



University of Colorado
Anschutz Medical Campus



2015 Annual Security & Fire Safety Report

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

This report contains information for **calendar year 2014*

Letter from Chief of Police

September 30, 2015

CU Anschutz Medical Campus Community,

Thank you for taking the time to read the 2014 Annual Security Report. This report is based on crime statistics reported during the previous three (2012, 2013 & 2014) calendar years (Jan. 1 through Dec. 31). Please read it carefully and use the information provided to join our efforts in fostering a safe environment for yourself and others on our campus.

The University of Colorado is committed to protecting the health and safety of the Campus Community and creating a safe learning, working and researching environment. Safe workplace practices include participating in applicable training sessions, using appropriate personal safety equipment, and reporting accidents, injuries and unsafe situations.

Numerous resources on the campus and in the Aurora community are dedicated to providing a safe campus. You play a vital role in assuring that the University of Colorado Denver | Anschutz Medical Campus [CU Anschutz] is a safe place for everyone by being aware of and actively participating in the University's safety policies and procedures. You are urged to use this report as a guide for safe practices on and off campus.

It is the policy of the University of Colorado Denver | Anschutz Medical Campus Police Department [University Police Department] to comply with the Clery Act. Compliance with the Clery Act requires a joint effort between the University Police Department as well as the members of the Campus Community and local law enforcement entities.

The information contained in this report is intended to be specific to the CU Anschutz Medical Campus in Aurora, Colorado. For information specific to the CU Denver Campus (downtown) please visit [CU Denver Campus Clery Information](http://www.ucdenver.edu/about/departments/InstitutionalResearch/Documents/Clery/2015_CU_DENVER_FINAL.pdf) or http://www.ucdenver.edu/about/departments/InstitutionalResearch/Documents/Clery/2015_CU_DENVER_FINAL.pdf

This report was prepared by Wendy Grover, Communication/Clery Manager for the University Police Department. The information contained in this report is provided to you as part of the University's commitment to safety and security on campus and is in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990.

Sincerely,



Doug Abraham
Chief of Police



Photo credit: Chris Withrow

Doug Abraham
Chief of Police



Photo credit: Chris Withrow

Jeff Cohn
Deputy Chief of Police



University of Colorado Denver
Police Department
12454 East 19th Place, Mail Stop F409
Aurora, Colorado 80045
303.724.2000

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Campus Resources at a Glance

University of Colorado Denver Police Department
12454 E. 19th Place, Building 407, MS F409
Aurora, CO 80045

POLICE

Emergency

Telephone..... 9-1-1
Cellphone on Campus303.724.4444
Campus Phone4.4444

Non-Emergency

Telephone.....303.724.4444
Cellphone on Campus303.724.4444
Campus Phone4.4444
or.....4.4200
E-Mail..... University.police@ucdenver.edu

TITLE IX

Title IX Coordinator.....303.315.0126
Deputy Coordinator.....303.315.0121
E-mail..... TitleIX@ucdenver.edu

CAMPUS RESOURCES

CU Anschutz Campus Student Services303.724.2866
CU Anschutz Diversity and Inclusion.....303.724.8003
CU Denver Student and Community Counseling Center303.724.4965
Student Mental Health303.724.4716
After Hours*720.848.0000
**Identify yourself as a CU Anschutz student and ask for on-call
psychiatrist*
CU Anschutz Ombuds Office.....303.724.2950

EMPLOYEE RESOURCES

Colorado State Employees Assistance Program.....303.866.4314
University of Colorado Denver ADA Coordinator303.724.9694
Faculty and Staff Threat Assessment and Response Team 303.315.0182
Sexual Harassment and other Discriminatory Complaints ...303.724.9694
CU Anschutz Ombuds Office.....303.724.2950

Community Resources

- The Phoenix Center at Auraria (24/7)**..... 303.556.2255
PCA is an advocacy and survivor resource.
- The Blue Bench (24/7)** 303.322.7273
The Blue Bench (formerly RAAP) is metropolitan Denver’s only comprehensive sexual assault prevention and support center.
- SafeHouse Denver (24/7)** 303.318.9989
SafeHouse is the only shelter in the City and County of Denver that exclusively serves victims of domestic violence.
- Survivors Organizing for Liberations (SOL) Programs (24/7)** 888.557.4441
Since 1986, Survivors Organizing for Liberations has been dedicated to eliminating violence within and against the lesbian, gay, bisexual, transgender, queer, intersex and asexual communities in Colorado.
- National Domestic Violence Hotline (24/7)**..... 800.799.7233
Confidential and free of cost, the National Domestic Violence Hotline provides lifesaving tools and immediate support to enable victims to find safety and live lives free of abuse.
- Denver Center for Crime Victims (English)**..... 303.894.8000
(Spanish) 303.718.8289
(Deaf or Hard of Hearing)..... 7.1.1
The Denver Center for Crime Victims provides culturally and linguistically responsive programs, health promotion and crime prevention education. Their services are broad, supporting survivors of simple theft, domestic and sexual violence, to suicide/homicide survivors. They provide crisis intervention, case management, financial assistance, client relocation, integrated physical and mental health programs and more, all without financial cost to their clients.
- Aurora Victims Services** 303.627.3100
The Victims Services Unit provides quality, timely and effective crisis intervention and referrals to identified victims of crime and traumatic events in the city of Aurora.
- Rape, Abuse & Incest National Network**..... 800.656-HOPE
*The nation’s largest anti-sexual violence organization.
 RAINN operates a National Sexual Assault Hotline.*
- Substance Abuse and Mental Health Services Administration**
Suicide Prevention Lifeline..... 800.273.8255
Disaster Distress Helpline..... 800.985.5990
Treatment Referral Routing Service..... 800.662.4357
Veteran’s Crisis Line 800.273.8255
The Substance Abuse and Mental Health Services Administration (SAMHSA) is the agency within the U.S. Department of Health and Human Services that leads public health efforts to advance the behavioral health of the nation. SAMHSA’s mission is to reduce the impact of substance abuse and mental illness on America’s communities.
- The National Dating Abuse Helpline (24/7)**..... 866.331.9474
A national resource specifically designed for teens and young adults. Real-time, one-on-one support from peer advocates.
- Colorado Crisis Services** 844.493.8255
If you are in crisis or need help in dealing with a crisis contact Colorado Crisis Services. Common calls include: parenting concerns, family crisis, anxiety, disability, domestic violence, substance abuse, depression, bullying, stress, PTSD, drugs and alcohol, relationship problems, homelessness, self-harm, etc.





Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) requires colleges and universities, both public and private, participating in federal student aid programs to disclose campus safety information, and imposes certain basic requirements for handling incidents of sexual violence and emergency situations. Disclosures about crime statistics and summaries of security policies are made once a year in an Annual Security Report (ASR), and information about specific crimes and emergencies is made publicly available on an ongoing basis throughout the year.

The Clery Act is named in memory of Jeanne Clery who was raped and murdered in her residence hall room by a fellow student she did not know on April 5, 1986. Her parents advocated for laws requiring the disclosure of campus crime information, and the federal law that now

bears their daughter's name was first enacted in 1990. It has been amended regularly over the last two decades to keep up with changes in campus safety with the most recent update in 2013 to expand the law's requirements concerning the handling of sexual violence.

Compliance

To comply with the Clery Act, CU Anschutz must meet certain obligations required by federal law. They include:

- Collecting, classifying and counting crime reports and crime statistics;
- Issuing campus alerts;
- Issuing emergency notifications;
- Publishing an Annual Security Report;
- Submitting crime statistics to the US Department of Education via a web-based data collection to disclose crime statistics by type, location and year; and
- Maintaining a daily crime log.

Because CU Anschutz does not have on-campus student housing, the following requirements do not apply:

- Missing student notification procedures;
- Fire safety information, including a fire log and an annual fire safety report; and
- The tracking and submission of fire statistics for submittal to the US Department of Education.

Crime Statistics

The Clery Act requires institutions to disclose three general categories of crime statistics:

1. Criminal Offenses

Criminal homicide
Sex offenses
Domestic violence
Dating violence
Stalking
Robbery
Aggravated assault
Burglary
Motor vehicle theft
Arson

2. Hate Crime Biases

Race
Religion
Ethnicity
National origin
Gender
Sexual orientation
Disability
Gender Identity

3. Arrests and Referrals for Disciplinary Action

Weapons
Drugs
Liquor laws

Institutions must disclose reported offenses, not the finding of a court, coroner or jury or the decision of a prosecutor.

On an annual basis, the Communication/Clery Manager or their designee will contact appropriate law enforcement agencies having jurisdiction over non-campus properties owned or controlled by the University for crime statistics for inclusion in the Annual Security Report.

University Police Department



Overview

The University Police Department maintains a full-service Police Department, staffed by 27 full-time law enforcement officers, to respond to reports of criminal acts and emergencies on the CU Anschutz Medical Campus. These officers are Colorado P.O.S.T. certified and hold police commissions with the State of Colorado. The Police Department also employs 6 security guards, and 12 full-time Emergency Communications Center personnel in addition to administrative staff.

When a student, employee, or volunteer becomes aware of an immediate or imminent danger or threat on the part of employees, students, visitors, contractors, or others, affecting or involving the campus community, she/he must report the incident to the University.

Enforcement Authority

The University Police Officers receive their authority from the provisions of Colorado Revised Statutes (CRS) 24-7-101 and 24-7.5-103. The Board of Regents has delegated authority to the University Police Department to enforce University rules and regulations, as well as state laws. University Police Officers have full police authority on all properties owned or controlled by the University, and may exercise their police authority while off campus, pursuant to CRS 16-3-110, and by Intergovernmental agreement with the City of Aurora Police Department.

Arrest Authority

In accordance with CRS 16-2.5-102, peace officers, to include police officers employed by a state institution of higher education shall meet all of the standards imposed by law on a peace officer and shall be certified by the peace officers standards and training board (P.O.S.T).

Pursuant to CRS 16-3-102, the arrest authority within the jurisdiction of the CU Anschutz Medical Campus includes:

- In compliance with an arrest warrant;
- When any crime is being, or has been, committed in a Peace Officer's presence; and
- When there is probable cause to believe that an offense was committed by the person to be arrested.

The University Police Department employs Security Guards. The Security Guards are non-sworn with no arrest authority.



Police Jurisdiction

All University Police Department sworn law enforcement officers act in accordance with the authority granted by the Colorado Constitution, Colorado Revised Statutes and the Board of Regents of the University of Colorado. Officers are charged with the primary responsibility to provide police and security services to property owned or controlled by the University of Colorado and specifically the CU Anschutz Medical Center.

The primary patrol boundaries of the CU Anschutz Medical Campus are:

- South of the south curb line of Montview on the north
- North of the north curb line of Colfax Avenue on the south
- East of the west curb line of Quentin Street on the west
- West of the east curb line of Wheeling Street on the east (excluding the Aurora Police Department training facility located at 13328 Montview Boulevard)

Security Guards provide limited services and assistance within the primary patrol boundaries listed above.

Inter-Agency Relationship

The University Police Department recognizes the importance of maintaining close and cooperative working relations with the City of Aurora Police Department, the Adams County Sheriff's Department, and the Arapahoe County Sheriff's Department, the City of Denver Police Department, the Auraria Higher Education Center Police Department and other municipal, state and federal law enforcement agencies. The University Police Department meets with representatives from these agencies on a formal and informal basis and cooperates in police matters of mutual investigation, concern and interest to monitor and record criminal activity by students at non-campus locations.

Crimes occurring on the CU Anschutz campus are typically investigated by University Police. Crimes occurring inside of University of Colorado Hospital and Children's Hospital Colorado are typically responded to, and investigated by, the Aurora Police Department.

Intergovernmental Agreements

Alleged criminal offenses occurring within the University Police Department's jurisdiction are investigated by sworn University Police Officers.

CU Anschutz does not have owned or controlled non-campus student organization facilities. If any law enforcement agency in the Aurora area is contacted about criminal activity occurring off-campus involving CU Anschutz students, that agency is encouraged to notify the University Police Department.



Reporting Crimes, Emergencies & Safety Concerns

Duty to Report Criminal Behavior

Under Colorado Law, "It is the duty of every person who has reasonable grounds to believe that a crime has been committed to report promptly the suspected crime to law enforcement authorities." (CRS 18-8-115)

The University Police Department encourages accurate and prompt reporting of all crimes and takes all such reports seriously (20 USC § 1092 (f)(1)(C)(iii)). Reports will be accepted in any manner, including in person, in writing, and at the University Police Department located on the CU Anschutz Campus. Reports will be accepted anonymously, by phone or via e-mail, or on the institution's website.



Criminal offenses reported to the sources below will assist the University in keeping accurate records regarding the number of reported incidents on campus, and on property owned or controlled by the University, determine where there is a pattern of crime and evaluate if an alert to the Campus Community is warranted. Reports filed in this manner are counted and disclosed in the University's annual crime statistics; however, no identifying information is reported by these sources.

Criminal actions or other emergencies occurring on campus should be reported to the University Police Department 24-hours a day, 365 days a year. For immediate, direct access call 9-1-1 from any campus phone for emergencies or call x4-2000 for other police assistance. Cellphones and off-campus calls dial 303.724.4444.

Crimes and Emergencies on Campus

The University Police Department Emergency Communications Center is open 24/7.

Campus Telephone..... 9-1-1

Cellphone on Campus..... 303.724.4444

Campus Phones (desk phones, red phones, yellow phones, etc.) 4.4444

Report Suspicious Activity

Examples

- Specific threats to inflict harm (e.g., a threat to shoot a named individual)
- Use of any object to attack or intimidate another
- You witness someone committing a crime
- You need to report an old crime
- You see fire or smell smoke
- You think you observe a drunken driver
- You have knowledge of a chemical spill
- Someone is injured or ill
- You see anyone or anything suspicious



Blue Light Poles

There are emergency "Blue Light" call stations located in or near parking areas and on pedestrian pathways. These emergency call stations may be used to report crimes in progress, suspicious persons, medical emergencies, or to request personal safety assistance. Pressing the call button on the emergency call station initiates a direct call to the University Police Emergency Communications Center.

Activation of the phone line also activates the blue light strobe to help police locate you more quickly. These phones may be used in emergencies or to request other assistance. Many of these "Blue Light Poles" are also Wi-Fi hot spots. Students, Faculty and Staff are asked to take a moment when navigating the campus, to note the location of the "Blue Light" call stations.

When contacting University Police by telephone, campus phone, cellphone or blue light pole, you will be connected to the Emergency Communication Center ("dispatch"). The Emergency Communication Center will obtain as much information as available by caller and will typically send a police response, as appropriate, to the location of the incident being reported. Officers may request additional assistance when it is reasonably believed that there is an imminent threat to the safety of officers, or assistance is needed to prevent imminent serious harm to a citizen.

Reporting Non-Life Threatening Incidents & Safety Issues

University Police-University police services are available 24/7.

University Police Department (Non-Emergencies) 303.724.2000
..... or **303.724.4444**
Campus Phone (Desk phones, red phones, yellow phones, etc)..... 4.2000

University Police Comment Line..... 303.724.0800

*Use this number to anonymously report criminal or unethical behavior directly to the University Police Department. If you wish to block the number you are calling from, dial *67 before making your call. Comments can also be e-mailed to: University.police@ucdenver.edu.*

Voice messages left at the University Police Comment Line are checked several times a week by the Chief of Police or his/her designee. Concerns are then routed to the responsible parties

CU Ethics Link https://secure.ethicspoint.com/domain/en/default_reporter.asp

This site does not require your name or other identifying information. It does not track the identity of the Computer you use. Use "CU" as the organization name. You may also call 800.677.5590. For more information regarding CU Ethics Line, please visit: <http://www.cu.edu/internalaudit%20frequently-asked-questions>

University personnel are not involved in handling phone calls initiated through the toll-free number or in initially processing the on-line reports. When you phone CU EthicsLine, your message is handled by an independent company (EthicsPoint). They have trained professionals who will assist you through the process. On-line reports are interactive and maintained by EthicsPoint.

The University's Internal Audit Department or other designated contact receives notifications of reports filed via the toll-free number or the Web-based system within one business day. The contact accesses the information and has the knowledge to investigate your concern, or may assign the report to someone qualified to investigate the concern.



CARE Team

The Campus Assessment, Response & Evaluation (CARE) Team was created at the University of Colorado Denver | Anschutz campus to address the health and safety needs of students as well as the Campus Community. The purpose of the team is to assess whether individuals pose a risk to themselves or others and to intervene when necessary, and more generally, to identify and provide assistance to those in need. The team takes a preventative approach to risk assessment by offering resources, referrals, and support to both the concerning individual and those impacted by their behavior.

Telephone **303.352.3579**
E-mail shareaconcern@ucdenver.edu

Once a CARE team report is submitted, reviewed and assigned, and appropriate information has been gathered, the CARE Team will determine what steps need to be followed. Next steps may include, but are not limited to: speaking with the student; gathering additional evidence or information by interviewing members of the Campus Community; discussing the matter with student advising or student affairs staff; compiling additional documentation; referral to the appropriate conduct/professional code office or committee for adjudication under relevant code of conduct; referral for a formal psychological evaluation or threat assessment via law enforcement or other qualified entity; or others steps as deemed necessary. Not all concerns require review by the Director of Case Management.



FaST

The University of Colorado Denver | Anschutz Medical Campus Faculty and Staff Threat Assessment and Response Team (FaST) was established to make initial determinations that workplace behavior presents a potential danger to the employee or others, the extent of the threat, immediate steps to be executed and by whom.

Telephone **303.315.0182**
E-mail FacultyStaff.Assessment@UCDenver.edu

As appropriate, the team will identify applicable resources to manage the situation going forward and conduct on-going review and follow-up on cases until concerns are resolved.

Reporting of Crimes Occurring at Non-Campus Properties

Crimes that occur at satellite locations or at non - campus properties should be reported to the local law enforcement for that jurisdiction.

Aurora Police Department

Emergency..... 9-1-1
Non-Emergency.....303.627.3100

Denver Police Department

Emergency..... 9-1-1
Non-Emergency..... 720.913.2000

Adams County Sheriff

Emergency..... 9-1-1
Non-Emergency.....303.288.1535

Arapahoe County Sheriff

Emergency 9-1-1
Non-Emergency.....303.795.4711

Denver County Sheriff

Emergency 9-1-1
Non-Emergency..... 720.913.2000

Douglas County Sheriff

Emergency 9-1-1
Non-Emergency.....303.660.7505

Campus Security Authorities

It is important for the Campus Community to report criminal incidents directly to University Police. However, some victims of crimes may be more inclined to report a crime to someone other than the University Police. Under Clery, a crime is “reported” when it is brought to the attention of a Campus Security Authority (CSA). If a CSA receives the crime information and believes it was provided in good faith, he/she should document it as a crime report and report it to University Police for the purpose of making timely warning reports and for inclusion in the annual statistical disclosure.

Campus Security Authorities encompass four groups of individuals and organizations associated with an institution, as follows:

- Police department;
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department (e.g., an individual who is responsible for monitoring the entrance into institutional property);
- Any individual or organization specified in an institution’s statement of campus security policy as an individual or organization to which students and employees should report criminal offenses;
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to student housing, student discipline and campus judicial proceedings.

Examples of Campus Security Authorities:

- | | |
|---|--|
| <ul style="list-style-type: none">• Law enforcement officers• Security guards• Emergency communication staff• Deans of Students• Faculty advisor to a student group• Program directors• International studies staff | <ul style="list-style-type: none">• Disability Resources and Services staff• Department chairs• Financial aid advisors• Multicultural/Diversity staff• Office of Inclusion and Outreach staff• Title IX Coordinators• Student Life staff |
|---|--|

Advocates can help you figure out what steps to take and what choices you may need to make. Victim advocates include paid and unpaid service providers working in a variety of settings to respond to crime victims’ mental, physical, financial, social, emotional, and spiritual needs. Advocates can offer advice on how to stay safe and give you information on medical, mental health, and victim services in your community.



Confidential Reporting

The University offers several ways to report crimes while preserving privacy. Crimes reported confidentially will be included in the annual disclosure of crime statistics, however, no personally identifying information will be included. Victims who do not wish to pursue campus disciplinary or criminal action, but who wish to document the details of an incident with the University, may file a report with the University Police Department anonymously at:

University Police Comment Line.....303.724.0800

*Use this number to anonymously report criminal or unethical behavior directly to the University Police Department. If you wish to block the number you are calling from, dial *67 before making your call. Comments can also be e-mailed to: university.police@ucdenver.edu.*

Voice messages left at this number and e-mails are checked several times a week by the Chief of Police or his/her designee. Concerns are then routed to the responsible parties

CU Ethics Linkhttps://secure.ethicspoint.com/domain/en/default_reporter.asp

This site does not require your name or other identifying information. It does not track the identity of the Computer you use. Use "CU" as the organization name. You may also call 800.677.5590. For more information regarding

CU Ethics Line, please visit: <http://www.cu.edu/internalaudit%20frequently-asked-questions>

University personnel are not involved in handling phone calls initiated through the 800 number or in initially processing the on-line reports. When you phone CU EthicsLine, your message is handled by an independent company (EthicsPoint). They have trained professionals who will assist you through the process. On-line reports are interactive and maintained by EthicsPoint.

The University's Internal Audit Department or other designated contact receives notifications of reports filed via the toll-free number or the Web-based system within one business day. The contact accesses the information and has the knowledge to investigate your concern, or may assign the report to someone qualified to investigate the concern.

Title IX Confidentiality

Where the Complainant has requested confidentiality, that no investigation occur, and/or that no disciplinary action be taken, the University will seek to honor this request. Although the University's ability to meaningfully investigate and respond to a report may be limited if the Complainant requests that their name not be disclosed to the Respondent or declines to participate in an investigation, the Title IX Coordinator may pursue the report if it is possible to do so without the Complainant's participation in the investigation or resolution (e.g., where there is other relevant evidence of the Prohibited Conduct, such as recordings from security cameras, corroborating reports from other witnesses, or physical evidence). In the absence of such other evidence, however, the University will only be able to respond to the report in limited and general ways, such as providing targeted training or prevention programs and/or offering appropriate remedial measures to the Complainant. In such cases, the report and threat assessment will be documented and retained by the University, in accordance with applicable law. Consistent with its obligation to ensure the health and safety of the University community, where the University determines that it must move forward with an Investigation despite a Complainant's request for confidentiality, the University will notify the Complainant and will make reasonable efforts to protect the privacy of the Complainant to the extent possible. However, certain actions that may be required as part of the University's response, including an investigation and disciplinary resolution, will involve speaking with the Respondent and others who may have relevant information, in which case the Complainant's identity may have to be disclosed. In such cases, the University will notify the Complainant that it intends to move forward with an investigation, but in no event will the Complainant be required to participate in any such actions undertaken by the University.

The Title IX Coordinator will inform the Complainant of the chosen course of action and of any additional actions taken by the University to address a health or safety risk. A Complainant who has requested confidentiality, that no investigation occur, and/or that no disciplinary action be taken, may, at any time, request that the report be re-opened and pursued under these Procedures. The Title IX Coordinator may also request that a report be re-opened and pursued under these Procedures if any new or additional information becomes available.

Counselors with Confidential Reporting Procedures

Campus “Professional Counselors” who work at the Counseling Center or the Student Mental Health Center when acting as such, are not considered Campus Security Authorities and are not required to report crimes for inclusion into the annual disclosure of crime statistics. As a matter of policy, they are encouraged, if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics. A professional counselor is an employee of the University of Colorado whose official responsibilities include providing psychological counseling to members of the community and who is functioning within the scope of his or her license or certification.



Emergency Response

The Emergency Communication Center shall ensure acknowledgment and response of assisting units when an officer requests emergency assistance or when the available information reasonably indicates that the public is threatened with serious injury or death and an immediate law enforcement response is needed.

Officers may request emergency assistance when they reasonably believe that there is an imminent threat to the safety of officers, or assistance is needed to prevent imminent serious harm to a citizen.

Emergency Management Plan

The Emergency Operations Plan can be activated in a number of ways. For the University Police Department, the Chief of Police or the highest ranking official on-duty may activate the Emergency Operations Plan in response to a major emergency.

In the event that the Emergency Operations Plan is activated, all employees of the University Police Department are subject to immediate recall. Employees may also be subject to recall during extraordinary circumstances as deemed necessary by the Chief of Police or the authorized designee.

Evacuation

The Chief of Police will ensure that the University Police Department establishes procedures for immediate emergency response and evacuation, including the use of electronic and cellular communication and testing of these procedures in coordination with the Campus Fire Marshall (20 USC § 1092 (f)(1)(J)(i) and (iii).



During campus emergencies, it may become necessary to evacuate and or close one or more buildings or facilities on campus. In order to ensure the safety of the Campus Community and University facilities, the University Police Department has developed an emergency evacuation plan to address these emergencies. Therefore, it is the policy of the University Police Department to control key entrances and egress routes out of University buildings and facilities during emergency situations in order to safeguard the Campus Community and ensure continuity of operations for areas that are not affected by the emergency.

The initial decision to close all or a part of the campus emergently will be made by the supervisor/OIC on duty after receiving information regarding the seriousness of the emergency or incident.

The decision should be based on one or more of the following factors:

- The need to take immediate action to protect life or property
- The amount of time elapsed between the occurrence and the notification
- The threat to the Campus Community
- The danger posed to the public if non-emergency services personnel are allowed to enter a facility or building.

The University Police Department and Office of Emergency Management tests emergency response and evacuation procedures on at least an annual basis during drills and other exercises. These are normally announced and publicized in advance of the drill or exercise.

The Office of Emergency Management maintains records of all tests, drills and exercises that include a description of the exercise, the date, time, and whether it was announced or unannounced.

Sexual Violence



The University **prohibits** the crimes of sexual assault, domestic violence, dating violence or stalking and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the Campus Community. Toward that end, the University issues this statement of policy to inform the Campus Community of our programs to address sexual assault, domestic violence, dating violence or stalking as well as the procedures for institutional disciplinary action in cases of alleged sexual assault, domestic violence, dating violence and stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a University official.

The University will complete publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the victim, as defined in section 40002(a)(20) of the Violence Against Women Act of 1994 (42 U.S.C. 13925(a)(20))

Sexual Assault: An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

A. **FORCED:**

1. **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 person's consent.
2. **Fondling:** The touching of the private 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 his/her age or because of his/her temporary or permanent mental incapacity.

B. **NON-FORCED:**

1. **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
2. **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent.

Domestic Violence: A felony or misdemeanor crime of violence committed:

- A. By a current or former spouse or intimate partner of the victim;
- B. By a person with whom the victim shares a child in common;
- C. By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- D. 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
- E. 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.

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

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

Stalking:

- A. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - 1. Fear for the person's safety or the safety of others; or
 - 2. Suffer substantial emotional distress.

For the purposes of this definition-

- A. Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by an action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- B. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- C. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

State of Colorado Definitions of Related Criminal Behavior

See below for related Colorado State Statutes. These definitions can be found in the Colorado Revised Statutes (CRS). To view the most up to date information you can view the Colorado Revised Statutes by following URL below.

<http://www.lexisnexis.com/hottopics/colorado?source=COLO;CODE&tocpath=1G8HF3QKZC9YJ08IV,2IKCPJHQ,MOM5AHP0K,3JG1IKVXA6O0OU7DJ&shorthead=no>

CRS 18-3-401, Definitions.

(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.

The University defines affirmative consent: Means the unambiguous and voluntary agreement to engage in a specific sexual activity. Consent is clear, knowing and voluntary words or actions which create mutually understandable clear permission regarding willingness to engage in, and the conditions of, sexual activity. Consent must be active; silence by itself cannot be interpreted as consent.

CRS 18-3-402, Sexual assault.

- (1) Any actor who knowingly inflicts sexual intrusion or sexual penetration on a victim commits sexual assault if:
 - (a) The actor causes submission of the victim by means of sufficient consequence reasonably calculated to cause submission against the victim's will; or
 - (b) The actor knows that the victim is incapable of appraising the nature of the victim's conduct; or
 - (c) The actor knows that the victim submits erroneously, believing the actor to be the victim's spouse; or
 - (d) 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
 - (e) 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
 - (f) 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 to coerce the victim to submit, unless the act is incident to a lawful search; or
 - (g) The actor, while purporting to offer a medical service, engages in treatment or examination of a victim for other than a bona fide medical purpose or in a manner substantially inconsistent with reasonable medical practices; or

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

CRS 18-6-800.3, Domestic Violence.

- (1) "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. "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.
- (2) "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.

CRS 18-3-602, Stalking - penalty - definitions - Vonnie's law.

- (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.
- (2) For the purposes of this section:
 - (a) Conduct "in connection with" a credible threat means acts that further, advance, promote, or have a continuity of purpose, and may occur before, during, or after the credible threat.
 - (b) "Credible threat" means a threat, physical action, or repeated conduct that would cause a reasonable person to be in fear for the person's safety or the safety of his or her immediate family or of someone with whom the person has or has had a continuing relationship. The threat need not be directly expressed if the totality of the conduct would cause a reasonable person such fear.
 - (c) "Immediate family" includes the person's spouse and the person's parent, grandparent, sibling, or child.
 - (d) "Repeated" or "repeatedly" means on more than one occasion."

Annotations:

Evidence of a sexual relationship is not necessary to establish the existence of an intimate relationship. *People v. Disher*, 224 P.3d 254 (Colo. 2010).

A sexual relationship may be an indicator, but never a necessary condition, of an intimate relationship for purposes of the Colorado domestic violence statute. The relationship must be more than that of a roommate, friend, or acquaintance, and there must be a romantic attachment or shared parental status between the parties. *People v. Disher*, 224 P.3d 254 (Colo. 2010).

When determining whether a relationship is an "intimate relationship", 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. *People v. Disher*, 224 P.3d 254 (Colo. 2010).

The existence of a dating relationship indicates the kind of romantic attachment required by the statute. Whether that dating relationship was sexual in nature should not have been the determining factor. *People v. Disher*, 224 P.3d 254 (Colo. 2010).

Bystander Intervention

Bystanders play a critical role in the prevention of sexual and relationship violence. They are "individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it."

We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. Further information regarding bystander intervention may be found. If you or someone else is in immediate danger, dial 9-1-1. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

- A. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are okay.
- B. Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
- C. Speak up when someone discusses plans to take sexual advantage of another person.
- D. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- E. Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

Stand...
Speak...
ACT!!

4 Steps You Can Take

1. Distract
2. Group intervention
3. Notify authorities
4. Make a plan

Risk Reduction for Sexual Assault and Sexual Harassment

Risk reduction means options designed to decrease perpetration and bystander interaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

With no intent to victim blame, and recognizing that only abusers are responsible for their abuse, the following are some strategies to deduce one's risk of sexual assault or harassment (from the following website (www.rainn.org):

- A. Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- B. Try to avoid isolated areas. It is more difficult to get help if no one is around.
- C. Walk with purpose. Even if you don't know where you are going, act like you do.
- D. Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- E. Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
- F. Make sure your cell phone is with you and charged and that you have cash money.
- G. Don't allow yourself to be isolated with someone you don't trust or someone you don't know.
- H. Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
- I. When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- J. Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 9-1-1 in most areas of the U.S.).
- K. Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
- L. Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
- M. Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
- N. If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 9-1-1 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
- O. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
 1. Remember that being in this situation is not your fault. You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
 2. Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
 3. Have a code word with your friends or family so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
 4. Lie. If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
- P. Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
- Q. If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

RESPECT

EXPECTED.



Title IX

The University **prohibition** against any act of sexual misconduct or related retaliation applies to all students, faculty, staff, contractors, patients, volunteers, affiliated entities, and other third parties and applies to conduct that occurs on campus and off-campus conduct, including on-line or electronic conduct as noted in the University Policy. Violations may be subject to disciplinary action. The University will consider what appropriate potential actions should be taken.

The University employs trained staff members who have responsibility for Title IX compliance. The Title IX Coordinator oversees the development, implementation, and evaluation of Title IX policies, procedures, and training efforts and will refer all complaints to a trained Title IX Investigator. **You may visit their website for more information at: TitleIX.ucdenver.edu**

Toll-Free Telephone	844.CU.TITLE
Coordinator Telephone	303.315.0126
Deputy Coordinator Telephone	303.315.0120
E-mail	TitleIX@ucdenver.edu
Office of Civil Rights	303.884.5695



UNIVERSITY OF COLORADO DENVER CAMPUS SEXUAL MISCONDUCT PROCEDURES

I. INTRODUCTION

The University of Colorado Denver (the “University”) is committed to providing a safe and non-discriminatory environment for all members of the University community. The University prohibits Sexual Assault, Sexual Exploitation, Intimate Partner Abuse, Gender-Based Stalking, Sexual Harassment, and Retaliation (together, “Prohibited Conduct”). These forms of Prohibited Conduct are defined in the University of Colorado’s Sexual Misconduct Administrative Policy Statement (the “Policy”). This document identifies the procedures (the “Procedures”) the University follows when it receives a report alleging Prohibited Conduct. The University uses these Procedures to investigate and resolve any such allegations and to impose disciplinary sanctions against individuals found responsible for violating the Policy.¹

II. REPORTING

All Responsible Employees who witness or receive information regarding any Prohibited Conduct that occurs on campus, on any property owned or controlled by the University, or off campus (including on on-line or electronic conduct occurring in the context of an employment or education program or activity of the University or has continuing adverse effect on campus) are required to promptly report all known details about the Prohibited Conduct to the University Title IX Coordinator or Deputy Title IX Coordinator by telephone, email, in person, or through the University’s online Title IX Incident Report Form. Reports are required to include, to the extent known: i) Name of the alleged victim, ii) Name of the alleged perpetrator, iii) Name of any alleged witnesses, and iv) Any other relevant facts, including the date, time, and specific location of the alleged incident.

All other individuals who become aware of an incident of Prohibited Conduct are highly encouraged to report all known details about the Prohibited Conduct to the University Title IX Coordinator or Deputy Title IX Coordinator by telephone, email, in person, or through the University’s online Title IX Incident Report Form.

Nelia Viveiros, Title IX Coordinator

*Lawrence Street Center,
1380 Lawrence Street, Suite 1441
Denver, CO 80204
Phone: 1-844-CU-TITLE (288-4853)
Email: TitleIX.ucdenver.edu*

A Complainant may choose to make a report to the University to pursue resolution under these procedures and may also choose to make a report to law enforcement. A Complainant may pursue either or both options at the same time. A Complainant who wishes to pursue criminal action in addition to, or instead of, making a report under these Procedures should contact law enforcement directly.

- 911 (for emergencies)
- Auraria Police (for non-emergencies) 303-556-5000
- Anschutz Medical Campus Police (for non-emergencies) 303-724-4444
- Denver Police (for non-emergencies) 720-913-2000
- Aurora Police (for non-emergencies) 303-627-3100

The Title IX Coordinator or Responsible Employee will assist in notifying law enforcement authorities, if the victim so chooses.

¹ These procedures should be read in conjunction with the Policy. Capitalized terms used and not otherwise defined in these Procedures are defined in the Policy. For purposes of these Procedures, the “Title IX Coordinator” means the Title IX Coordinator, and Deputy Title IX Coordinator, and/or any trained designees.

The University offers access to confidential resources for individuals who are unsure about whether to report Prohibited Conduct or are seeking counseling or other emotional support in addition to (or without) making a report to the University. Appendix A identifies confidential and other resources, both at the University and in the Denver area.

- Appendix A – Student Resources
- Appendix B – Employee Resources

III. Remedial Measures

Parties involved in allegations of Prohibited Conduct are entitled to receive written information, assistance and a broad range of support and remedial measures regardless of whether they choose to pursue a resolution of Prohibited Conduct. Remedial measures may include a change in academic or living situations, transportation, working situations, prohibiting contact with the Respondent, or medical and/or mental health services, including counseling. Remedial measures may be requested by contacting the University Title IX Coordinator. The University will maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

IV. Expectations and Responsibilities

Through these Procedures, Complainants and Respondents can expect:

- A. Written notice of an investigation, including the potential Policy violation and nature of the alleged Prohibited Conduct;
- B. The opportunity to offer information, present evidence, and/or identify witnesses relevant to the determination of a Policy violation and any sanction(s) imposed;
- C. Timely notice of any meeting or proceeding contemplated by these Procedures where the party's presence may be requested;
- D. The opportunity to have an advisor of choice, including the right to have that advisor attend any meetings or proceedings contemplated by these Procedures where the party's presence may be requested;
- E. Timely and equal access to any information that will be used during Alternative or Formal Resolution proceedings and related meetings;
- F. A reasonable length of time to prepare any response contemplated by these Procedures;
- G. Prompt and equitable resolution under these Procedures;
- H. Written notice of any extension of time frames for good cause;
- I. Privacy in accordance with the Policy and any legal requirements;
- J. The opportunity to articulate concerns or issues about the process and to challenge the investigator for actual bias or conflict of interest;
- K. The opportunity to be heard, orally and/or in writing, as to the investigative finding, determination and any sanction(s) imposed;
- L. Written notice of the outcome, imposition of any sanction(s), and the basis for each;
- M. Reasonably available interim remedial measures;

- N. Freedom from retaliation, harassment or intimidation;
- O. The responsibility to refrain from retaliation, harassment or intimidation; and,
- P. The responsibility to provide truthful information.

V. INITIAL ASSESSMENT

Upon receipt of a report of Prohibited Conduct, the Title IX Coordinator, or his or her designee, will make an initial assessment of the reported information and respond to any immediate health or safety concerns raised by the report. As part of this initial assessment, the Title IX Coordinator will:

- A. Assess the Complainant's safety and well-being and offer the University's immediate support and assistance;
- B. Inform the Complainant of the right to seek medical treatment, information on how to access a medical forensic examination, how to access a Sexual Assault Nurse Examiner, and the importance of obtaining and preserving forensic and other evidence;
- C. Inform the Complainant of the right to contact law enforcement, decline to contact law enforcement, and/or seek a protective order;
- D. Inform the Complainant about University and community resources, the right to seek appropriate and available remedial and protective measures, and how to request those resources and measures;
- E. Inform the Complainant of the right to seek resolution under these Procedures, and determine whether the Complainant wishes (i) to seek such resolution, or (ii) to request confidentiality (i.e., that their name or other identifying information not be shared with the Respondent, that no investigation be pursued, and/or that no disciplinary action be taken);
- F. Explain the University's prohibition against Retaliation;
- G. Assess the nature and circumstances of the information reported, including whether it provides any identifiable information;
- H. Ascertain the ages of the Complainant and the Respondent and, where either of the parties is a minor (under 18), contact the appropriate child protective service agency; and
- I. Determine whether the report triggers any Clery Act obligations, including entry of the report in the daily crime log and/or issuance of a timely warning, and take steps to meet those obligations. To the greatest extent possible, the University will complete publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the victim.
The Title IX Coordinator will ensure Complainants receive a written explanation of all their resources and options and are offered the opportunity to meet with the Title IX Coordinator to discuss those resources and options. When a decision is reached to impose interim protective measures, to initiate an investigation or to take any action that involves notifying a Respondent, the Title IX Coordinator will also ensure that the Respondent receives a written explanation of all their resources and options and are offered the opportunity to meet with the Title IX Coordinator to discuss those resources and options.

VI. THREAT ASSESSMENT

In addition to the steps taken during the initial assessment, the Title IX Coordinator will conduct a threat assessment and evaluate whether based on the information provided by the Complainant there is a rational basis for concluding that there is a risk of serious harm to the Complainant or other members of the University community. The Title IX Coordinator will make this assessment based upon the following factors (the "Risk Factors"), as available:

- Whether the Respondent has prior arrests, reports and/or complaints related to any form of Prohibited Conduct or any history of violent behavior;
- Whether the Respondent has a history of failing to comply with any University No Contact Directive, other University protective measures, and/or any judicial protective order;
- Whether the Respondent has threatened to commit violence or any form of Prohibited Conduct in the future;
- Whether the Prohibited Conduct involved multiple Respondents;
- Whether the Prohibited Conduct involved a weapon or physical violence. “Physical violence” means exerting control over another person through the use of physical force. Examples of physical violence include hitting, punching, slapping, kicking, restraining, choking and brandishing or using any weapon;
- Whether the report reveals a pattern of Prohibited Conduct (e.g., by the Respondent, by a particular group or organization, around a particular recurring event or activity, or at a particular location);
- Whether the Prohibited Conduct was facilitated through the use of “date-rape” or similar drugs or intoxicants;
- Whether the Prohibited Conduct occurred while the Complainant was unconscious, physically helpless or unaware that the Prohibited Conduct was occurring;
- Whether the Complainant is (or was at the time of the Prohibited Conduct) a minor (under 18); and/or
- Whether any other aggravating circumstances or signs of predatory behavior are present.

Upon completion of the threat assessment, the Title IX Coordinator will determine the appropriate course of action under these Procedures, which may include: (1) no further action; (2) Alternative Resolution; or, (3) Formal Resolution. In making this determination, the Title IX Coordinator will consider the Complainant’s preference for pursuing University resolution and the manner in which any subsequent action(s) might impact the Complainant. The Title IX Coordinator will also consider any evidence showing that the Respondent made statements of admission or otherwise accepted responsibility for the Prohibited Conduct, the existence of any independent information or evidence regarding the Prohibited Conduct, and any other available and relevant information.

Where the Title IX Coordinator determines that the report raises a health or safety risk to the Complainant and/or to the University community, the Title IX Coordinator will take any appropriate University actions, which may include (1) initiation of a No-Contact Directive, administrative leave, or an Interim Disciplinary Suspension against the Respondent; (2) causing the University Registrar to place a “hold” on the Respondent’s University transcript; (3) initiating an investigation and Formal Resolution under these Procedures; (4) arranging, imposing or extending any other appropriate remedial and/or protective measures; and/or (5) reporting information to any external agency as required or permitted by law.

Where the Complainant has requested confidentiality, that no investigation occur, and/or that no disciplinary action be taken, the University will seek to honor this request. Although the University’s ability to meaningfully investigate and respond to a report may be limited if the Complainant requests that their name not be disclosed to the Respondent or declines to participate in an investigation, the Title IX Coordinator may pursue the report if it is possible to do so without the Complainant’s participation in the investigation or resolution (e.g., where there is other relevant evidence of the Prohibited Conduct, such as recordings from security cameras, corroborating reports from other witnesses, or physical evidence). In the absence of such other evidence, however, the University will only be able to respond to the report in limited and general ways, such as providing targeted training or prevention programs and/or offering appropriate remedial measures to the Complainant. In such cases, the report and threat assessment will be documented and retained by the University, in accordance with applicable law. Consistent with its obligation to ensure the health and safety of the University community, where the University determines that it must move forward with an Investigation despite a Complainant’s request for confidentiality, the University will notify the Complainant and will make reasonable efforts to protect the privacy of the Complainant to the extent possible. However, certain actions that may be required as part of the University’s response, including an investigation and disciplinary resolution, will involve speaking with the Respondent and others who may have relevant information, in which case the Complainant’s identity may have to be disclosed. In such cases, the University will notify the Complainant that it intends to move forward with an investigation, but in no event will the Complainant be required to participate in any such actions undertaken by the University.

The Title IX Coordinator will inform the Complainant of the chosen course of action and of any additional actions taken by the University to address a health or safety risk. A Complainant who has requested confidentiality, that no

investigation occur, and/or that no disciplinary action be taken, may, at any time, request that the report be re-opened and pursued under these Procedures. The Title IX Coordinator may also request that a report be re-opened and pursued under these Procedures if any new or additional information becomes available.

VII. UNIVERSITY RESOLUTION

These Procedures offer two forms of resolution for reports made under the Policy: (1) Formal Resolution, which involves an investigation, review by the Review Panel Committee, and if appropriate, implementation of a sanction, and (2) Alternative Resolution, which includes a variety of informal options for resolving reports.

A. FORMAL RESOLUTION

Formal Resolution is commenced when:

- A Complainant reports that an individual has engaged in one or more instances of Prohibited Conduct, the Complainant requests Formal Resolution, and at the conclusion of the Title IX Coordinator's threat assessment process, the Title IX Coordinator has determined that the presence of one or more risk factors requires an investigation of the reported conduct, notwithstanding the Complainant's request that no investigation be pursued or that no disciplinary action be taken.
- In the absence of a Complainant, a report of Prohibited Conduct is made, and the Title IX Coordinator determines that an investigation is required.
- Alternative Resolution does not resolve a reported incident of Prohibited Conduct and, in the Title IX Coordinator's discretion, an investigation of the report of Prohibited Conduct is required.

1. Investigation

Under any of the above three circumstances, the Title IX Coordinator will designate one or more University Investigators to conduct a prompt, thorough, fair, and impartial investigation. Any Investigator used by the University will receive annual training on the issues related to sexual and gender based harassment, sexual assault, dating violence, domestic violence, and stalking and on how to conduct an investigation that is fair and impartial, provides parties with notice and a meaningful opportunity to be heard, and protects the safety of victims while promoting accountability.

(a) Notice of Investigation. The Investigator will notify the Complainant and the Respondent, in writing, of the commencement of an investigation. Such notice will (1) identify the Complainant and the Respondent; (2) specify the date, time (if known), location, and nature of the alleged Prohibited Conduct; (3) identify the reported Policy violation(s); (4) identify the Investigator; (5) include information about the parties' respective rights and responsibilities under the Policy and these Procedures; (6) explain the prohibition against Retaliation; (7) instruct the parties to preserve any potentially relevant evidence in any format; (8) inform the parties how to challenge participation by the Investigator on the basis of a conflict of interest; and (9) provide a copy of the Policy and these Procedures.

(b) Other Forms of Discriminatory and/or Harassing Conduct. If a report of Prohibited Conduct also implicates other forms of discriminatory and/or harassing conduct prohibited by the University policy or the applicable Student Code of Conduct, the Title IX Coordinator will evaluate all reported allegations to determine whether the alleged Prohibited Conduct and the alleged policy or conduct violation may be appropriately investigated together without unduly delaying the resolution of the report of Prohibited Conduct. Where the Title IX Coordinator determines that a single investigation is appropriate, the determination of whether the Respondent engaged in Prohibited Conduct or other discriminatory or harassing conduct will be evaluated under the appropriate policy, but the investigation and resolution will be conducted in accordance with these Procedures.

(c) Presumption of Non-Responsibility and Participation by the Parties. The investigation is a neutral fact-gathering process. The Respondent is presumed to be not responsible; this presumption may be overcome only where the

Investigator concludes, by a preponderance of the evidence, that there is sufficient evidence to determine that the Respondent violated the Policy. Neither a Complainant nor a Respondent is required to participate in the Investigation or any form of Resolution under the Policy. Recognizing that a Respondent may face parallel criminal charges, the Investigator will not draw any adverse inference from a decision by the Respondent not to participate in the investigation. The investigation and resolution, however, may proceed, and a finding of responsibility and imposition of any sanction(s) may occur without the participation of the Respondent.

(d) Timeframe for Completion of Investigation. Typically, the period from commencement of an investigation through resolution (finding and sanction, if any) will not exceed sixty (60) calendar days. This timeframe may be extended for good cause, which may exist if additional time is necessary to ensure the integrity and completeness of the investigation, to comply with a request by external law enforcement for temporary delay to gather evidence for a criminal investigation, to accommodate the availability of witnesses, to account for University breaks or vacations, to account for complexities of a case, including the number of witnesses and volume of information provided by the parties, or for other legitimate reasons. The Investigator will notify the Complainant and the Respondent in writing of any extension of this timeframe and the reason for such extension.

(e) Overview of Investigation. During the investigation, the parties will have an equal opportunity to be heard, to submit information and supporting evidence, to identify witnesses who may have relevant information, and to submit questions that they believe should be directed by the Investigator to each other or to any witness. The Investigator will notify and seek to meet separately with the Complainant, the Respondent, and third-party witnesses. The Investigator will gather other relevant and available evidence and information, including electronic or other records of communications between the parties or witnesses (e.g. voice-mail, text message, email and social media sites), photographs (including those stored on computers and smartphones), and medical records (subject to the consent of the applicable party).

(f) Advisors. Throughout the investigation and resolution, each party has the right to consult with an advisor of their choosing. The advisor may be any person, including an attorney, who is not otherwise a party or witness involved in the investigation. The parties may be accompanied by their respective advisors at any meeting or proceeding related to the investigation and resolution of a report under these Procedures. While the advisors may provide support and advice to the parties at any meeting and/or proceeding, they may not speak on behalf of the parties or otherwise participate in, or in any manner disrupt, such meetings and/or proceedings.

(g) Prior or Subsequent Conduct. Prior or subsequent conduct of the Respondent may be considered in determining pattern, knowledge, intent, motive, or absence of mistake. For example, evidence of a pattern of Prohibited Conduct by the Respondent, either before or after the incident in question, regardless of whether there has been a prior finding of a Policy violation, may be deemed relevant to the determination of responsibility for the Prohibited Conduct under investigation. The determination of relevance of pattern evidence will be based on an assessment of whether the previous or subsequent conduct was substantially similar to the conduct under investigation or indicates a pattern of similar Prohibited Conduct. The Investigator will determine the relevance of this information and both parties will be informed if evidence of prior or subsequent conduct is deemed relevant.

(h) Prior Sexual History. The sexual history of a Complainant or Respondent will never be used to prove character or reputation. Moreover, evidence related to the prior sexual history of either of the parties is generally not relevant to the determination of a Policy violation and will be considered only in limited circumstances. For example, if the existence of Affirmative Consent is at issue, the sexual history between the parties may be relevant to help understand the manner and nature of communications between the parties and the context of the relationship, which may have bearing on whether Affirmative Consent was sought and given during the incident in question. However, even in the context of a relationship, Affirmative Consent to one sexual act does not, by itself, constitute Affirmative Consent to another sexual act, and Affirmative Consent on one occasion does not, by itself, constitute Affirmative Consent on a subsequent occasion. In addition, prior sexual history may be relevant to explain the presence of a physical injury or to help resolve another question raised by the report. The Investigator will determine the relevance of this information and both parties will be informed if evidence of prior sexual history is deemed relevant.

(i) Relevance. The Investigator has the discretion to determine the relevance of any proffered evidence and to include or exclude certain types of evidence. In general, the Investigator will not consider statements of personal

opinion, rather than direct observations or reasonable inferences from the facts, or statements as to any party's general reputation for any character trait.

(j) Site Visit(s). The Investigator may visit relevant sites or locations and record observations through written, photographic, or other means.

(k) Expert Consultation(s). The Investigator may consult medical, forensic, technological or other experts when expertise on a topic is needed in order to achieve a fuller understanding of the issues under investigation.

(l) Coordination with Law Enforcement. The Investigator will contact any law enforcement agency that is conducting its own investigation to inform that agency that a University investigation is also in progress; to ascertain the status of the criminal investigation; and to determine the extent to which any evidence collected by law enforcement may be available to the University in its investigation. At the request of law enforcement, the Investigator may delay the University investigation temporarily while an external law enforcement agency is gathering evidence. The Investigator will promptly resume the University investigation when notified that law enforcement has completed the evidence-gathering stage of its criminal investigation.

(m) Draft Investigation Report. At the conclusion of the investigation, the Investigator will prepare a Draft Investigation Report summarizing the information gathered and outlining the contested and uncontested information. The Draft Investigation Report will not include any findings. The Complainant and the Respondent will each have the opportunity to review the Draft Investigation Report; meet with the Investigator; submit additional comments and information to the Investigator; identify any additional witnesses or evidence for the Investigator to pursue; and submit any further questions that they believe should be directed by the Investigator to the other party or to any witness. The Investigator will designate a reasonable time for this review and response by the parties, not to exceed five (5) calendar days. In the absence of good cause, information that is not provided at this juncture to the Investigator at this juncture will not be considered in the determination of responsibility for a violation of the Policy.

(n) Final Investigation Report. Unless there are significant additional investigative steps requested by the parties or identified by the Investigator, within five (5) calendar days after receipt and consideration of additional comments, questions and/or information from the parties, the Investigator will prepare a Final Investigation Report, which will include a recommendation as to whether there is sufficient information, by a preponderance of the evidence, to support a finding of responsibility for a violation of the Policy. In reaching this recommended finding, the Investigator may consult with the University's Office of the General Counsel. The Investigator will deliver the Final Investigation Report to the Title IX Coordinator. The Title IX Coordinator will notify both parties, simultaneously, that the Final Investigation Report is complete and available for review.

(o) Recommended Finding(s) of Responsibility. When the Investigator determines that there is sufficient information, by a preponderance of the evidence, to support a finding of responsibility on one or more of the allegations, the Respondent may accept or contest such recommended finding(s) by notifying (in writing) the Title IX Coordinator. If the Respondent accepts the recommended finding(s) of responsibility, the Title IX Coordinator will refer the case to the Review Panel to determine the appropriate sanction¹. If the Respondent contests one or more of the recommended finding(s), the Respondent may submit to the Title IX Coordinator a written statement explaining why the Respondent contests such finding(s). The Title IX Coordinator will ensure that the Complainant has an opportunity to review and respond in writing to any such statement. The Title IX Coordinator will provide the final investigative report, together with any statements by the parties, to the Review Panel for further proceedings as outlined below.

(p) Recommended Finding(s) of No Responsibility. When the Investigator determines that there is insufficient information, by a Preponderance of the Evidence, to support a finding of responsibility on one or more of the allegations, the Complainant may accept or contest the recommended finding(s) by notifying (in writing) the Title IX Coordinator. If the Complainant accepts the recommended finding(s) of no responsibility, the investigation will be closed and documented in accordance with applicable University policies. If the Complainant contests one or more of the recommended finding(s), the Complainant may submit to the Title IX Coordinator a written statement explaining why the Complainant contests such finding(s). The Title IX Coordinator will ensure that the Respondent has an opportunity to review and respond in writing to any such statement. The Title IX Coordinator will provide the

final investigative report, together with any statements by the parties, to the Review Panel for further proceedings as outlined below.

(q) **Impact and Mitigation Statements.** Where there is a finding of responsibility on one or more of the allegations, both parties may submit a statement to the Title IX Coordinator, within three (3) working days of receiving notice of the finding of responsibility, for the purposes of determining an appropriate sanction² by the Review Panel. The Complainant may submit a written statement describing the impact of the Prohibited Conduct on the Complainant and expressing a preference about the sanction(s) to be imposed. The Respondent may submit a written statement explaining any factors that the Respondent believes should mitigate or otherwise be considered in determining the sanctions(s) imposed. The Title IX Coordinator will ensure that each of the parties has an opportunity to review any statement submitted by the other party. The Title IX Coordinator will provide any statement(s) with the Final Investigation Report and the parties' other written submissions to the Review Panel for further proceedings as outlined below.

2. **Acceptance of Responsibility.** The Respondent may, at any time, elect to resolve the Formal Resolution process by accepting responsibility for the Prohibited Conduct, in which case the Title IX Coordinator will refer the matter to the Review Panel to determine the appropriate sanction(s)³.

3. **Review Panel.** The Title IX Coordinator will appoint a standing pool of trained members of the University community and, at the discretion of the Title IX Coordinator, external professionals with experience adjudicating cases of Prohibited Conduct. The Title IX Coordinator will select (a) three members from this pool to serve on the Review Panel, and (b) an additional member from this pool to serve as the non-voting Hearing Chair. The Review Panel will review the Investigator's recommended finding(s) and, to the extent permissible by University policy and law, determine the appropriate sanction(s) under these Procedures⁴. If the Review Board does not have the authority to determine the appropriate sanction, the Review Board will make a recommendation regarding the appropriate sanction to the applicable disciplinary authority. All persons serving on any Review Panel (or as the Hearing Chair) must be impartial and free from actual bias and conflict of interest.

a. **Review Standard.** If either of the parties contests the Investigator's recommended finding(s) of responsibility (or no responsibility) for an alleged violation of the Policy, the Review Panel will hold a hearing to determine whether the Preponderance of the Evidence standard was appropriately applied by the Investigator. In determining whether the standard was appropriately applied, the Review Panel will consider (1) whether the concerns stated by the contesting party raise substantial doubt about the thoroughness, fairness and/or impartiality of the investigation; and, if not, (2) whether there is sufficient evidence to support the Investigator's recommended findings(s) by a Preponderance of the Evidence.

b. **Notice and Timing of Hearing.** Typically, a hearing will be held within fifty-five (55) calendar days from the date of the Notice of Investigation, subject to extension for good cause, as described below. The Hearing Chair will notify the parties in writing of the date, time, and location of the hearing; the names of the person on the Review Panel and the Hearing Chair; and how to challenge participation by any member of the Review Panel and the Hearing Chair. The Hearing will typically be scheduled within five (5) calendar days from the date of the Notice of Hearing, subject to extension for good cause at the discretion of the Title IX Coordinator. Good cause may include the availability of the parties, the timing of semester breaks or University holidays, or other extenuating circumstances. Any extension, and the reason for the extension, will be shared with the parties in writing.

c. **Postponement of Hearing.** Permission to postpone a hearing may be granted provided that the request to do so is based on a compelling emergency and communicated to the Hearing Chair prior to the time of the Hearing.

d. **Hearing Format.** The hearing is an opportunity for the parties to address the Review Panel, in person, about whether the Preponderance of the Evidence standard was appropriately applied by the Investigator, whether the investigation was thorough, fair and impartial, and whether there is sufficient evidence to support the Investigator's

recommended finding(s) by a Preponderance of the Evidence. The parties may address any information in the Final Investigative Report or impact and mitigation statements. Each party has the opportunity to be heard, to identify witnesses for the Review Panel's consideration, and to respond to any questions of the Review Panel. The parties may not directly question one another or any witness, although they may proffer questions for the Review Panel, who may choose, in their discretion, to pose appropriate and relevant questions of the Investigator, the parties, or any witnesses. A typical hearing may include brief opening remarks by the Complainant and/or Respondent, with follow-up questions posed by the Review Panel; information presented by the Investigator or witnesses deemed relevant by the Review Panel, with follow-up questions by the Review Panel of the Investigator or witnesses; and brief concluding remarks by the Complainant and/or Respondent. The Chair of the Review Panel has the discretion to determine the specific hearing format.

e. Participation in Hearing.

- i. Parties. Both the Complainant and the Respondent have a right to be present at the hearing. Either party may request alternative methods for participating in the hearing that do not require physical proximity to the other party, including participating through electronic means. This request should be submitted to the Hearing Chair at least two (2) calendar days prior to the Hearing.

If despite being notified of the date, time, and location of the Hearing either party is not in attendance, the Hearing may proceed and applicable sanctions may be imposed. Neither party is required to participate in the Hearing in order for the Hearing to proceed.

- ii. Investigator or other witnesses. The Review Panel may request the presence of the Investigator or any other witness they deem necessary to their determination. The parties may also request the presence of any witness they deem relevant to the determination. The Review Panel has absolute discretion to determine which witnesses are relevant to their determination and may decline to hear from witnesses where they determine the information is not necessary for their review.

- iii. Advisors. Both the Complainant and the Respondent have the right to be accompanied at the Hearing by an advisor of their choosing. The advisor may be anyone, including an attorney, who is not otherwise a party or witness. While the advisor may provide support and advice to a party at the Hearing, the advisor may not speak on behalf of the party or otherwise participate in, or in any manner disrupt the Hearing. The University reserves the right to remove any individual whose actions are disruptive to the proceedings.

- f. Determination by the Review Panel. Where either of the parties has contested the recommended finding(s) of responsibility, the members of the Review Panel will, at the conclusion of the Hearing, determine, by a majority vote, whether the Preponderance of the Evidence standard was appropriately applied by the Investigator by making a finding (1) whether the concern(s) stated by the contesting party raise substantial doubt about the thoroughness, fairness, and/or impartiality of the investigation; and, if not, (2) whether there is sufficient evidence to support the Investigator's recommended finding(s) by a Preponderance of the Evidence.

If the Review Panel finds that concerns stated by the contesting party raise substantial doubt about the thoroughness, fairness, and/or impartiality of the investigation, it will remand the matter to the Title IX Coordinator with instructions for further investigation or other action. The instructions may include guidance regarding the scope of information to be further investigated and any appropriate stipulations, including the appointment of a new Investigator.

If the Review Panel finds no cause for substantial doubt about the thoroughness, fairness, and/or impartiality of the investigation, but determines there is insufficient evidence to support the Investigator's recommended finding, it may remand the matter to the Title IX Coordinator with instructions for further investigation or other action. The

instructions may include guidance regarding the scope of information to be further investigated and any appropriate stipulations, including the appointment of a new Investigator.

If the Review Panel finds no cause for substantial doubt about the thoroughness, fairness, and/or impartiality of the investigation and affirms that there is sufficient evidence to support the recommended finding of responsibility by a Preponderance of the Evidence, it will then determine, by majority vote, the appropriate sanctions(s), or recommended sanction(s) for the Prohibited Conduct⁵.

If the Review Panel finds no cause for substantial doubt about the thoroughness, fairness, and/or impartiality of the investigation and affirms a recommended finding of no responsibility, the matter will be considered resolved and the investigation will be closed. Appropriate remedial measures may, however, remain in effect on a temporary or permanent basis.

g. Sanctions. Where there is a finding of responsibility, the Review Panel may impose one or more sanctions⁶. Sanctions may include any of the sanctions that are available for violations of the University policy or Standards of Conduct, including:

- i. Expulsion/Termination: Termination of student status for an indefinite period or permanent separation of employment.
- ii. Suspension: Exclusion from classes, the workplace, and other privileges or activities or from the University for a definite period of time.
- iii. Suspension held in abeyance: Exclusion from classes, the workplace, and other privileges or activities or from the University for a definite period of time to be enforced should another violation occur.
- iv. Restitution: Reimbursement for damages, loss, or injury, or misappropriation of property.
- v. Disciplinary Probation: Exclusion from participation in privileged or extracurricular activities for a definite period of time.
- vi. Reprimand: A written censure for violation of the Policy and any specified Standards of Conduct placed in the individual's student or employment record, including the possibility of more severe disciplinary sanctions should another violation occur within a stated period of time.
- vii. Warning Notice: A notice, in writing, that continuation or repetition of conduct found wrongful, within a period of time stated in the warning, may be cause for more severe disciplinary action.
- viii. Admonition: An oral statement to an individual that he or she has violated the Policy and any specified Standards of Conduct.

The appropriateness of any particular sanction is reviewed on an individual basis based on the unique facts and circumstances as found by the Review Panel. In keeping with the University's commitment to foster an environment that is safe, inclusive, and free from discrimination and harassment, the Policy provides the Review Panel with wide latitude in the imposition of sanctions tailored to the facts and circumstances of each report, the impact of the conduct on the Complainant and surrounding community, and accountability for the Respondent. The imposition of sanctions is designed to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects, while supporting the University's educational mission and federal obligations. Sanctions may include educational, restorative, rehabilitative, and punitive components. Some conduct, however, is so egregious in nature, harmful to the individuals involved or so deleterious to the educational process that it requires severe sanctions, including suspension or expulsion from the University. In determining the appropriate sanction(s), the Review Panel will be guided by a number of considerations, including:

- The severity, persistence or pervasiveness of the Prohibited Conduct;
- The nature or violence of the Prohibited Conduct;
- The impact of the Prohibited Conduct on the Complainant;
- The impact or implications of the Prohibited Conduct within the University community;
- Prior misconduct by the Respondent, including the Respondent's relevant prior discipline history, at the University or elsewhere, and any criminal convictions;
- Whether the Respondent has accepted responsibility for the Prohibited Conduct;
- The maintenance of a safe, nondiscriminatory and respectful environment conducive to learning; and
- Any other mitigating, aggravating, or compelling factors.

Sanctions are effective immediately, unless otherwise specified by the Review Panel.

In addition to other sanctions, the Review Panel may impose or extend a No Contact Directive and impose or extend academic, and/or University employment modifications, as may be appropriate; impose or extend increased monitoring, supervision, and/or security at locations or in connection with activities where the Prohibited Conduct occurred or is likely to reoccur; arrange for conducting targeted or broad-based educational programming or training for relevant persons or groups; impose one or more restorative remedies to encourage a Respondent to develop insight about the Prohibited Conduct, learn about the impact of that Prohibited Conduct on the Complainant and the University community, and identify how to prevent that Prohibited Conduct in the future (including community service and mandatory participation in training, education and/or prevention programs related to the Prohibited Conduct); and/or impose any other remedial or protective measures that are tailored to achieve the goals of the Policy.

h. Transcript Notations. If the Review Panel imposes a sanction of expulsion or suspension, the Title IX Coordinator will notify the University Registrar to place a permanent notation in the Respondent's file or transcript reading "Disciplinary Expulsion" or "Disciplinary Suspension," as applicable⁷.

i. Decision of the Review Panel is Final. The decision of the Review Panel is final, without further recourse or appeal by either party.

j. Final Outcome Letter. The Review Panel Chair will simultaneously issue a written decision (the "Final Outcome Letter") to both the Complainant and the Respondent, with a copy to the Title IX Coordinator, within five (5) calendar days following the Review Panel Hearing (or such longer time as the Chair may for good cause determine). The Final Outcome Letter will set forth the violation(s) of the Policy for which the Respondent was found responsible or not responsible, as supported by the rationale set forth in the Final Investigation Report and/or modified by the Review Panel; the sanction(s) (if applicable) imposed against the Respondent; and the rationale for any sanction(s) imposed. The Final Outcome Letter may also identify protective measures implemented with respect to the Respondent or the broader University community. The Final Outcome Letter will not disclose any remedial measures provided to the Complainant.

k. Release of Documents. Pursuant to FERPA, the Final Investigation Report, statements of one party that are shared with the other party in the process, and any documents prepared by the University, including documents by or for the Review Panel in advance of the Hearing, constitute education records which may not be disclosed outside of the proceedings, except as may be required or authorized by law. The University does not, however, impose any restrictions on the parties regarding their disclosure of the incident, their participation in these Procedures, or the outcome.

B. ALTERNATIVE RESOLUTION

The Complainant may seek Alternative Resolution in place of an investigation and Formal Resolution. The University, however, has the discretion to determine whether the nature of the reported conduct is appropriate for Alternative Resolution, to determine the type of Alternative Resolution that may be appropriate in a specific case, and to refer a report for Formal Resolution at any time. In addition, Alternative Resolution may not be available where the Title IX Coordinator has determined that one or more of the Risk Factors is present. Forms of Alternative Resolution that involve face-to-face meetings between the Complainant and the Respondent, such as mediation, are not available in cases involving Sexual Assault.

Participation in Alternative Resolution (including any specific form of Alternative Resolution) is voluntary. The University will not compel a Complainant or Respondent to engage in Alternative Resolution, will not compel a Complainant to directly confront the Respondent, and will allow a Complainant or Respondent to withdraw from Alternative Resolution at any time. The University may decline the request for Alternative Resolution in any particular case and may terminate an ongoing Alternative Resolution process at any time. Pursuing Alternative Resolution does not preclude later use of Formal Resolution if the Alternative Resolution fails to achieve a resolution acceptable to the parties and the University. Where the Complainant or the Respondent withdraws from Alternative Resolution or Alternative Resolution is otherwise terminated for any reason, any statements or disclosures made by the parties during the course of the Alternative Resolution may be considered in a subsequent investigation and Formal Resolution.

With any form of Alternative Resolution, each party has the right to consult with an advisor of their choosing. The advisor may be any person, including an attorney, who is not otherwise a party or witness to the reported incident(s). The parties may be accompanied by their respective advisors at any meeting or proceeding held as part of Alternative Resolution. While the advisors may provide support and advice to the parties at any meeting and/or proceeding, they may not speak on behalf of the parties or otherwise participate in, or in any manner disrupt, such meetings and/or proceedings.

Alternative Resolution may include:

- Resolution with the Assistance of a Third Party: A Complainant may seek assistance in informally resolving a report of Prohibited Conduct from the Title IX Coordinator, who can arrange to have a trained representative facilitate a meeting or meetings between the parties. The availability of this form of Alternative Resolution, and any resolution reached through such form of Alternative Resolution, is subject to the agreement of the Title IX Coordinator, the Complainant and the Respondent. This form of Alternative Resolution may not be used where the allegation involves Sexual Assault.
- Interventions and Remedies: Alternative Resolution agreements may involve a host of interventions and remedies, such as actions designed to maximize the Complainant's access to educational, extracurricular, and/or University employment activities; increased monitoring, supervision, and/or security at locations or activities where the Prohibited Conduct occurred or is likely to reoccur; targeted or broad-based educational programming or training for relevant individuals or groups; academic and/or University housing modifications for Student Complainants; workplace modifications for Employee Complainants; one or more of the restorative remedies or other sanctions described in these Procedures; and/or any other remedial or protective measures that can be tailored to the involved individuals to achieve the goals of the Policy.

Any form of Alternative Resolution and any combination of interventions and remedies may be utilized. If an agreement acceptable to the University, Complainant, and the Respondent is reached through Alternative Resolution, and the terms of the agreement are implemented, the matter will be considered resolved and closed. If an agreement is not reached, and the Title IX Coordinator determines that further action is necessary, or if a Respondent fails to comply with the terms of the Alternative Resolution, the matter may be referred for an investigation and Formal Resolution under these Procedures.

The Alternative Resolution process will typically be completed within thirty (30) calendar days from the date the Alternative Resolution process is commenced.

The University will, upon written request, disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the report on the results of any disciplinary proceedings conducted by the institution against a student who

is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

Programs to Prevent Sexual Assault, Domestic Violence, Dating Violence, and Stalking

The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end sexual assault, domestic violence, dating violence or stalking that:

- A. Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- B. Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and that:

- A. A statement that the institution prohibits the crimes of sexual assault, domestic violence, dating violence or stalking (as defined by the Clery Act);
- B. The definitions of sexual assault, domestic violence, dating violence or stalking according to any applicable jurisdictional definitions of these terms;
- C. What behavior and actions constitute consent, in reference to sexual activity, in the State of Colorado;
- D. A description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of sexual assault, domestic violence, dating violence or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;
- E. Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.
- F. Information regarding:
 1. Procedures victims should follow if a crime of sexual assault, domestic violence, dating violence or stalking occurs (as described in "Procedures Victims Should Follow if a Crime of Sexual Assault, Domestic Violence, Dating Violence or Stalking Occurs" elsewhere in this document)
 2. How the institution will protect the confidentiality of victims and other necessary parties (as described in "Assistance for Victims: Rights and Options" elsewhere in this document);
 3. Existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community (as described in "Assistance for Victims: Rights and Options" elsewhere in this document); and
 4. Options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in "Assistance for Victims: Rights and Options" elsewhere in this document);
 5. Procedures for institutional disciplinary action in cases of alleged sexual assault, domestic violence, dating violence or stalking (as described in "Adjudication of Violations" elsewhere in this document);

All newly hired staff attend an all-day orientation. The orientation includes primary prevention and awareness presentations. A healthy work and learning environment free from discrimination and harassment is a key value at CU Denver. To that end, it is required that employees be familiar with discrimination and harassment protections, the types of discrimination and harassment that occur in employment and education environments, understand reporting requirements, and the University employees who address discrimination and harassment. This training is mandatory for all University Employees and must be completed within 90 days of hire.

All incoming students receive an orientation that includes primary prevention and awareness information.

Procedures Victims Should Follow if a Crime of Sexual Assault, Domestic Violence, Dating Violence, or Stalking Occurs

After an incident of sexual assault, the victim should consider seeking medical attention as soon as possible at Denver Health Medical Center (303.436.6000). In Colorado, evidence may be collected even if you chose not to make a report to law enforcement. The healthcare provider is legally mandated to report the suspected sexual assault to law enforcement, however, the patient is not obligated to participate in the criminal justice system and can choose one of three reporting options: law enforcement report, medical report or anonymous report. Mandatory reporting laws prevent minors under 18 and adults over 70 from anonymously reporting a sexual assault. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 72-120 hours so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred/or is occurring or may be helpful in obtaining a protection order. In circumstances of sexual assault, if victims do 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 infections. Victims of sexual assault, domestic violence, dating violence or stalking violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to University adjudicators/investigators or police.

Reporting Victim

The law enforcement agency with jurisdiction over a sexual assault must pay for any direct cost associated with the collection of forensic evidence from a victim who reports the assault to the law enforcement agency [C.R.S 18-3-407.5(1)]

Medical and Anonymous Reporting Victims

A victim of a sexual offense shall not bear the cost of a forensic medical examination that includes the collection of evidence that is used for the purpose of evidence collection even if the victim does not want to participate in the criminal justice system or otherwise cooperate with the law enforcement agency, prosecuting officer, or other government official. The division of criminal justice in the department of public safety shall pay the cost of the examination [C.R .S. § 18-3-407.5(3)(b)]

As time passes, evidence may dissipate, become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with Campus Public Safety or other law enforcement to preserve evidence in the event that the victim decides to report the incident to law enforcement or the University at a later date to assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining a protection order.

Victims of domestic violence and/or dating violence should go to a safe place, seek medical attention and contact law enforcement. Tell someone. It is NOT your fault. No one deserves to be battered or abused. Seek the support of caring family or friends. Too often victims become accustomed to denying the danger they live with. It is hard to accept that their abuser will never change often focusing on what is good in the relationship. After time, “*normal*” is completely skewed in the mind of a victim of domestic violence or dating violence. Contact the National Domestic Violence Hotline at 800.799.HELP. You may wish to seek a protection order.

Victims of stalking often fear the unknown. Impact to victims may include, anxiety, insomnia, social dysfunction and severe depression. A stalker could be someone you know well or not at all. Victims should contact law enforcement immediately if they are in danger. Trust your instincts and take threats seriously. Develop a safety plan, including things like changing your routine and having a friend with you when you go places. Do not communicate with the stalker. Keep all evidence. Write down date/time of calls, keep e-mails, texts and letters, and photograph any

damage and/or injuries. Ask witnesses to document what they saw. It is NOT your fault. You deserve to be safe and free from fear. Visit www.victimsofcrime.org for tips and information. You may wish to seek a protection order.

A protective order is only one part of a safety plan. Having a protective order does not ensure safety. A protective order is only as good as the abuser's willingness to obey it. A protective order should not be used to give a victim a false sense of safety; it is not a bullet-proof shield.

To seek a protective order:

- Contact the county or district court in your area about procedures for obtaining protective orders (many jurisdictions have specific court rooms or times when protective order petitions are heard).
- Appear at the appropriate time without the person to be restrained (ex-parte) and explain to the judge why you want a protective order. You must show that there was a threatened, attempted or completed assault, or bodily harm against you, your employee(s), or your client(s)/customer(s). It is required that you tell the court, at least, about the most recent incident. You can also tell the court about other incidents. You must also state that you, your employees, and/or your clients/customers are fearful that future assaults or bodily harm will take place. If the judge finds that *imminent danger* exists to you, your employees, or your clients/customers, the judge will issue a *temporary protective order*. You will receive a copy for yourself and one to have *served* on the restrained person.
- Once a temporary protective order is issued, you must have it *personally served* on the restrained party. The Sheriff's office will serve the protective order (usually for a fee). (Once the restrained party is served, she/he must follow the protective order and stay away from your business and follow any other condition the judge ordered.)
- The temporary protective order will be effective until the *permanent protective order hearing*. The hearing must be set to take place within 14 days. If after hearing evidence (mostly presented by witnesses) from both parties, the judge believes that the restrained party threatened, attempted or completed assault, or bodily harm, and if not restrained will continue to do so, the judge will issue a *permanent protective order*. (In Colorado the protective order is effective forever unless the court vacates -- cancels -- the protective order.)
- If the restrained person does not appear for the permanent protective order hearing, the judge will issue a permanent protective order if you wish her/him to do so. If you fail to appear for a permanent protective order hearing, the temporary protective order will be dismissed and you will have to start over. (The judge can grant continuances of the hearing if you show up and explain why you need a continuance, e.g., a witness is sick or the restrained party could not be served.)
- If the restrained person ever wants to vacate or modify the conditions of the protective order, she/he must notify you (if they can find you) and come back to court for another hearing. She/he would claim that the protective order is no longer needed. It would be up to you to say otherwise.

Involvement of Law Enforcement and Campus Authorities

Although the University strongly encourages all members of its community to report violations of this policy to law enforcement (including on campus law enforcement and/or local police), it is the victim's choice whether or not to make such a report. Furthermore, victims have the right to decline to notify law enforcement. However, the University Title IX Coordinator will assist any victim with notifying law enforcement if the victim so desires. Aurora Police Department may also be reached directly by calling 303.627.3100 in person at 13347 East Montview Boulevard, Aurora. Additional information about the Aurora Police department may be found online at: <https://www.auroragov.org/LivingHere/PublicSafety/Police/index.htm>

Reporting Incidents of Sexual Assault, Domestic Violence, Dating Violence, and Stalking

If you have been the victim of sexual assault, domestic violence, dating violence or stalking, you should promptly contact University Police at 303.724.4444 or report in person at 12454 East 19th Place, Aurora. Reports of all sexual assault, domestic violence, dating violence or stalking made to University Police will automatically be referred to the Title IX Coordinator for investigation regardless of if the complainant chooses to pursue criminal charges. You may also elect to report the incident directly to the Title IX Coordinator by calling 844.CU.TITLE, e-mail TitleIX@ucdenver.edu or you may file an online complaint using the University Title IX Incident Report located at www.ucdenver.edu/policy/TitleIX. You should also contact University Police at 303.724.4444 or report in person at 12454 East 19th Place, Aurora. Reports of all sexual assault, domestic violence, dating violence or stalking made to University Police will automatically be referred to the Title IX Coordinator for investigation regardless of if the complainant chooses to pursue criminal charges.

Victim Rights and Options

The University has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, financial aid and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as housing, academic, transportation and working accommodations, if reasonably available. The University will make such accommodations, if the victim requests them and if they are reasonable available, regardless of whether the victim chooses to report the crime to the University Police or local law enforcement. Students and employees should contact the Title IX Coordinator/designee or the Police Department's Community Resource Officer.

The Title IX Coordinator/designee and/or a University Police Department staff member will liaison for victims in obtaining reasonable accommodations within the University and community.

Suspects/Respondents who wish to seek reasonable accommodations should contact the Title IX Coordinator/designee or the Police Department's Community Resource Officer.



Emergency Communication Plan

The University will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgement of responsible authorities, compromise efforts to assist a victim or to contain and respond to, or otherwise mitigate the emergency.

When there is an immediate threat to the health or safety of the students, faculty, and/or staff occurring on campus, the University will immediately notify the Campus Community upon confirmation.

Emergency messaging content may be developed and disseminated by the Chief of Police, Deputy Chief of Police, Patrol Operations Commander, Emergency Management Manager, Communication/Clery Manager, Finance and Human Resources Manager or their designees. Emergency Communications Technicians, or their designees, may develop and disseminate notifications. The determination of the appropriate segment or segments of the Campus Community to receive the notification is considered and determined in conjunction with the messaging content.

The University may utilize one or more of the following methods to disseminate emergency messages to the Campus Community:

- Campus-wide e-mail to CU Anschutz affiliates
- Text and voice alerts sent to cellphones and other personal digital devices (Rave Alert System)
- CU Anschutz web page
- Information line (877.463.6070)
- In-building public address systems
- Posted notices in key locations throughout the campus
- Social media

Communication plays a critical role before, during, and after any emergency or disaster. The University of Colorado Denver | Anschutz Medical Campus Emergency Notification System, commonly referred to as the RAVE system, provides campus emergency notification via text and voice-message only when conditions develop on or near CU Denver or CU Anschutz campuses, which pose an imminent threat of danger to the campus community.

Chancellor Don Elliman has determined that all students, faculty, and staff will automatically receive emergency alerts and campus closure notifications via university-issued e-mail addresses.

In order to receive text and/or voice message alerts through the Emergency Notification System (RAVE), students, faculty, and members of staff should add (or update) cell phone contact information, in the student or faculty/staff CU Denver Portal.

Members of the larger community can access emergency information on the University Police Department's social media channels, the toll-free information line, CU Denver website (<http://www.ucdenver.edu/alert>) and local media.



CU DEN|AMC Police



University of Colorado
Denver_Anschutz Medical
Campus Police Department

Timely Warning

A Timely Warning is required to alert the Campus Community to potentially dangerous criminal situations on campus so that the Campus Community has the time and information necessary to take appropriate precautions and to enable people to protect themselves. Timely Warnings are issued as soon as possible after pertinent information is available to aid in the prevention of similar occurrences.

The University will consider all of the facts surrounding **Clery Act crimes** that occur on the University's **Clery Geography** to determine whether to issue a Timely Warning. The determination to issue a Timely Warning is evaluated on a case-by-case basis in light of all the facts surrounding a crime, including:

- The nature of the crime;
- The continuing danger to the Campus Community, and;
- The possible risk of compromising law enforcement efforts.

Timely Warnings may be issued to the Campus Community by any of the emergency messaging methods, but most commonly are disseminated by e-mail. To University withholds the names of victims as confidential. Crimes reported to a pastoral or professional counselor are exempt from reporting requirements.

Clery Act Crimes:

Murder/Non-Negligent Manslaughter
Negligent Manslaughter
Rape
Fondling
Incest
Statutory Rape
Domestic Violence
Dating Violence
Stalking
Robbery
Aggravated Assault
Burglary
Motor Vehicle Theft
Arson

Hate Crimes

Larceny-theft
Intimidation
Simple Assault
Destruction/damage/vandalism of Property

Clery Geography

On Campus: 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 the definition, that is owned by an institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

Public Property: Property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, a street, other thoroughfare, or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to the institution's educational purposes.

Non-Campus: (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.



Emergency Notifications

Emergency Notifications are triggered by an event that is currently occurring on or immediately threatening the campus. The following are examples of significant emergencies and dangerous situations that may occur on campus:

- Armed/hostile intruder
 - Bomb/explosives (threat)
 - Communicable disease outbreak
 - Severe weather
 - Terrorist incident
- Civil unrest
 - National disaster
 - Hazardous materials incident
 - Structure fire

Prior to emergency notifications, the significant emergency must be confirmed. Confirmation may come from a number of sources, depending on the type of emergency. To evaluate the significance of the threat, the University may consult with subject matter experts, for example: Aurora Police Department, Aurora Fire Department, Federal Bureau of Investigations, World Health Organization, Colorado Department of Public Health and Environment, University Health and Safety, National Weather Service, etc. Due to the urgency of emergency notifications, confirmation may be made by any University Staff member.

Once a significant emergency is confirmed, the University may utilize the Rave Alert System to send emergency communication alerts to the Campus Community through e-mail or text messages. All Students, Faculty and Staff are automatically signed up to receive a Rave Alert to their University e-mail. Students, Faculty and Staff may provide additional notification information (personal e-mail, cellphone number, home telephone number, etc.) by entering the information in their appropriate University Portal.

Follow up information, as received, to include the end of the threat, will be disseminated to the Campus Community as appropriate.



Evacuation Plan

The Chief of Police will ensure that the University Police Department establishes procedures for immediate emergency response and evacuation, including the use of electronic and cellular communication and testing of these procedures in coordination with the Campus Fire Marshall (20 USC § 1092 (f)(1)(J)(i) and (iii).

During campus emergencies, it may become necessary to evacuate and/or close one or more buildings or facilities on campus. In order to ensure the safety of the Campus Community and University facilities, the University Police Department has developed an emergency evacuation plan to address these emergencies. Therefore, it is the policy of the University Police Department to control key entrances and egress routes out of University buildings and facilities during emergency situations in order to safeguard the Campus Community and ensure continuity of operations for areas that are not affected by the emergency. Depending on the emergency, the Campus Community may be directed to shelter in place.

The initial decision to close all or a part of the campus emergently will be made by the supervisor/OIC on duty after receiving information regarding the seriousness of the emergency or incident.

The decision should be based on one or more of the following factors:

- The need to take immediate action to protect life or property
- The amount of time elapsed between the occurrence and the notification
- The threat to the Campus Community
- The danger posed to the public if non-emergency services personnel are allowed to enter a facility or building.

The University Police Department and Office of Emergency Management tests emergency response and evacuation procedures annually during drills and other exercises. These may be announced and publicized in advance of the drill or exercise.

The Office of Emergency Management maintains records of all tests, drills and exercises that include a description of the exercise, the date, time, and whether it was announced or unannounced.



Annual Disclosure of Crime Statistics

Preparation and Disclosure of Campus Crime Statistics and Security Report

The University Police Department, in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 U.S.C. 1092(f)), compiles, publishes and distributes, to all current students and employees, and to any applicant for enrollment or employment, information on how to obtain the report. The report provides information regarding campus crime statistics and campus security policies for the CU Anschutz Medical Campus in Aurora.

This report is prepared in cooperation with the local law enforcement agencies surrounding our main campus and non-campus sites. CRS 18-8-115, "Duty to Report a Crime", requires all persons who believe a crime has been committed to promptly report the suspected crime to law enforcement authorities.

Campus crime, arrest and referral statistics include those reported to the University Police Department, designated campus officials (including but not limited to directors, deans, department heads, designated staff, judicial affairs, and advisors to students/student organizations), and local law enforcement agencies. A procedure is in place to anonymously capture crime statistics disclosed at CU Ethics Line phone and web based anonymous reporting systems 800.677.5590 or www.ethicspoint.com

Each year, an e-mail notification is made to all enrolled Students, Faculty and Staff, which provides the web site to access this report. Copies of the report may also be obtained at the University Police Department headquarters located at 12454 E. 19th Place, Aurora, CO 80045 or by calling 303.724.0737. All prospective employees may obtain a copy from Human Resources by calling 303.315.2700, and the web site address will be attached to University of Colorado Denver | Anschutz Medical Campus employment applications.

It is the responsibility of the University Police Department's Communication/Clery Manager to ensure that the required Clery Act disclosures are properly forwarded to campus administration and community members in accordance with the institution's procedures. This report is prepared by the University Police Department's Communication/Clery Manager.

More information about the "Clery Act" can be located at [The Clery Center for Security on Campus](#) .

Reports

The University Police Department believes that a well-informed community remains a safety conscious one. Numerous efforts are made to keep you and other members of the Campus Community informed about campus crime and crime-related problems. Written reports are made of all crimes reported to the University Police Department. Copies of reports may be obtained through the University Police Department Emergency Communications Center, Monday through Friday, 8:00 a.m. to 5:00 p.m.

Police reports are maintained by the University Police Department's Emergency Communications Center and are used to compile year-end statistics for the FBI's Uniform Crime Report. In addition, the department prepares annual and daily reports of campus crime related information. Copies of these reports are available by contacting the University Police Department at 303.724.2000 or x4-2000 from a campus phone.

Crime statistics are available, in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. See our "[Crime Statistics](#)" web page.



CU Anschutz Medical Campus Crime Statistics

CRIMINAL OFFENSES	ON CAMPUS			PUBLIC PROPERTY			NON-CAMPUS LOCATIONS			UNFOUNDED CRIMES		
	2012	2013	2014	2012	2013	2014	2012	2013	2014	2012	2013	2014
Murder and Non- Negligent Manslaughter	0	0	0	0	0	0	0	0	0	N/A	N/A	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	N/A	N/A	0
Rape	1	1	0	0	0	0	0	0	0	N/A	N/A	0
Fondling	0	0	4**	0	0	0	0	3***	0	N/A	N/A	0
Incest	0	0	0	0	0	0	0	0	0	N/A	N/A	0
Statutory Rape	0	0	0	0	0	0	0	0	0	N/A	N/A	0
Robbery	1	0	0	0	0	0	0	0	0	N/A	N/A	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	N/A	N/A	0
Burglary	3	3	8	0	0	0	1	0	1	N/A	N/A	1
Motor Vehicle Theft	7	2	2	0	0	0	0	2	0	N/A	N/A	0
Arson	0	0	0	0	0	0	0	0	0	N/A	N/A	0
Domestic Violence	N/A	0	3	0	0	0	N/A	0	0	N/A	N/A	0
Dating Violence	N/A	0	0	0	0	0	N/A	0	0	N/A	N/A	0
Stalking	N/A	8	4	0	0	0	N/A	0	0	N/A	N/A	0
Liquor Law Arrests	5	3	2	0	0	0	0	0	1	N/A	N/A	0
Drug Law Arrests	10	7	5	0	0	0	0	0	3	N/A	N/A	0
Illegal Weapons Possession	1	0	2	0	0	0	0	0	0	N/A	N/A	0

**The four Fondling offenses reported in 2014 for on-campus property are four alleged fondling incidents reported to the Aurora Police Department at an on-campus property accessible and frequented by the public.

***The three Forcible Sexual offenses reported in 2013 for non-campus property are three alleged fondling incidents by one perpetrator at a non-campus property accessible to the public.

There were no referrals for disciplinary action for judicial referral for any liquor law violations, drug law violations, or illegal weapons possessions on this campus for 2012, 2013, or 2014.

There were no **HATE CRIMES** reported in 2012, 2013, or 2014 in any of the previously listed categories or in any other crime category, where injury occurred.

UNFOUNDED

Report No. 14-0646: The missing items were discovered to have been in the possession of a co-worker and not "stolen."

On-Campus

The Anschutz Medical Campus is defined as those properties, private streets, retail operations and facility owned or controlled by the University of Colorado and used by students, faculty, staff and visitors. On-campus is roughly bounded by Colfax Avenue, Wheeling Street, Montview Boulevard and Quentin Street. Statistical information for on-campus includes University of Colorado Hospital and Children's Hospital Colorado. The hospitals are not owned or controlled by the University, however, they are located on and surrounded by the CU Anschutz campus. Private security companies provide security to the hospitals.

On-Campus Residential

CU Anschutz does not have on-campus residential housing.

Public Property

Property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, a street, other thoroughfare, or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to the institution's educational purposes.

*The CU Anschutz Medical Campus is located within the City of Aurora. Statistics pertaining to public property, supplied by the City of Aurora Police Department's Office of Professional Standards, Research and Development cannot be broken down by public/private property adjacent to and/or accessible from campus. Crime statistics for the City of Aurora are available by calling the City of Aurora Police Department District One Crime Analyst at (303) 739-6941. Statistics provided by the Denver Police Department, for non-campus properties affiliated with the CU Anschutz Medical Campus, cannot be broken down by public/private property. City of Denver crime statistics are available by calling the Denver Police Department's Data Analysis Unit at (720) 913-6672.

Non-Campus

Alamosa

204 Carson Street

Aurora

13123 E. 16th Avenue

12401 E. 17th Avenue

12635 E. Montview Avenue

1330 Potomac Street

13199 E. Montview Avenue

1999 N. Fitzsimmons Parkway

Boulder

1900 Wardenburg Drive

Lakewood

393 South Harlan

Denver

1620 Gaylord Street

1648 Gaylord Street

1400 Jackson Street

3055 Roslyn Street

3525 W. Oxford Avenue

3722-3726 W. Princeton Circle

3610 W. Princeton Circle

3620-3630 W. Princeton Circle

3680-3690 W. Princeton Circle

3702-3712 W. Princeton Circle

3804-3808 W. Princeton Circle

3732-3738 W. Princeton Circle

3660-3670 W. Princeton Circle

3844-3854 W. Princeton Circle

3672 W. Princeton Circle

3814-3818 W. Princeton Circle

601 E. 18th Avenue 101-B-100

Unfounded

Reported crimes that are investigated by sworn or commissioned law enforcement personnel and found to be false or baseless.

Hate Crimes

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 does not discriminate on the basis of race, color, national origin, sex, 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 University takes action to increase ethnic, cultural, and gender diversity, to employ qualified disabled individuals, and to provide equal opportunity to all students and employees.

Fire Safety Report & Missing Student Notification

The University of Colorado Denver | Anschutz Medical Campus does not have on campus housing. The requirements for the Fire Safety Report and the Missing Student Notification policy and procedures are non-applicable to CU Anschutz.



Self-Security & Crime Prevention

Lighting, Vines, Trees, and Shrubs

Building maintenance and operations are allocated on a priority basis, with all major building utility systems (air, water, sewer, electricity and gas) and life, safety and operational support systems being the highest priorities.

Exterior campus lighting is essential to creating a safe campus environment. Parking lots and parking structures are lighted after dark. Walkways and most campus building exteriors are lighted during the hours of darkness. Maintenance, custodial, police and parking personnel advise the Facilities Management office of any lighting outages that occur. The University facilities department replaces lamps as required. You are encouraged to report exterior or interior lighting problems for the CU Anschutz Medical Campus by calling the facilities department at 303.724.1777 from an off campus phone or x4-1777 from a campus telephone or visit [Facilities Management](#) .

Campus groundskeepers 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 on either campus to the facilities management department at 303.724.1777 from an off campus phone or x4-1777 from a campus telephone.

Doors and Locks

University Police Officers and Security Guards regularly patrol the exterior and interior of campus buildings throughout the night, weekends, and holidays. Building patrols are conducted during normal business hours, as well. University Police Officers and security guards regularly report lock and security hardware failures to the University Facilities Management Department and/or the Electronic Security Division for repair.

Crime prevention/security surveys of campus facilities are conducted by qualified University Police staff in conjunction with the Electronic Security Division and recommendations are made concerning alarm systems, security measures for key and cash control, and physical modifications to enhance the security of particular areas or buildings. University departments wishing to request a facility security survey should contact the University Police Department Community Resource Officer at 303.724.0739 from an off campus phone or x4-0739 from an on campus telephone extension. This service operates out of the CU Anschutz Medical Campus in Aurora, but is available to all CU Anschutz Medical Campus buildings.

Access to Campus Facilities

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 hours (generally 6 a.m. to 6 p.m.), Monday through Friday. The University Police Department is responsible for locking and unlocking designated University buildings and for patrols of the campus.

Your University ID/access card has the capability of serving as an access card to allow you to enter certain locked buildings and areas on the campus outside of regular business hours. Your department head or school dean will determine what, if any, level of access you will be provided with after-hours.

Security Awareness

The University Police Department offers a number of programs that promote security awareness and crime prevention. Students, Faculty and Staff are encouraged to be responsible for their own security and the security of others. Efforts of the University Police Department are oriented toward crime prevention education. In addition to departmental programs, the University Police Department cooperates with other campus organizations to present security and safety programs.

Crime Prevention Programs

Programs presented by the University Police Department may be requested by contacting the Community Resource Officer at 303.724.0739. Programs include but are not limited to:

- On Request/**Alcohol Awareness Seminar** - This program emphasizes the legal ramifications of alcohol abuse.
- On Request/**Drug Awareness Seminar** - This program emphasizes the legal ramifications of the possession or use of illegal drugs.
- On Request/**Drug Information Seminars** - These talks cover recognition of controlled substances and recommend procedures if someone suspects illegal drug use or sales.
- On Request/**Rape Drugs Seminar** - This program covers the most commonly used drugs for drug-facilitated rape, their effects, and how to avoid becoming a victim.
- Ongoing/**Office Watch** - Office complexes, health care areas, and research areas are given a security survey, and the staff is trained to recognize and confront suspicious persons and to notify University Police.
- Ongoing/On Request - **Personal Safety, Sexual Assault, Date Rape Awareness and Prevention On Campus** - This program addresses ways to be aware of and avoid being a physical or sexual assault victim.
- On Request/**Robbery Prevention** - This seminar, given to cashiers, gives tips on how to survive an armed robbery and be a good witness.
- On Request/**Security Surveys** - Upon request, a University Police Officer in conjunction with the Electronic Security Division evaluates a facility's physical security and makes recommendations for improvements.
- Ongoing/**Stakeout Program** - When needed, undercover operatives are hired to watch high crime areas and report, by radio, suspicious activity to University Police.
- On Request/**Theft and Fraud Seminars** - These presentations are usually given to people working in an area where check and credit card fraud occurs (such as the University bookstore, bursar's office, etc.). The talk usually identifies commonly used scams, how to recognize them and what to do when they happen.
- Ongoing/**New Student/Employee Orientation** - This presentation includes an overview of the University Police Department, the services it provides, and how and when to call the police. Crime on campus is discussed, and personal safety and security information is presented to new students and employees. Topics related to work place violence are also covered.
- Ongoing/**Escort Service** - This personal safety and crime prevention program is intended to improve campus safety for students, faculty, visitors, and staff. Students, faculty, visitors, and staff may request a safety escort to their cars in the campus parking lots or within a 4 block radius of the perimeter of campus (perimeter roads are Colfax Ave., Fitzsimons Parkway, Montview Blvd. and Peoria St.), on the CU Anschutz Medical Campus, during the hours of darkness by calling 303.724.2000 or x4-2000 from a campus telephone.
- Ongoing/**Rape Aggression Defense (R.A.D.)/ [Self-defense classes for women](#)**. This class is designed to "Develop and enhance the options of self-defense, so that they may become viable considerations to the woman who is attacked". It is a 15 - 16 hour class of physical self-defense and personal protection strategies taught several times through the year, by certified University Police R.A.D. instructors.
- Ongoing/Upon Request - **R.A.D. for men. [Men's Self-defense Classes](#)**. The program is Resisting Aggression with Defense. Its basic concept is avoiding confrontation but being able to defend yourself if necessary. The class is suitable for men of all ages and abilities. Classes range from 9 to 12 hours. The number one misconception is that the class is for men who are weak or who don't know how to fight. That is a myth. The class concentrates on teaching men to avoid conflict and physical altercations, while giving the confidence and ability to defend themselves, if necessary.

- Ongoing/Upon Request - **Workplace violence education and prevention training.** This training defines workplace violence and outlines strategies to recognize, report and avoid incidents of workplace violence.
- Ongoing/Upon Request – **“Shots Fired” presentation/discussion.** This presentation offers information about surviving an active shooter situation on campus. The discussion portion allows for questions and campus specific information.

Student Wellness Programs

- Online – e-CHUG is an interactive web survey that allows college and University students to enter information about their drinking patterns and receive feedback about their use of alcohol. The assessment is self-guided.
- Online – e-TOKE is a marijuana-specific brief assessment and feedback tool designed to reduce marijuana use among college students. The assessment is self-guided.
- Beer Goggles and Bartending School – Play with intoxi-goggles and pitchers. Learn about standard drinks and how to calculate your blood alcohol concentration. The Good Samaritan policy is also discussed.
- Welcome to HIGH Country. Interactive drug education Peer Assistance Services and CPHP.

For Clinical Students:

- Peer Assistance Services and the Colorado Physician Health Program, provides support and evaluation services. Visit:

<http://www.cphp.org/>

<http://peerassistanceservices.org/>



Drug and Alcohol

Contributing to a Safe Workplace Standards of Conduct

CU Anschutz Medical Campus complies with the federal Drug Free Schools and Communities Act. The CU Anschutz Medical Campus prohibits the unlawful manufacture, dispensation, possession, use, or distribution of a controlled substance (illicit drugs and alcohol) of any kind or of any amount. These prohibitions cover any individual's actions which are part of University activities, including those occurring while on University property or in the conduct of University business away from the campus.

Drug and Alcohol Information

The illegal use and possession of controlled substances on University premises compromises the safety of the University community. The University of Colorado prohibits the unlawful manufacture, distribution, possession, or use of controlled substances and the unlawful possession of weapons in or on any premises or property owned or controlled by the University of Colorado.

Possessing, using, providing, manufacturing, distributing, or selling alcoholic beverages is a violation of law and University policies.

Health Risks Associated With the Use of Drugs and the Abuse of Alcohol

Drugs

For a description of the uses and effects of various drugs go to the Drug Enforcement Administration Web Site at: <http://www.dea.gov/druginfo/factsheets.shtml> .

Alcohol

Alcohol consumption causes a number of marked changes in behavior. Even a low amount can significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate amounts of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high amounts of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high amounts cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower amounts of alcohol will produce the effects described here.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly combined with poor nutrition, can also lead to permanent damage to vital organs, such as the brain and the liver.

Alcohol consumed during pregnancy increases the risk of alcohol related birth defects, including growth deficiencies, facial abnormalities, central nervous system impairment, behavioral disorders, and impaired intellectual development.

Assistance in Recognizing and Dealing With the Abuse of Alcohol and Illegal Drugs

Information from the Department of Health, Alcohol and Drug Division, Licensed Treatment Programs is available at the Colorado Department of Human Services

Drug and Alcohol Counseling, Treatment or Rehabilitation or re-entry programs

University employees may contact Human Resources at 303.315.2700 for more information regarding available resources, programs and services.

Employees and students at the CU Anschutz Medical Campus may contact the Counseling Network at 303.315.8159 or 720.848.9094, or their respective school student affairs offices for referral information.

Information may also be obtained by calling the National Institute on Alcoholism and Drug Dependence, Inc. at 800.662.HELP or the Substance Abuse and Mental Health Services Administration at 877.SAMHSA.7.

Legal Sanctions

Federal- see: Drug Enforcement Administration for a description of "Federal Trafficking Penalties."

In addition to these possible consequences, students may not be eligible to receive federal financial aid upon conviction of certain drug offenses.

State - Drug Laws:

State criminal statutes, (which may be generally found under Titles 12 and 18 of the Colorado Revised Statutes) cover the same scope of conduct as the federal laws, and although the sentences and fines are generally less severe than federal law provides, life sentences are possible for repeat offenders. The maximum penalty for the most serious single offense, (manufacture, sale, or distribution) is 16 years in prison and a \$750,000.00 fine. The state laws concerning driving under the influence of alcohol (see below) apply equally to driving under the influence of drugs.

Finally, local ordinances such as the Denver and Aurora municipal codes impose a variety of penalties.

Secondary civil consequences may also flow from criminal drug violations. Property associated with the criminal acts, including homes and vehicles, can be confiscated by the state or federal governments. Those who are convicted of felony violations may be barred from governmental employment and from licensed professions such as law, medicine and teaching.

State - Alcohol Laws:

State laws regulating the production, dispensation, possession, and use of alcohol may be found in Title 12 of the Colorado Revised Statutes. Perhaps the most significant aspect for CU Anschutz Medical Campus is the prohibition of the distribution of alcoholic beverages to any person under the age of 21, to a visibly intoxicated person, or to a known alcoholic. State laws also prohibit any form of assistance to these categories of people in obtaining alcoholic beverages. Violation of these laws is a misdemeanor punishable by fines of \$1,000.00 and jail sentences of a year. However, such conduct may, in some circumstances, constitute contributing to the delinquency of a minor, and it could then be determined to be a felony offense punishable by an eight year prison sentence and a \$500,000.00 fine. Secondary civil consequences for liquor law violations may include ineligibility for liquor and driver's licenses.

Criminal sanctions may also apply to those who operate motor vehicles while under the influence of alcohol and/or drugs. Under Section 42-4-1301 (1) (a) , a person who drives a motor vehicle or vehicle under the influence of

alcohol or one or more drugs, or a combination of both alcohol and one or more drugs, commits driving under the influence. Driving under the influence is a misdemeanor, but it is a class 4 felony if the violation occurred after three or more prior convictions, arising out of separate and distinct criminal episodes, for DUI, DUI per se, or DWAI.

If a person is injured as a result of someone operating a motor vehicle while under the influence of alcohol and/or drugs, the act is a felony punishable by four years in prison and a \$100,000.00 fine. If a person is killed, the sentence can be eight years in prison with a \$500,000.00 fine. All such convictions also result in the revocation of driving privileges.

State law requires drivers who are stopped by the police for suspected violation of this law to submit to scientific tests which determine the amount of alcohol in their blood, and those who refuse to be tested automatically lose their driver's license. Remember, one need not be "out of control" to be "under the influence." A substantial effect on physical capability is all that is required. Chemical test results combined with the testimony of an expert toxicologist can result in a conviction even when some people may feel minimally intoxicated.

In addition, individuals may face a variety of penalties imposed by municipal ordinances.

Note: This description is intended only to give those who read it a basic, general understanding of the range of serious legal sanctions which can arise from the unlawful possession, distribution and/or use of illicit drugs and alcohol. Individuals who are concerned about specific circumstances should seek the advice of their personal attorney.

Review

The University will conduct a biennial review of the program to determine its effectiveness and to ensure that the disciplinary sanctions described above are consistently enforced. Changes to this program will be implemented as needed.



Disciplinary Sanctions for CU Employees who Violate Drug and Alcohol Laws in Violation of this Policy

It is a violation of University policy for any member of the faculty, staff, or student body to jeopardize the operation or interests of the University of Colorado through the use of alcohol or drugs. Sanctions that will be imposed by the University of Colorado for employees who are found to be in violation of this policy may include expulsion and/or termination of employment. Compliance with this policy is a condition of employment for all employees.

Implementation

A copy of the policy statement shall be annually distributed to all current employees and students.

Review

The University will conduct a biennial review of the program to determine its effectiveness and to ensure that the disciplinary sanctions described above are consistently enforced. Changes to this program will be implemented as needed.

The University of Colorado's alcohol policies apply to University-sponsored activities including on and 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 and use of alcoholic beverages. The most common laws related to alcohol use and sales are:

- The sale of alcoholic beverage is prohibited except in areas, at times, and on dates licensed by the Colorado State Department of Revenue.
- Persons under 21 years of age cannot legally possess or consume alcoholic beverages of any kind. The furnishing of alcoholic beverages to underage persons is prohibited.
- Alcohol cannot be consumed or carried in open containers on any street, sidewalk, and alley, in any automobile or in any public area.



Serving Alcohol

Those persons or organizations that control the serving of alcoholic beverages are responsible for compliance with applicable laws and University policies. Alcohol may not be served unless non-alcoholic beverages (in addition to water) and food are also served. When events last two hours or more, serving of alcoholic beverages must stop one hour before the close of the event. The burden of proof for showing legal age is on the alcohol consumer. No alcohol will be served unless clear evidence of legal age is presented. It is the responsibility of those in charge of the event to assure that no one who is underage is served any alcoholic beverages. Federal and state laws regarding underage drinking will be enforced.

Additional information is available at:

[Procurement Service Center Procedural Statement for Alcohol](#)

<https://www.cu.edu/ope/aps-4018-alcoholic-beverages-purchased-University-events>

Illegal Drugs

In a University, most approaches to problems are, and should be, positive and educational. However, the University takes action when its policies on the use, possession, distribution, manufacture, and sale of illegal drugs have been violated. The University also cooperates with local, state, and federal authorities in the detection and prosecution of drug offenses.



Weapons Policies

Policy 14I: Weapons Control

WHEREAS the unauthorized possession of firearms, explosives, and other dangerous or illegal weapons on or within any University of Colorado campus, leased building, areas under the jurisdiction of the local campus police department or areas where such possession interferes with the learning and working environment is inconsistent with the academic mission of the university and, in fact, seriously undermines it;

WHEREAS the unauthorized possession of such weapons threatens the tranquility of the educational environment in an intimidating way and it contributes in an offensive manner to an unacceptable climate of violence;

WHEREAS the university educational mission should attempt to teach and model those values which are held to be important to the nation as a whole;

WHEREAS in passing the Colorado Concealed Carry Act, Colorado Revised Statute 18-12-201 et seq., Colorado's General Assembly authorized qualified citizens to obtain a permit to carry concealed weapons and the Colorado Supreme Court has held that the Act applies to university property;

WHEREAS the Board of Regents and the University of Colorado are committed to upholding the law, recognizing the right of citizens to protect themselves and others in accordance with the Colorado Concealed Carry Act, and preserving the University of Colorado campuses as safe and tranquil learning environments;

NOW THEREFORE BE IT RESOLVED that the unauthorized possession of the firearms, explosives, or other dangerous or illegal weapons on or within any University of Colorado campus, leased building, other area under the jurisdiction of the local campus police department is prohibited. Notwithstanding the foregoing, the University of Colorado shall not, by rule or regulation, restrict the ability of any person who has been lawfully issued a permit to carry a concealed handgun under the provisions of Colorado law to exercise the right to concealed carry in any public places or publicly accessible buildings on the University of Colorado campuses. It shall not be a violation of this policy for such person to carry a concealed handgun consistently with the requirements of Colorado law. When acting pursuant to such a permit and acting in conformity with Colorado law possession of a concealed handgun on university property shall not be deemed to be unauthorized.

In those situations where the University of Colorado grants access to buildings or facilities pursuant to a contractual relationship, such as a landlord-tenant relationship for access to student housing facilities or a licensor-licensee relationship for access to events that are not generally open to the public, the chancellor of each campus shall have the authority to enter contracts with students, employees, and guests of the University of Colorado governing the terms of that relationship, including contractually limiting the ability of persons to exercise the ability to possess a concealed firearm in those buildings or facilities. In the event that a person violates the terms of such a contract, the person may be excluded from the building or facility to which he had been granted access pursuant to the contractual relationship.

A "dangerous or illegal weapon" may be an instrument of offensive or defensive combat; anything used, or designed to be used, in destroying, defeating, or injuring a person; an instrumentality designed or likely to produce bodily harm; or an instrument by the use of which a fatal wound may probably or possible be given. A "dangerous or illegal weapon" may include, but not be limited to, the following: any firearm, slingshot, cross-knuckles, knuckles of lead, brass or other metal, any bowie knife, dirk, dagger or similar knife, or any knife having the appearance of a pocket knife, the blade of which can be opened by a flick of a button, pressure on the handle or other mechanical contrivance. A harmless instrumentality designed to look like a firearm, explosive, or dangerous weapon which is

used by or is in the possession of a person with the intent to cause fear in or assault to another person is expressly included within the meaning of a firearm, explosive, or dangerous weapon.

Possession of firearms, explosives, or other dangerous weapons is permitted for peace officers or for others who have written permission from the chief of police for those campuses which have such an officer or from the chancellor after consultation with the chief of police. Firearm storage may be provided by campus police as a service to students or employees residing in campus housing.

FURTHER RESOLVED that the individual found guilty via a due process procedure of the unauthorized possession of firearms, explosives, or other dangerous or illegal weapons, and who is found to have intentionally or recklessly used or possessed such weapons in a way that would intimidate, harass, injure or otherwise interfere with the learning and working environment of the university, shall be banned from the university campus, leased building, or other area under the control of University Campus Police. In the case of the University of Colorado Denver, officials shall make every effort to work with the Auraria Higher Education Center officials to obtain such ban. This section is not intended to limit the discretion of the university to institute summary suspension proceedings.

In the case of a student who is found guilty via a due process procedure to have intentionally or recklessly used or possessed an unauthorized weapon in a way that would intimidate, harass, injure or otherwise interfere with the learning and working environment of the university, the minimum disciplinary sanction shall be expulsion.

In the case of an employee who is found guilty via a due process procedure to have intentionally or recklessly used or possessed an unauthorized weapons in a way that would intimidate, harass, injure or otherwise interfere with the learning and working environment of the university, the minimum disciplinary sanction shall be termination of employment, subject to such other rules governing the employment relationship.

FURTHER RESOLVED that this resolution is intended to clearly state expected standards of personal conduct for employees, students, and visitors;

FURTHER RESOLVED that to the extent that institutional policies need to be amended to reflect the intent of this resolution, the administration is directed to proceed to make such changes.

History: Adopted March 17, 1994; revised September 12, 2012



Sex Offender Registry

Campus Sex Crimes Prevention Act

At the time of registration, sex offenders must notify law enforcement if they are enrolled, employed, or volunteering at an institution of post-secondary education in Colorado, and of any change in such enrollment, employment, or volunteering (commencement or termination). If a sex offender begins enrollment, employment, or volunteering after they have registered, they must return to the law enforcement agency and report all required information. The information related to sex offender registration on the CU Anschutz campus may be obtained by calling 719.724.2000.

In compliance with section 121 of the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921) and Colorado Revised Statutes 16-22-102 through 16-22-115, and 23-5-125, registered sex offender information may be obtained at:

Colorado Bureau of Investigation <https://www.colorado.gov/apps/cdps/sor/search-agreement.jsf>

Arapahoe County <http://www.co.arapahoe.co.us/index.aspx?NID=1248>

City of Aurora <https://www.sotar.us/apps/sotar/initPublicOffenderSearchRedirect.do>



DEFINITIONS OF CLERY ACT CRIMES AS REPORTED IN THE ANNUAL CLERY STATISTICS

The following are definitions of the crimes that the Clery Act requires institutions to report:

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 of another, etc.

Criminal Homicide-Manslaughter by Negligence: The killing of another person through gross negligence.

Criminal Homicide-Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

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 or violence and/or by putting the victim in fear.

Aggravated Assault: 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 and probably would result in serious personal injury if the crime were successfully completed.)

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 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 joyriding.)

Sexual Assault: An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

C. **FORCED:**

3. **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 person's consent.
4. **Fondling:** The touching of the private 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 his/her age or because of his/her temporary or permanent mental incapacity.

D. **NON-FORCED:**

1. **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
2. **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent.

Domestic Violence: A felony or misdemeanor crime of violence committed:

- F. By a current or former spouse or intimate partner of the victim;
- G. By a person with whom the victim shares a child in common;
- H. By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- I. 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
- J. 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.

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

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

Stalking:

- A. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - 1. Fear for the person's safety or the safety of others; or
 - 2. Suffer substantial emotional distress.

For the purposes of this definition-

- A. Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by an action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- B. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- C. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Weapon Law Violations: The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

Drug Abuse Violations: Violations of State and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Liquor Law Violations: The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Hate Crimes: All of the crimes described above, and any other crime involving bodily injury to any person in which the victim is intentionally selected because of the actual or perceived race, gender, religion, sexual orientation, ethnicity or disability of the victim that are reported to Campus Security Authorities or local police agency, the data shall be collected and reported according to category of prejudice.

