by visiting <https://dos.uccs.edu/student-conduct>.

University Requirements for Serving Alcohol

Any event where alcohol is served that meets either of the following conditions is covered by this policy – the event takes place on university property or the event is paid for in part or in whole by university funds.

1. No person under legal drinking age nor any obviously intoxicated person shall be furnished, served or given an alcoholic beverage.

2. All alcohol events where University funds are used require the Event with Alcohol Authorization Form.
3. Regardless of who caters the event, servers of alcohol must be TIPS certified unless the event is an un-catered event at a private residence. Bartending services can be provided should your caterer not have TIPS certified employees.
4. Security requirements will be determined on a case-by-case basis by the UCCS Police Department.
5. Guests under 21 years of age are allowed to attend events with alcohol, but there must be a system in place (such as wristbands or hand stamps) to identify guests who are not of age so they will not be served alcohol.

Best Practices

1. If the event lasts more than two hours, alcohol should not be served during the last hour of the event. For events lasting less than two hours, service should end at least 30 minutes before the scheduled end of event.
2. Identify those whose age has been checked by using wristbands or hand stamps for those old enough to drink alcohol.
3. At a private event, use a check-in list at the entrance of the event to verify that only invited guests attend. Use a nametag, wristband, hand stamp or other means of identifying persons who have checked in at the entrance to a private event.
4. Use tickets or other means to limit/monitor the number of alcoholic drinks consumed.
5. Develop a "get home safe" booth for guests to call taxis, designated driver or other safe ride home.

Statement Addressing Illegal Drugs

Federal and State drug laws as well as University policy prohibit the sale, unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance, or of illicit drugs, on university property or as part of any university activity, in compliance with the **Drug Free Schools and Communities Act** and the **Drug-Free Workplace Act**. Although possession and use of marijuana is no longer a crime under Colorado law, for those 21 years of age and over, the possession and use of marijuana remains illegal under federal law. The use and/or possession of marijuana in any form is prohibited on campus and/or on any property owned, leased or operated by UCCS, including UCCS student housing.

UCCS Police enforces all federal, state and local drug laws. This prohibition applies to all students, employees and visitors. Any employee (including student employees) whose act in violation with the above policy also results in a criminal conviction must report the conviction in writing to the employee's supervisor within five days. The University, in turn, is obliged by law to report certain convictions to the federal government.

University sanctions for violation of this policy may include, but are not limited to, mandatory participation in a rehabilitation program, or disciplinary action such as reprimand, suspension, salary reduction, demotion, or termination of employment for employees, and for students a warning, probation, suspension, ineligibility for financial assistance, or dismissal or expulsion from the University.

Many of the acts, which violate this policy, also violate criminal law and must be referred for prosecution. In such cases, law enforcement authorities may administer a separate penalty such as a fine or imprisonment.

In addition to the legal and financial consequences associated with the abuse of drugs and alcohol, the physical and psychological effects of such abuse can have a devastating effect upon the ability to perform physical and intellectual skills required of a student or employee. It can also impair the ability to develop and maintain the interpersonal skills and the working relationships essential to an effective working and learning environment.

Health Risks

A myriad health risks are associated with drug and alcohol abuse. Risks include but are not limited to malnutrition, brain damage, heart disease, digestive problems, injury or death through violent or self-destructive behavior, depression, cirrhosis of the liver, high blood pressure, dependency potential. Personal relationships, family dynamics, ability to work and study are also at risk. Further information on health risks is available at the Wellness Center, wellness@uccs.edu, (719) 255-4444.

Drug and Alcohol Abuse Education Programs

UCCS provides education, counseling, and referral for rehabilitative treatment relating to drug and alcohol abuse. Programs are available through Student Support Services (Wellness Center and Disability Services), CU Benefits Office (Colorado State Employee Assistance, UC Health Insurance) and the UCCS Police Department (event guidance and training). Also, see crime prevention programs beginning on page 20 of this report.

For further information on UCCS alcohol and drug policies, visit the Alcohol and Other Drug website at <https://aod.uccs.edu>.

Campus Facilities

Campus delays/closures

Information concerning campus delays or closure is posted by the UCCS Police Dispatch Center. Information is available in several ways: on the Internet at <https://www.flashalert.net>; by calling the campus Emergency Information Line at (719) 255-3346; via e-mail and Emergency Notification System text alerts sent out to staff, faculty, and students; and by listening to local radio and TV stations.

The primary premise for weather-related closing of UCCS is that the institution will remain open unless there is unreasonable risk or danger to a substantial number of students and employees due to unreasonably hazardous driving conditions to campus. While utmost consideration is given to conditions for travel, UCCS continues to function during inclement weather.

Given the range of institutional programs, the number of essential services provided, and the continuing needs of resident students, the university will remain open in all but the most extreme circumstances. University employees and students are urged to use their own discretion in deciding whether they can safely commute to class or to work. If personal health or safety is at issue in that decision, responsible judgment should be used.

In the event of heavy snowfall, extreme weather condition, campus emergency, a mechanical system failure or some other condition that prevents the safe operation of the campus, classes

may be canceled or delayed. The authority to cancel or delay regularly scheduled classes rests with the Chancellor or the Chancellor's designee. Every attempt will be made to announce this decision by no later than 6:00 a.m. for morning and afternoon classes, or 3:00 p.m. for evening classes and activities.

Statement Addressing Access to Campus Facilities

- **Residence Halls:** All residence hall doors that lead to living areas are locked 24 hours a day. The village front desks located in the lobbies of Monarch House and LaPlata House are staffed Monday through Friday from 11:00 am to 10:00 pm, Saturday 1:00 pm to 6:00 pm and Sunday 5:00 pm to 10:00 pm. During these hours, a resident may enter the hall through the lobby or common area or use an access card to enter the hall through several outside doors. Access to residence halls is restricted to residents and guests. Friends and guests of a resident may enter the lobby or common areas and use a house phone to contact the resident they are visiting. A guest may access any residential facility if a housing resident accompanies them. The resident is responsible for escorting their guest(s) at all times, and for explaining housing rules and regulations to each guest. At check in, residents are provided with keys for their room, mailbox and the outside doors of their hall. Keys may be metal keys, electronic access cards or a combination of both. Outside doors to residence halls should never be propped open, and malfunctioning doors should be reported to the hall office. Residents are advised to lock their rooms whenever they leave and to carry their key/access card at all times. All residence hall keys remain the property of the university, and duplication of residence hall keys is prohibited. It is against residence hall policy for people to have residence hall keys that were issued in someone else's name. Only original university keys are accepted when residents check out of the halls. If a resident loses their or their keys, the lock on the room door is changed at the resident's expense. It is the responsibility of the resident to notify the residence hall office if keys have been lost. Residents should never allow strangers to follow them through locked security doors into their residence hall.

 - Residence Hall Maintenance Work Orders. Residents are responsible for reporting to the Office of Residence Life and Housing problems or issues that may arise within their personal suite. The on duty staff make several rounds through all common areas of the housing village during their duty rotation and report any maintenance concerns via the housing work order system; if an issue is found after hours that affects the health or safety of residents the issue is reported to the on call maintenance staff or a return to campus. Work orders are typically attended to within 24 hours of receiving the request for work Monday through Friday 7:30 am to 6:00 pm. Afterhours or weekends residents are instructed to report the concern to the on duty staff and an assessment will occur. If the on duty staff cannot remedy the situation then the on call maintenance staff is request to return to campus to attend to the concern.
 - Auxiliary Operations. As a part of the shared services of the Auxiliary Operations the structural trades group is available to be called back for any afterhours issues in any of the auxiliary operations facilities. The on-call number for housing would be used for any of the other auxiliary operations facilities.
- **Campus Buildings:** As a member of the campus community, you (as well as university guests and visitors) have access to most campus buildings and facilities during regular business and class hours (Monday – Saturday, from 07:30 am to 10:30 pm) and for scheduled classes and events on Sundays, excluding most holidays. The UCCS Police Department is responsible for locking and unlocking designated university buildings and

for patrols of campus grounds and buildings. If you need assistance in gaining authorized entry outside of business hours to a university building or room and no other help is available, you may call the UCCS Police at 719-255-3111.

Statement Addressing Maintenance of Facilities and Security

- **Lighting:** Exterior campus lighting is essential to creating a safe campus environment. Parking lots, main pedestrian walkways and bike paths, and most campus building exteriors are lighted either all nightlong or several hours past the end of the last class. The exterior lighting receives a comprehensive inspection by the UCCS Police Department to identify any unreported lighting failures or deficiencies and resulting issues are placed into a work order routed to the Facilities Department for correction. You are encouraged to report any exterior lighting problems by either submitting a work order to Facilities Services via website <https://facsrvs.uccs.edu/work-request> or by calling Facilities at (719) 255-3313, or by calling the UCCS Police Department at (719) 255-3111.
- **Trees, Vines, and Shrubs:** Campus grounds-keepers, Facilities Services staff, trim trees, vines, shrubs, and other vegetation on a regular basis to maintain campus security. Obstructing vegetation is trimmed away from pedestrian walkways, building entrances, windows and lighting fixtures. You are encouraged to report any specific concerns regarding vegetation to Facilities Services via <https://facsrvs.uccs.edu/work-request>, by calling (719) 255-3313, or by calling the UCCS Police Department at (719) 255-3111.
- **Doors and Locks:** UCCS Police personnel regularly patrol the exterior and interior of campus buildings throughout the night, on weekends and during holidays. These officers report door lock and security hardware failures to Facilities Services on a daily basis.

Campus Resource Organizations

Wellness Center - Confidential Resource

Recreation and Wellness Center
P: (719) 255-4444
E-mail: wellness@uccs.edu
Web: <https://recwellness.uccs.edu>

Mental Health Services

The Wellness Center's Mental Health Services offers a variety of services and interventions to students who are currently enrolled at UCCS. Students are charged very affordable fees for counseling services. As a way to address developmental needs, provide preventive information and enhance the quality of campus life, the Wellness Center conducts workshops on topics such as acquaintance rape, healthy relationships, study skills and stress management. Please refer to the following website for further information: <https://recwellness.uccs.edu/mental-health-services>. Counseling appointments can be made by calling the Wellness Center at (719) 255-4444 or by coming to the Recreation and Wellness Center in person. Normal clinical service hours are 8am-5pm, Monday-Friday.

University "mental health clinicians", when acting as such, are not considered to be a campus security authority and are not required to report crimes for inclusion into the annual disclosure of

crime statistics. Students who have been victims of crime and who address those issues in therapy at the Wellness Center are made aware of their reporting options and are encouraged to report the crime as a part of therapy. However, it is made very clear to the student that the final decision to report or not report is left up to the student.

You may use the University's on-line anonymous reporting option at https://secure.ethicspoint.com/domain/en/report_custom.asp?clientid=14973. If you choose the anonymous reporting, please be aware that the report cannot be immediately viewed. If there is an immediate threat to life or safety, please call 9-1-1 immediately.

Health Services

The Wellness Center's Health Services provides convenient and affordable access to quality medical care for students. The clinic is located at the Recreation and Wellness Center; Information is also available at <https://recwellness.uccs.edu/mental-health-services>.

All actively enrolled students are welcome at the Wellness Center and medical insurance is not needed to be seen for an appointment. The clinic's medical staff consists of a physician, nurse practitioners and other qualified health professionals. Normal clinic hours are Monday-Friday 8am-5pm. The Wellness Center's Health Services is a fee for service clinic with \$20 office visits. Students that report being victims of a sexual assault will be seen and treated free of charge for all services that can be provided within the clinic. Victims will be informed that the exam at the Wellness Center is limited and all victims will be informed about the option to obtain a sexual assault nurse examination at the local hospital. They will also be informed about reporting options and assisted in connecting with the proper authorities if the decision to report is made, as well as being given information about community victim advocates available to support them regardless of their decision to report. University "medical providers", when acting as such, are not considered to be a campus security authority and are not required to report sexual assaults unless the victim chooses to do so. Medical providers are mandated to report certain observable injuries that are believed to have been inflicted during criminal activity such as domestic violence.

OFFICE OF INSTITUTIONAL EQUITY

Title IX Coordinator, Laura Emmot

Main Hall 201

P: (719) 255-4324

E-mail: equity@uccs.edu

Web: <https://equity.uccs.edu>

The Office of Institutional Equity (OIE) resolves all matters involving allegations of sexual misconduct, protected class discrimination and harassment, and related misconduct. Anyone who believes that they have experienced or witnessed sexual misconduct, protected class discrimination, harassment or related misconduct should promptly report such behavior to the Title IX Coordinator/OIE.

Campus Resources and Services		
Ethics and Compliance Program https://compliance.uccs.edu	719-255-3837	Main Hall 416
Disability Services https://disability.uccs.edu	719-255-3354	Main Hall 105
International Affairs https://international.uccs.edu	719-255-5018	Copper House 9202
Housing and Residential Life https://www.uccs.edu/experience/residence-life-housing	719-255-6288 719-255-4042	Monarch Hall 1102 La Plata Lobby
Human Resources https://hr.uccs.edu	719-255-3372	University Office Parks 1831 Austin Bluffs Pkwy
LGBTQ Resource Center https://lgbtresourcecenter.uccs.edu	719-255-3447	University Center 110
MOSAIC (Multicultural Office for Student Access, Inclusiveness, Community) https://mosaic.uccs.edu	719-255-3319	University Center 110
Office of Dean of Students https://dos.uccs.edu	719-255-3091	Main Hall 201
Office of Institutional Equity https://equity.uccs.edu	719-255-4324	Main Hall 201
Office of Veteran & Military Student Affairs https://military.uccs.edu	719-255- 3253	Gateway Hall
Department of Student Life https://studentlife.uccs.edu	719-255-3470	University Center 104
University Center https://uces.uccs.edu	719-255-3450	University Center 101E
Wellness Center Confidential Resource https://recwellness.uccs.edu	719-255-4444	Recreation and Wellness Center
Student Success – Academic Advising https://advising.uccs.edu	719-255-3260	Main Hall 208

Community Resources (Dial 9 first if you are calling from a campus phone)		
Alcohol Abuse/Alcohol and Drug Treatment (24 hour helpline and treatment)	1-800-662-HELP (4357)	https://findtreatment.samhsa.gov/locator?sAddr=80918&submit=Go
Diversus Health (previously AspenPointe)	719-572-6100	https://diversushealth.org
Alcoholics Anonymous (24 hours)	719-573-5020	http://www.coloradospringsaa.org
Domestic Violence		
Center for Prevention of Domestic Violence,	719-633-3819	www.tessacs.org
Domestic Violence 24 hour hot line - TESSA	719-633-3819	

CSPD Victim’s Advocacy	719-444-7777	https://coloradosprings.gov/police-department/page/victim-advocacy-unit
District Attorney-El Paso County and Teller County	719-520-6000 El Paso 719-520-71687 Teller	
Hospitals		
Memorial Hospital UCHealth	719-365-5000	
Penrose Hospital	719-776-5000	
St. Francis Medical Center	719-571-1000	
Mental Health Crisis Line, Diversus Health (previously AspenPointe)	719-572-6100	
Rape Crisis Center (24 hours)	1-844-493-TALK (8255)	
Social Services/Human Services	719-636-0000	
Suicide Prevention Hotline	1-844-493-TALK (8255)	http://www.pikespeaksuicideprevention.org
Victim Services District Attorney	719-520-6000	

Love Is Respect: love is respect’s purpose is to engage, educate and empower young people to prevent and end abusive relationships. www.loveisrespect.org

Stalking Resource Center

This resource provides stalking information, help for victims, trainings and webinar events, stalking laws and more to help victims of crime rebuild their lives. [Stalking Resource Center – The National Center for Victims of Crime](#)

How to Report a Crime

In an Emergency dial 911	
UCCS Police Department https://police.uccs.edu	719-255-3111
Information line	719-255-3346
Non-Emergency Off-Campus	
Colorado Springs Police Department	719-444-7000
Colorado State Patrol	719-544-2424
El Paso County Sheriff's Office	719-390-5555

2021 Fire Safety Report



Prepared by: Environmental Health and Safety (EH&S)

This report contains information from calendar year 2020

Introduction

On August 14, 2008, President George W. Bush signed the Higher Education Opportunity Act of 2008. In order to comply with this act and inform UCCS students, faculty, staff, as well as, prospective students, faculty, and staff of how fires affect university residential facilities, the Environmental Health and Safety (EH&S) has compiled all required fire statistics and fire safety information for on-campus student housing facilities into the 2021 annual fire safety report.

Reporting of fires

Students and staff should report a fire by immediately calling 9-1-1 or UCCS Police at (719) 255-3111 (on campus 3111).

If a member of the UCCS community finds evidence of a fire that has been extinguished, and the person is not sure whether UCCS Police has already responded, the community member should immediately notify UCCS Police to investigate and document the incident.

Residence Life and Housing

Resident Assistants residing in UCCS residence halls are provided with comprehensive training and information that will enable them to prevent, escape, report or handle any fire emergency within the residence halls.

Provided comprehensive training will encompass the following:

- Emergency Preparedness Overview
- Fire Life Safety Overview
- Dorm Room Violations

Divided into groups for on-hands training stations:

- Emergency Response
- Fire extinguisher training
- Risk Management
- Evacuation from a smoke-filled corridor

Debrief meeting as a group on training and exercises.

Fire Drill Training and Evacuation Exercises

Fire drill exercises are conducted once a semester for Summit Village, Alpine Village and Village at Alpine Valley student housing facilities on campus (fall and spring semesters). The fire alarms are inspected on an annual basis. Records are maintained on these exercises to include the following information: person conducting the drill, date and time, notification method used, staff members participating, number of occupants evacuated, special conditions simulated, problems encountered, weather conditions, and time required to complete evacuation.

Procedures for Student Housing Evacuation

Students should determine the most direct evacuation route from their room and when the alarm is sounded, they should leave the building IMMEDIATELY. No resident may use an elevator during a fire alarm. Residence Life staff will check to see residents have left the building as they exit themselves. It is a violation of Federal Law for anyone to remain inside a building when a fire alarm is sounding. Failure to evacuate the building during a fire drill or fire may result in disciplinary action. Fire officials will give the okay to return to the building. Under NO circumstances may a resident return to the building before permission is given.

General Procedures Students and Employees should follow in the case of a fire

Pull the nearest fire alarm and leave via the preplanned evacuation route if safe to do so. Dial 911 or 255-3111 and give your name and location of the fire. (If necessary, dial 911 from another building)

When a fire alarm sounds, occupants should

Proceed immediately to an exit according to the posted evacuation plan and move a safe distance away from the building. If the primary exit is blocked, choose the best alternate route. If time permits, close doors and windows behind you. Do not use an elevator.

If there is smoke in the area, remain close to the floor

Before passing through any door, feel the metal doorknob. If it is hot, do not open the door. Before opening a door, brace yourself against it slightly; if heat or heavy smoke are present, close the door and stay in the room.

If you cannot leave the room

- Seal the cracks around doors with clothing or other material, soaked with water if possible.
- Hang an object (bed sheet, jacket, shirt, etc.) in the window to gain attention.
- Shout for help.
- If possible, call 255-3111 or 911 and report that you are trapped.
- If all exits are found to be blocked, go to a room as far as possible from the fire, close the door and follow the above procedures.
- As with any emergency, the best advice is to be prepared by familiarizing yourself with evacuation route plans.

Fire Safety and Education

The UCCS Police Department offers hands-on fire extinguisher, evacuation, and hazard recognition training throughout the academic year to students, staff, and faculty. Fire safety training is provided to all Resident Assistants before the start of each Fall semester.

Policies on portable electrical appliances

Items allowed in Summit Village and Village at Alpine Valley: small microwave, small refrigerator, hot air popcorn popper, crock-pot, and coffee maker. All standard appliances are permitted in the Alpine Village Apartments, as they have the proper kitchen facilities for their storage and safe use.

Prohibited Items

Any appliance with an open coil-heating element is a fire hazard and is not allowed, such as:

- Hot plates
- Space heaters
- Toaster/toaster ovens and indoor/outdoor grills

Please see the Conduct Expectations section for a complete list of prohibited items in housing: <https://residence.uccs.edu/current-resident/policies/resident-handbook>.

Smoking Policy

Smoking is not allowed in any residential building. Per Colorado State Law, you must smoke at least 20 feet away from any building entrance. Smoking is prohibited within 20 feet of all UCCS building entrances. Smoking is only allowed in exterior designated areas of the campus.

Open Flames Policy

Housing policies prohibit open flames, candles, smoking indoors, modification of fire safety devices (sprinklers, smoke detectors, extinguishers, etc.), and initiating false alarms. Further, campus policies prohibit storage and use of hazardous materials inside all housing villages. Please see the Conduct Guidelines, Article VIII - Prohibited Item for a complete list of prohibited items in housing <https://residence.uccs.edu/current-resident/policies/resident-handbook>.

On-Campus Student Housing Facility Fire Safety Systems

- **Summit Village:** There are two fire alarm panels that control the fire detection devices for Summit Village. Fire audible/visual alarms and fire detection devices are located in each bedroom, living room, common area and data/electrical and mechanical rooms. There are also standalone smoke detectors in each suite. The area is fully equipped with fire sprinklers and fire extinguishers are located in the common areas.
- **Alpine Village and Village at Alpine Valley:** Each building has its own fire alarm control panel. There are fire audible/visual devices located in each bedroom and living room. Fire detection devices are in common areas and data/electrical and mechanical rooms. There are standalone smoke detectors in each bedroom of each suite. This area is fully equipped with fire sprinklers and fire extinguishers located in the common areas.

Fire Log

UCCS maintains a daily fire log for the residential facilities. It can be reviewed at the UCCS Police Department – Environmental Health & Safety office. The fire log is also integrated into the Crime/Fire Log at: <https://police.uccs.edu/blotter>.

On Campus Life Safety Systems

Residential Facility	On-Site Fire Alarm	Full Fire Sprinkler System with Fire Pump	Full Fire Sprinkler System without Fire Pump	Smoke Detection	Fire Extinguishers	Evacuation Plans	Number of Evacuation (fire) drills Per Calendar Year
SUMMIT VILLAGE							
Aspen House	<input type="checkbox"/>	<input type="checkbox"/>	NA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2
Breckenridge House	<input type="checkbox"/>	<input type="checkbox"/>	NA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2
Keystone House	<input type="checkbox"/>	<input type="checkbox"/>	NA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2
Monarch House	<input type="checkbox"/>	<input type="checkbox"/>	NA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2
Steamboat House	<input type="checkbox"/>	<input type="checkbox"/>	NA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2
Telluride House	<input type="checkbox"/>	<input type="checkbox"/>	NA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2
Vail House	<input type="checkbox"/>	<input type="checkbox"/>	NA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2
Copper House	<input type="checkbox"/>	NA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2
Eldora House	<input type="checkbox"/>	NA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2
ALPINE VILLAGE							
Antero House	<input type="checkbox"/>	<input type="checkbox"/>	NA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2
Crestone House	<input type="checkbox"/>	<input type="checkbox"/>	NA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2
Shavano House	<input type="checkbox"/>	<input type="checkbox"/>	NA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2
VILLAGE AT ALPINE VALLEY							
La Plata House	<input type="checkbox"/>	NA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2
Cucharas House	<input type="checkbox"/>	NA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2
San Juan House	<input type="checkbox"/>	NA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2

Future Improvements in Fire Safety

The University continues to assess and upgrade fire safety equipment as an ongoing process to ensure that all equipment meets National Fire Safety standards. Future improvements will be made as needed as part of the ongoing assessment process.

On-Campus Housing Fire Statistics

An institution must report statistics for each on-campus housing facility, for the three most recent calendar years.

UCCS Fire Log Statistics Report 2020

On-Campus Residential Facility	Total Fires in Each Building	Fire #	Cause of Fire	Number of Injuries That Required Treatment in a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire
SUMMIT VILLAGE						
Monarch House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Keystone House @1010 Austin Bluffs Pkwy	1	1	Electrical	0	0	\$100-999
Breckenridge House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Vail House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Telluride House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Steamboat House @1010 Austin Bluffs Pkwy	1	1	Electrical	0	0	\$100-999
Aspen House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Copper House @ 1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Eldora House @ 1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
ALPINE VILLAGE						
Antero House @4641 Stanton Rd	0	0	NA	0	0	0
Crestone House @4645 Stanton Rd	0	0	NA	0	0	0
Shavano House @4643 Stanton Rd	0	0	NA	0	0	0
VILLAGE AT ALPINE VALLEY						
La Plata House @4725 Stanton Rd	0	0	NA	0	0	0
Cucharas House @4735 Stanton Rd	0	0	NA	0	0	0
San Juan House @4745 Stanton Rd	0	0	NA	0	0	0

UCCS Fire Log Statistics Report 2019

On-Campus Residential Facility	Total Fires in Each Building	Fire #	Cause of Fire	Number of Injuries That Required Treatment in a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire
SUMMIT VILLAGE						
Monarch House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Keystone House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Breckenridge House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Vail House @1010 Austin Bluffs Pkwy	2	1 2	Unintentional Cooking Electrical	0 0	0 0	\$0-99 \$0-99
Telluride House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Steamboat House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Aspen House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Copper House @ 1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Eldora House @ 1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
ALPINE VILLAGE						
Antero House @4641 Stanton Rd	0	0	NA	0	0	0
Crestone House @4645 Stanton Rd	0	0	NA	0	0	0
Shavano House @4643 Stanton Rd	0	0	NA	0	0	0
VILLAGE AT ALPINE VALLEY						
La Plata House @4725 Stanton Rd	0	0	NA	0	0	0
Cucharas House @4735 Stanton Rd	0	0	NA	0	0	0
San Juan House @4745 Stanton Rd	0	0	NA	0	0	0

UCCS Fire Log Statistics Report 2018

On-Campus Residential Facility	Total Fires in Each Building	Fire #	Cause of Fire	Number of Injuries That Required Treatment in a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire
SUMMIT VILLAGE						
Monarch House @1010 Austin Bluffs Pkwy	1	1	Unintentional Cooking	0	0	\$0-99
Keystone House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Breckenridge House @1010 Austin Bluffs Pkwy	1	1	Unintentional Cooking	0	0	\$0-99
Vail House @1010 Austin Bluffs Pkwy	1	1	Unintentional Cooking	0	0	\$0-99
Telluride House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Steamboat House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Aspen House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Copper House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Eldora House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
ALPINE VILLAGE						
Antero House @4641 Stanton Rd	0	0	NA	0	0	0
Crestone House @4645 Stanton Rd	0	0	NA	0	0	0
Shavano House @4643 Stanton Rd	0	0	NA	0	0	0
VILLAGE AT ALPINE VALLEY						
La Plata House @4725 Stanton Rd	0	0	NA	0	0	0
Cucharas House @4735 Stanton Rd	1	1	Unintentional Cooking	0	0	\$0-99
San Juan House @4745 Stanton Rd	1	1	Unintentional Cooking	0	0	\$0-99

APPENDIX A

Crime Definitions

As Per the Handbook for Campus Safety and Security Reporting 2016 Edition

Criminal Homicide

- **Murder / Non-negligent Manslaughter:** The willful (non-negligent) killing of one human being by another.
- **Manslaughter by Negligence:** The killing of another person through gross negligence.

Sexual Assault: See Appendix B. Sexual Assault (Sex Offense) Definition

Robbery: The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force, violence, and/or causing the victim fear.

Assault

- **Aggravated:** an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.)
- **Simple:** An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Burglary: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes, this definition includes: unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned-including joy riding).

- 18-4-409. Aggravated motor vehicle theft
 1. A person commits aggravated motor vehicle theft in the first degree if he or she knowingly obtains or exercises control over the motor vehicle of another without authorization or by threat or deception and:
 - a. Retains possession or control of the motor vehicle for more than twenty-four hours; or
 - b. Attempts to alter or disguise or alters or disguises the appearance of the motor vehicle; or
 - c. Attempts to alter or remove or alters or removes the vehicle identification number; or
 - d. Uses the motor vehicle in the commission of a crime other than a traffic offense; or
 - e. Causes five hundred dollars or more property damage, including but not limited to property damage to the motor vehicle involved, in the course of obtaining control over or in the exercise of control of the motor vehicle; or

- f. Causes bodily injury to another person while he or she is in the exercise of control of the motor vehicle; or
- g. Removes the motor vehicle from this state for a period of time in excess of twelve hours; or
- h. Unlawfully attaches or otherwise displays in or upon the motor vehicle license plates other than those officially issued for the motor vehicle.

Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling, house, public building, motor vehicle or aircraft, personal property, etc.

Arrests and Referrals for Disciplinary Action

- **Liquor Law Violations:** The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.
- **Drug Abuse Violations:** The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.
- **Weapon Law Violations:** The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

APPENDIX B

Sexual Assault (Sex Offense) Definitions

As per the National Incident-Based Reporting System Edition of the Uniform Crime Reporting Program

Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent. Sex offenses include: Rape, Fondling, Incest and Statutory Rape.

Such instances may include:

- Where the victim is prevented from resisting due to alcohol or drugs.
- Where the assailant uses physical force or the threat of force to overpower and control the victim.
- Where the victim fears that she, he or another will be injured if the victim does not submit.
- Where the victim is at the time unconscious of the nature of the act, and this is known to the assailant.
- Where the victim is incapable of giving legal consent because of their age or because of their temporary or permanent mental or physical incapacity and this is known or reasonably should be known to the assailant.
- Where the act is accomplished by threatening to use the authority of a public official to incarcerate, arrest, or deport the victim or another person.
- Where the assailant uses duress, such as a direct or implied threat of hardship or retribution, to coerce the victim.
- Where the assailant uses force, fear, or threats to accomplish sexual intercourse against the will of the spouse. This provision of the law is known as the "spousal rape law."

Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, against the person's will where the victim is incapable of giving consent because of their youth or because of their temporary or permanent mental or physical incapacity.

Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Unlawful Sexual Behavior:

CRS 18-3-401. (1.5) "Consent" means cooperation in act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act. A current or previous relationship shall not be sufficient to constitute consent under the provisions of this part 4. Submission under the influence of fear shall not constitute consent. Nothing in this definition shall be construed to affect the admissibility of evidence or the burden of proof in regard to the issue of consent under this part 4.

Consent for sexual activity is clear, knowing, voluntary, freely and actively given, mutually understandable words or actions which indicate a willingness to participate in mutually agreed

upon sexual activity. Consent must be active; silence by itself cannot be interpreted as consent. Consent is not effectively given if it results from the use of actual or implied physical force, threats, intimidation, or coercion. In the absence of mutually understandable words or actions (a meeting of the minds on what is to be done, where, with whom, and in what way), it is the responsibility of the initiator, or the person who wants to engage in the specific sexual activity, to make sure that he or she has consent from the partner(s) at every stage of sexual interaction. Engaging in sexual activity with a person who you know to be incapacitated or reasonably should know to be incapacitated, due to illness, consumption of alcohol or drugs, is unconscious, etc., is a violation of this policy. Consent that is obtained through the use of fraud or force (actual or implied) whether that force is 1) physical force, 2) threats, 3) intimidation, or 4) coercion, is ineffective consent.

(4) "Sexual contact" means the knowing touching of the victim's intimate parts by the actor, or of the actor's intimate parts by the victim, or the knowing touching of the clothing covering the immediate area of the victim's or actor's intimate parts if that sexual contact is for the purposes of sexual arousal, gratification, or abuse.

(5) "Sexual intrusion" means any intrusion, however slight, by any object or any part of a person's body, except the mouth, tongue, or penis, into the genital or anal opening of another person's body if that sexual intrusion can reasonably be construed as being for the purposes of sexual arousal, gratification, or abuse.

(6) "Sexual penetration" means sexual intercourse, cunnilingus, fellatio, or anal intercourse. Emission need not be proved as an element of any sexual penetration. Any penetration, however slight, is sufficient to complete the crime.

Sexual misconduct: *May* include sexual assault, domestic violence, dating violence, physical sexual abusive behavior, intimate partner violence, stalking. See Appendix B. Crime Definitions for further information of these crimes.

APPENDIX C

Hate Crime Definitions

Statistics as per the UCR Hate Crime Reporting Guidelines

Hate Crimes: A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim.

Although there are many possible categories of bias, under the Clery Act, only the following eight categories are reported:

Race: A preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair; facial features, etc.) genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind (e.g., Asians, blacks, whites).

Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).

Sexual orientation: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual Orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

Gender: A preformed negative opinion or attitude toward a group of persons or group of persons based on their actual or perceived gender (e.g., male or female).

Gender Identity: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity (e.g., bias against transgender or gender non-conforming individuals). Gender non-conforming describes a person who does not conform to the gender-based expectations of society (e.g., a woman dressed in traditionally male clothing or a man wearing makeup). A gender non-conforming person may or may not be a lesbian, gay, bisexual, or transgender person but may be perceived as such.

Ethnicity: A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term "race" in that "race" refers to a grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.

National Origin: A preformed negative opinion or attitude toward a group of people based on their actual or perceived country or birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associated with people of a certain national origin.

Disability: A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

In conjunction with the Clery Act, hate crimes include any of the offenses listed above and the offenses motivated by bias below:

Larceny-Theft: *The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded. Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.*

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/damage/Vandalism of Property: To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

APPENDIX D

Violence Against Woman Act (VAWA) Definitions

Dating violence (VAWA Definition): Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

1. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
2. For the purpose of this definition-
 - i. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - ii. Dating violence does not include acts covered under the definition of domestic violence.

Since Colorado does not have a Dating Violence statute, the above definition is being used for purposes of preparing this report.

Domestic violence:

1. A felony or misdemeanor crime of violence committed—
 - i. By a current or former spouse or intimate partner of the victim;
 - ii. By a person with whom the victim shares a child in common;
 - iii. By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
 - iv. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or
 - v. By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

CRS 18-6-800.3 Domestic violence is an act or threatened act of violence upon a person with whom the actor is or has been involved in an intimate relationship.

"Domestic violence" also includes any other crime against a person, or against property, including an animal, or any municipal ordinance violation against a person, or against property, including an animal, when used as a method of coercion, control, punishment, intimidation, or revenge directed against a person with whom the actor is or has been involved in an intimate relationship.

"Intimate relationship" means a relationship between spouses, former spouses, past or present unmarried couples, or persons who are both the parents of the same child regardless of whether the persons have been married or have lived together at any time. Intimate relationships can occur among heterosexual or same-sex couples and does not require sexual intimacy. A court may take into account the following three factors: (1) The length of time the relationship has existed or did exist; (2) the nature or type of the relationship; and (3) the frequency of interaction between the parties.

Intimate relationships violence includes:

- Physical violence is the intentional use of physical force with the potential for causing death, disability, injury, or harm.
- Sexual violence is divided into three categories:

Use of physical force to compel a person to engage in a sexual act against their will, whether or not the act is completed;

- Attempted or completed sex act involving a person who is unable to understand the nature or condition of the act, to decline participation, or to communicate unwillingness to engage in the sexual act, e.g., because of illness, disability, or the influence of alcohol or other drugs, or because of intimidation or pressure; and abusive sexual contact.
- Threats of physical or sexual violence use words, gestures, or weapons to communicate the intent to cause death, disability, injury, or physical harm.
- Psychological/emotional violence involves trauma to the victim caused by acts, threats of acts, or coercive tactics.

Stalking: (VAWA definition)

1. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
 - i. Fear for the person's safety or the safety of others; or
 - ii. Suffer substantial emotional distress.
2. For the purpose of this definition—
 - i. *Course of conduct* means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveys, threatens, or communicates to or about, a person, or interferes with a person's property.
 - ii. *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
 - iii. *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.

CRS 18-3-602.

1. A person commits stalking if directly, or indirectly through another person, the person knowingly:
 - a. Makes a credible threat to another person and, in connection with the threat, repeatedly follows, approaches, contacts, or places under surveillance that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship; or
 - b. Makes a credible threat to another person and, in connection with the threat, repeatedly makes any form of communication with that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship, regardless of whether a conversation ensues; or
 - c. Repeatedly follows, approaches, contacts, places under surveillance, or makes any form of communication with another person, a member of that

person's immediate family, or someone with whom that person has or has had a continuing relationship in a manner that would cause a reasonable person to suffer serious emotional distress and does cause that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship to suffer serious emotional distress. For purposes of this paragraph (c), a victim need not show that he or she received professional treatment or counseling to show that he or she suffered serious emotional distress.

Dating partner: The term “dating partner” refers to a person who is or has been in a social relationship of a romantic or intimate nature with the abuser, and where the existence of such a relationship shall be determined based on a consideration of –

1. The length of the relationship.
2. The type of relationship; and
3. The frequency of interaction between the persons involved in the relationship.

Protection order or restraining order

CRS 18-6-803.5 (a.5) (I) "Protection order" means any order that prohibits the restrained person from contacting, harassing, injuring, intimidating, molesting, threatening, or touching any protected person or protected animal, or from entering or remaining on premises, or from coming within a specified distance of a protected person or protected animal or premises or any other provision to protect the protected person or protected animal from imminent danger to life or health, that is issued by a court of this state or a municipal court.

The term “protection order” or “restraining order” includes—

- A. Any injunction, restraining order, or any other order issued by a civil or criminal court for the purpose of preventing violent or threatening acts or harassment against, sexual violence or contact or communication with or physical proximity to, another person, including any temporary or final orders issued by civil or criminal courts whether obtained by filing an independent action or as a pendent lite order in another proceeding so long as any civil order was issued in response to a complaint, petition, or motion filed by or on behalf of a person seeking protection; and
- B. Any support, child custody or visitation provisions, orders, remedies, or relief issued as part of a protection order, restraining order, or stay away injunction pursuant to State, tribal, territorial, or local law authorizing the issuance of protection orders, restraining orders, or injunctions for the protection of victims of domestic violence, dating violence, sexual assault, or stalking.

APPENDIX E

Geography Definitions

As Per the Handbook for Campus Safety and Security Reporting 2016 Edition

On-Campus-Defined as:

1. Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to the institution's educational purposes, including residence halls; and
2. Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as a food or retail vendor).

Non-Campus Building or Property-Defined as:

1. Any building or property owned or controlled by a student organization that is officially recognized by the institution; or
2. Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public Property-Defined as:

1. All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus. The UCCS crime statistics do not include crimes that occur in privately owned homes or businesses within or adjacent to the campus boundaries.