



University of Colorado  
Anschutz Medical Campus



# 2017 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 2016***

# Letter from Chief of Police

September 29, 2017

CU Anschutz Medical Campus Community,

Colleges and Universities that participate in federal student financial assistance programs must publish an Annual Security Report by October 1<sup>st</sup>. The Annual Security Report includes statistics for the most recent three-year period concerning reported crimes that occurred on campus, in certain off-campus buildings, property owned or controlled by CU Anschutz, and on public property within or immediately adjacent to and accessible from the campus. The Annual Security Report also includes institutional policies concerning alcohol and drug use, crime prevention, and the reporting of crimes.

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 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.

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

<http://www.ucdenver.edu/about/departments/InstitutionalResearch/Pages/CleryCrimeReport.aspx>

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,



**Randy Repola**  
Chief of Police



**Randy Repola**  
Chief of Police



*Photo credit: Chris Withrow*  
**Jeff Cohn**  
Deputy Chief of Police



12454 E. 19th Place  
Mail Stop F409  
Aurora, CO 80045  
**303.724.2000**

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# Campus Resources at a Glance

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

## POLICE

### Emergency

Telephone..... 9-1-1  
Cellphone on Campus .....303.724.4444  
Campus Phone.....4.4444

### Non-Emergency

Telephone.....303.724.4444  
Cellphone on Campus .....303.724.4444  
Campus Phone .....4.4444  
or.....4.2000  
E-Mail.....[University.Police@ucdenver.edu](mailto:University.Police@ucdenver.edu)

## OFFICE OF EQUITY

Office of Equity .....303.315.2567  
Director of Equity & Title IX Coordinator.....303.315.0512  
Deputy Title IX Coordinator of Remedies and Protective Measures..303.724.0387  
Deputy Title IX Coordinator of Prevention, Training and Outreach.... 303.724.8611  
Deputy Title IX Coordinator of Investigations ..... 303.724.9694  
Civil Rights Investigator .....303.724.8145  
E-mail.....[Equity@ucdenver.edu](mailto:Equity@ucdenver.edu)  
Office for Civil Rights (Colorado) .....800.368.1019

## CAMPUS RESOURCES

CU Anschutz Campus Student Services .....303.724.2866  
The Phoenix Center at CU Anschutz.....303.724.9120  
24/7 Helpline.....303.556.2255  
CU Anschutz Office of Inclusion and Outreach .....303.724.8003  
CU Anschutz Student Mental Health Services .....303.724.4716  
After Hours\* .....720.848.0000  
*\*Identify yourself as a CU Anschutz student and ask for on-call psychiatrist*  
CU Anschutz Campus Health Center .....303.724.6242  
CU Anschutz Ombuds Office.....303.724.2950

## EMPLOYEE RESOURCES

Colorado State Employees Assistance Program.....303.866.4314  
CU Denver ADA Coordinator.....303.724.9686  
Faculty and Staff Threat Assessment and Response Team 303.315.0182  
Sexual Harassment and other Discriminatory Complaints ...303.315.2567  
CU Anschutz Campus Health Center .....303.724.6242  
CU Anschutz Ombuds Office.....303.724.2950  
The Phoenix Center at CU Anschutz.....303.724.9120  
24/7 Helpline.....303.556.2255



# Community Resources

- The Blue Bench (24/7)** ..... **303.322.7273**  
*The Blue Bench is metropolitan Denver's only comprehensive sexual assault prevention and support center.*
- Gateway Domestic Violence Services** ..... **303.343.1851**  
*The overall mission of Gateway Domestic Violence Services is to prevent and eliminate intimate partner violence through counseling, residential care, and empowering people for social change.*
- Project Safeguard (Adams County)** ..... **303.318.9989**  
*Project Safeguard is dedicated to providing safety planning, legal advocacy, and direct court support to victims of domestic violence and abuse, ensuring their safety and survival.*
- 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 (LGBTQ) 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.*
- Loveisrespect** ..... **866.331.9474**  
*Loveisrespect's mission is to engage, educate and empower young people to prevent and end abusive relationships.*
- Aurora Victims Services** ..... **303.739.6087**  
*Provides emotional support and assistance to victims of felony crimes in Aurora. Offers counseling, information and referral to community resources, and awareness and education of victim's rights.*
- Stalking Resource Center** ..... **855.484.2846**  
*The National Center for Victims of Crime is a nonprofit organization that advocates for victims' rights, trains professionals who work with victims, and serves as a trusted source of information on victims' issues.*



**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.*

**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.*

**Walk-In Location**  
2206 Victor Street  
Aurora, CO 80045



**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;
- The tracking and submission of fire statistics for submittal to the US Department of Education; and
- Mentoring of criminal activity by students at non-campus student organization locations or non-campus housing facilities.

## Crime Statistics

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

### 1. Criminal Offenses

Criminal homicide  
 Sex offenses  
     -Rape  
     -Fondling  
     -Incest  
     -Statutory  
 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

### Additional Hate Crimes

Larceny-Theft  
 Simple Assault  
 Intimidation  
 Destruction/Damage/Vandalism of Property

### 3. Arrests and Referrals for Disciplinary Action

Weapons law violations  
 Drug law violations  
 Liquor law violations

**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 7 security officers, and 14 full-time Emergency Communications Center personnel in addition to administrative staff. Police services are provided 24 hours a day, 7 days a week.

When a student, faculty or staff becomes aware of criminal actions or other emergencies affecting or involving the campus community, it is essential the incident is reported to University Police.

## Enforcement Authority

Colorado state institutions of higher education are authorized to employ police officers to provide law enforcement and property protection in accordance with Colorado Revised Statute 24-7.5-101. 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 C.R.S. § 16-3-110, and by Intergovernmental agreement with the City of Aurora Police Department. The city of Aurora has authorized University Police to issue summons and complaints for any violation of the Aurora Municipal Code.

## Arrest Authority

In accordance with C.R.S. § 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 C.R.S. § 16-3-102 and 24-7.5-103, University Police are granted all the powers conferred by law upon peace officers to carry weapons and make arrests. 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 Officers. The Security Officers do not carry weapons and do not have formal 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 Campus.

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)

In accordance with the current Intergovernmental Agreement with the City of Aurora and the Aurora Police Department, the Department's expanded patrol boundaries are the far curb lines of:

- Fitzsimmons Parkway
- Colfax Avenue
- Peoria Street

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

# Inter-Agency Relationship

The University Police Department recognizes the importance of maintaining a close and cooperative working relationship 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, Federal Bureau of Investigations Denver Division, 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. Law enforcement services for the Veterans Hospital (Corner of Colfax and Fitzsimons) are provided by the VA.

# 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." (C.R.S. § 18-8-115) Students, faculty and staff are encouraged to accurately and promptly report all crimes to University Police and the appropriate police agencies, when the victim of a crime elects to, or is unable to, make such a report.



University Police take all 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. University Police have access to campus emergency protocol and departmental emergency contact numbers.**

## 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 "Blue Light" alert 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.

## Response-

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](mailto: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 their designee. Concerns are then routed to the responsible parties

**CU Ethics Line Link**.....[https://secure.ethicspoint.com/domain/en/default\\_reporter.asp](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 Ethics Line, 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** ..... 303.724.8488  
**E-mail** ..... [shareaconcern@ucdenver.edu](mailto:shareaconcern@ucdenver.edu)

Once a CARE team report is submitted, reviewed, and assigned, appropriate information will be gathered, and 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.



# 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](mailto: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 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

## City of Lone Tree Police

Emergency ..... 9-1-1  
Non-Emergency.....303.799.0533

# 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.
  
- Individuals may be designated as CSAs based on whether they perform the following functions:
  - a) Their official job responsibilities involve significant interaction with students and/or campus activities;
  - b) They were as informal or unofficial mentors to students;
  - c) They serve as a member in an office or of a committee to whom students are instructed and informed to report or discuss crimes, allegations of crime, and other troubling issues, and/or;
  - d) They have oversight for disciplinary procedures.

## Examples of Campus Security Authorities:

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

**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.



# Anonymous Reporting

The University offers several ways to report crimes while preserving privacy. Crimes reported on a voluntary, anonymous basis 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](mailto: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 their designee. Concerns are then routed to the responsible parties

**CU Ethics Line Link.....[https://secure.ethicspoint.com/domain/en/default\\_reporter.asp](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 800 number or in initially processing the on-line reports. When you phone CU Ethics Line, 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.

## Exemption for Pastoral and Professional Counselors

There are two types of individuals who, although they may have significant responsibility for student and campus activities, are not campus security authorities under the Clery Act:

- **Pastoral counselor:** A person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor.
- **Professional counselor:** A person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of the counselor's license or certification. This definition applies even to professional counselors who are not employees of the institution, but are under contract to provide counseling at the institution.

CU Anschutz does not currently have any pastoral counselors available on campus. Confidential professional counselor resources are as follows:

CU Anschutz Student Mental Health Services .....	303.724.4716
After Hours* .....	720.848.0000
<i>*Identify yourself as a CU Anschutz student and ask for on-call psychiatrist</i>	
CU Anschutz Campus Health Center .....	303.724.6242

A professional counselor is an employee of the University of Colorado whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of his or her counseling license or certification. Professional Counselors who work with Student Mental Health Services, or Campus 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.

## Can a Title IX report be confidential?

CU Anschutz encourages victim/survivors of interpersonal violence to talk to somebody about what happened so victim/survivors can get the support they need, and so that the University can respond appropriately. Some University employees enjoy confidential status. Students, faculty, and staff may wish to seek these confidential resources to discuss filing a report and/or access support services.

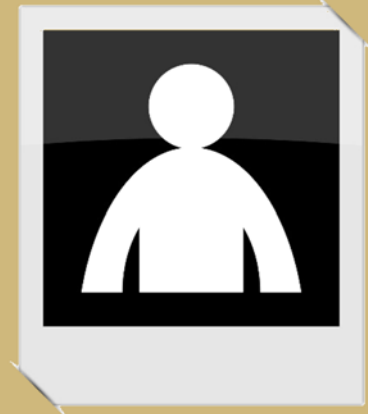
In most circumstances, these confidential resources have a professional and legal obligation not to reveal information shared in the course and scope of performing their duties. When students, faculty or staff talk to a confidential resource about a possible violation of the Sexual Misconduct Policy, that support person will not reveal or report this conversation to anyone.

Confidential support people do have a duty to report when they have a reasonable cause to believe that the person sharing information with them is dangerous to themselves or others or involves child or elder abuse. Confidential resource personnel will review this when speaking with a student. Talking to a confidential resource is not a report under the University's Sexual Misconduct Policy and consequently does not activate investigation and adjudication processes.

If an individual discloses an incident to a responsible employee but wishes to maintain privacy or requests that no investigation be conducted or disciplinary action taken, the responsible employee remains required to report all relevant information to the Title IX Coordinator who will explain that the University prohibits retaliation and that the University will not only take steps to prevent retaliation but also to take strong responsive action if it occurs. If the individual would still like to maintain privacy or requests that no investigation be conducted or disciplinary action taken, the Title IX Coordinator will weigh that request against the University's obligation to provide a safe, non-discriminatory environment for all students, faculty, and staff. In making that determination, the Title IX Coordinator will consider a range of factors, including the following:

- The increased risk that the alleged perpetrator will commit additional acts of sexual or other violence;
- The seriousness of the alleged conduct;
- Whether the alleged conduct was perpetrated with a weapon;
- Whether the alleged victim is a minor;
- Whether the University possesses other means to obtain relevant evidence of the alleged conduct (e.g., security cameras or personnel, physical evidence); and
- Whether the alleged conduct reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

The Title IX Coordinator's decision will be conducted on a case by case basis after an individualized review. If the University honors the individual's request for privacy or requests that no investigation be conducted or disciplinary action taken, the University's ability to meaningfully investigate the incident and pursue disciplinary action, if appropriate, may be limited, but nonetheless may proceed.



# Emergency Response and Evacuation Procedures

## Campus Emergency Response

CU Anschutz maintains an all-hazards, comprehensive emergency management plan for the campus. The University of Colorado Anschutz Medical Campus Comprehensive Emergency Management Plan (CEMP) establishes the basis for providing emergency response resources and assistance to the campus community if impacted by emergencies or disasters. CEMP and its supporting annexes may be activated by University of Colorado Leadership Team (UCLT) or directed designees.

The CEMP covers all four phases of emergency management: mitigation, preparedness, response, and recovery. The CEMP also makes considerations for homeland-security issues by directing personnel and resources towards prevention and protection activities, to the extent possible on a university campus.

In support of the campus CEMP, University affiliates and stakeholders develop and implement internal response standard operating procedures for their departments, schools, colleges, etc. The procedures define and express how tasks, functions and activities are accomplished as they related to the CEMP. The procedures may be administrative, routine, or tactical in nature.

Copies of the plan are available in the University of Colorado Denver | Anschutz Medical Campus Emergency Management Division office and Emergency Management Website (base plan only).



# 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 devices and testing of these procedures in coordination with the Campus Life Safety Officer (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 University Police supervisor/officer in charge on duty after receiving and confirming 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.

"Campus Emergency" is defined as a situation or incident that poses a potential or actual significant risk to the safety and/or security of campus facilities, faculty, staff, students, or visitors to CU Anschutz. These situations/incidents include but are not limited to severe weather, hazardous materials spills, or other environmental hazards, as well as, serious or violent criminal incidents involving threats to life or property and include crimes such as homicide, assaults involving serious bodily injury, sexual assaults, kidnapping, infant/child abductions, or active shooter situations.

**In the event that a campus or building evacuation is required on the University of Colorado Anschutz Medical Campus, move quickly, but in an orderly fashion to the nearest exit. DO NOT USE ELEVATORS.**

**It is University policy that all persons shall be allowed to evacuate the building when a fire alarm sounds.**

**Once outside of the building:**

- **Continue to a safe distance (a minimum of 100 feet or more when directed by emergency personnel).**
- **Keep clear of emergency vehicles.**
- **Gather at your pre-determined safe location and try to account for all persons who were in your area. If you know of persons who are injured, trapped, or unaccounted for, report that information to emergency responders.**
- **Do not leave the campus without notifying your supervisor.**

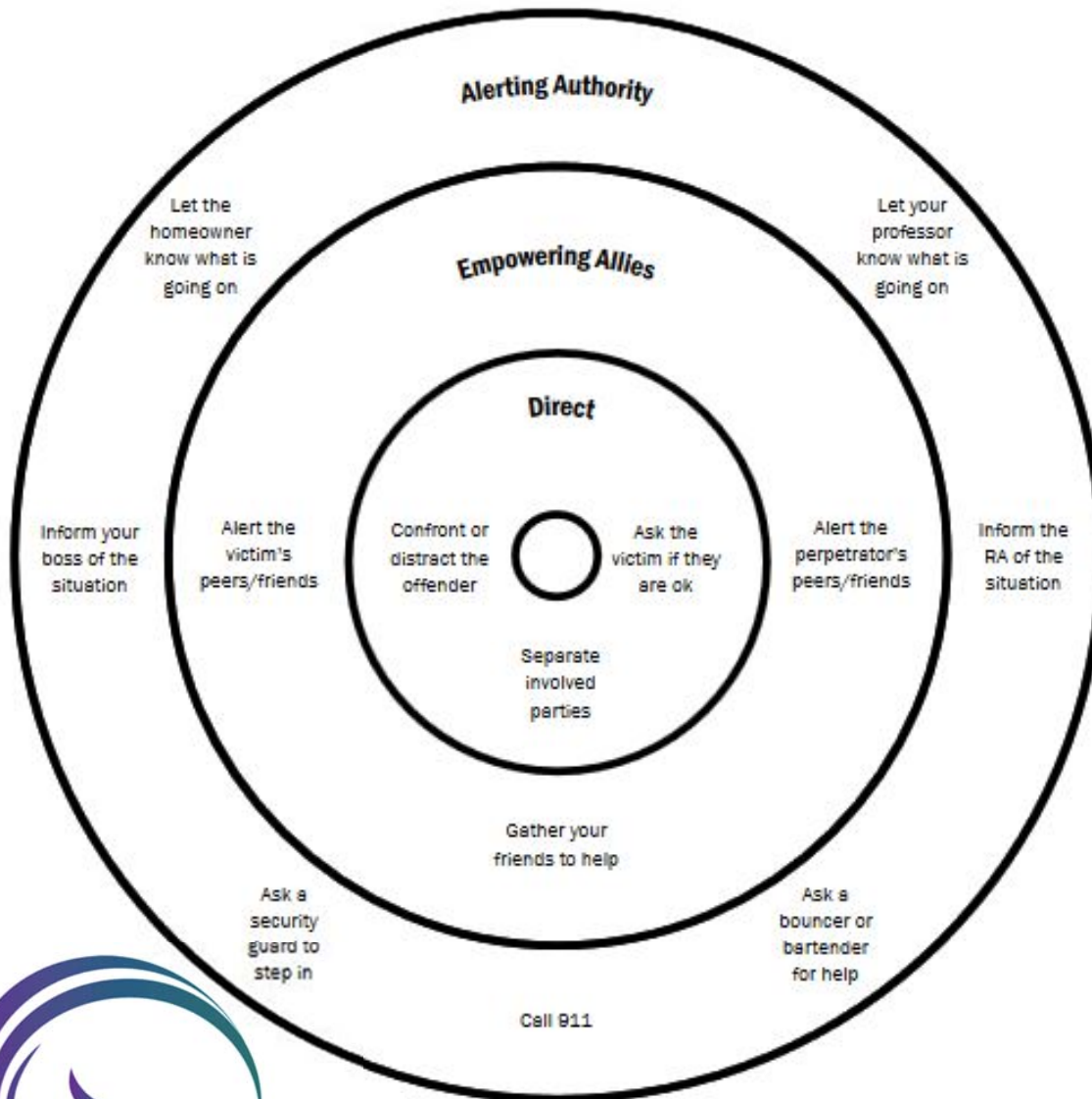
The University Police Department and Office of Emergency Management tests emergency response and evacuation procedures on at least an annual basis during drills and other exercises. These are normally announced and publicized in advance of the drill or exercise.

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.



# Bystander Intervention

## Circles of Safety in Bystander Intervention



The  
Phoenix  
Center  
at Anschutz  
303.724.9120

This framework has been shown to help bystanders come up with safe ways to intervene in most situations. This is a guideline to help us brainstorm effective and safe ways to handle difficult situations. The three general strategies are:

**Direct** – Talking to the person who is being offensive / abusive or the person who is being accosted.

**Empower Allies** – Empower other bystanders to act.

**Alert a Local Authority** – Find someone who is empowered by their position to act, people who have an obligation, and hopefully training, to handle difficult situations. Once found, notify them of the situation.

# Steps You Can Take to Prevent Sexual Assault

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.

**Bystander intervention** is defined as *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 dating violence, domestic violence, sexual assault, and stalking. Bystander intervention includes:*

- *recognizing situations of potential harm;*
- *understanding institutional structures and cultural conditions that facilitate violence (this might include fraternity or sports cultures at some institutions);*
- *overcoming barriers to intervening;*
- *identifying safe and effective intervention options; and taking action to intervene.*

Everyone has a role to play in preventing sexual assault. There are many different ways that you can step in or make a difference if you see someone at risk. This approach to preventing sexual assault is referred to as “bystander intervention.” The key to keeping your friends safe is learning how to intervene in a way that fits the situation and your comfort level. Having this knowledge on hand can give you the confidence to step in when something isn’t right. Stepping in can make all the difference, but it should never put your own safety at risk. (from the following website ([www.rainn.org](http://www.rainn.org))).

**C**reate a distraction. Do what you can to interrupt the situation. A distraction can give the person at risk a chance to get to a safe place.

- Cut off the conversation with a diversion like, “Let’s get pizza, I’m starving,” or “This party is lame. Let’s try somewhere else.”
- Bring out fresh food or drinks and offer them to everyone at the party, including the people you are concerned about.
- Start an activity that is draws other people in, like a game, a debate, or a dance party.

**A**sk directly. Talk directly to the person who might be in trouble.

- Ask questions like “Who did you come here with?” or “Would you like me to stay with you?”

**R**efer to an authority. Talk directly to the person who might be in trouble.

- Ask questions like “Who did you come here with?” or “Would you like me to stay with you?”

**E**nlist others. It can be intimidating to approach a situation alone. Enlist another person to support you.

- Ask someone to come with you to approach the person at risk. When it comes to expressing concern, sometimes there is power in numbers.
- Ask someone to intervene in your place. For example, you could ask someone who knows the person at risk to escort them to the bathroom.
- Enlist the friend of the person you’re concerned about. “Your friend looks like they’ve had a lot to drink. Can you check on them?”



**Your actions matter** - Whether or not you were able to change the outcome, by stepping in you are helping to change the way people think about their role in preventing sexual assault. If you suspect that someone you know has been sexually assaulted, there are steps you can take to support that person and show you care.

# RESPECT

EXPECTED.



UNIVERSITY OF COLORADO DENVER | ANSCHUTZ MEDICAL CAMPUS  
SEXUAL MISCONDUCT PROCEDURES  
Effective May 9, 2017

## I. INTRODUCTION

The University of Colorado Denver |Anschutz Medical Campus (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.<sup>1</sup>

## 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-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 Sexual Misconduct & Discrimination 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 Sexual Misconduct & Discrimination Report Form.

### “Responsible Employee”?



According to Office of Civil Rights’ 2001 Guidance, a **responsible employee** includes any employee:

- Who has the authority to take action to redress sexual violence;
- Who has been given the duty of reporting incidents of sexual violence or any other misconduct by students to the Title IX coordinator or other appropriate school designee; or
- Whom a student could reasonably believe has this authority or duty.

<sup>1</sup> 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(s), and/or any trained designees.

The University may have an obligation to report to the police, keeping the name of the victim confidential, in circumstances where the incident includes an allegation that a crime has been committed.

**Callie Rennison, Title IX Coordinator & Director of the Office of Equity**

Lawrence Street Center  
Campus Box #187  
1380 Lawrence Street, 12th Floor  
Denver, CO 80217  
Phone: **303-315-2567**  
Email: [equity@ucdenver.edu](mailto:equity@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.

- 9-1-1 (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 Designee will assist in notifying law enforcement authorities, if the victim so chooses.

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 and Aurora 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**

- 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:

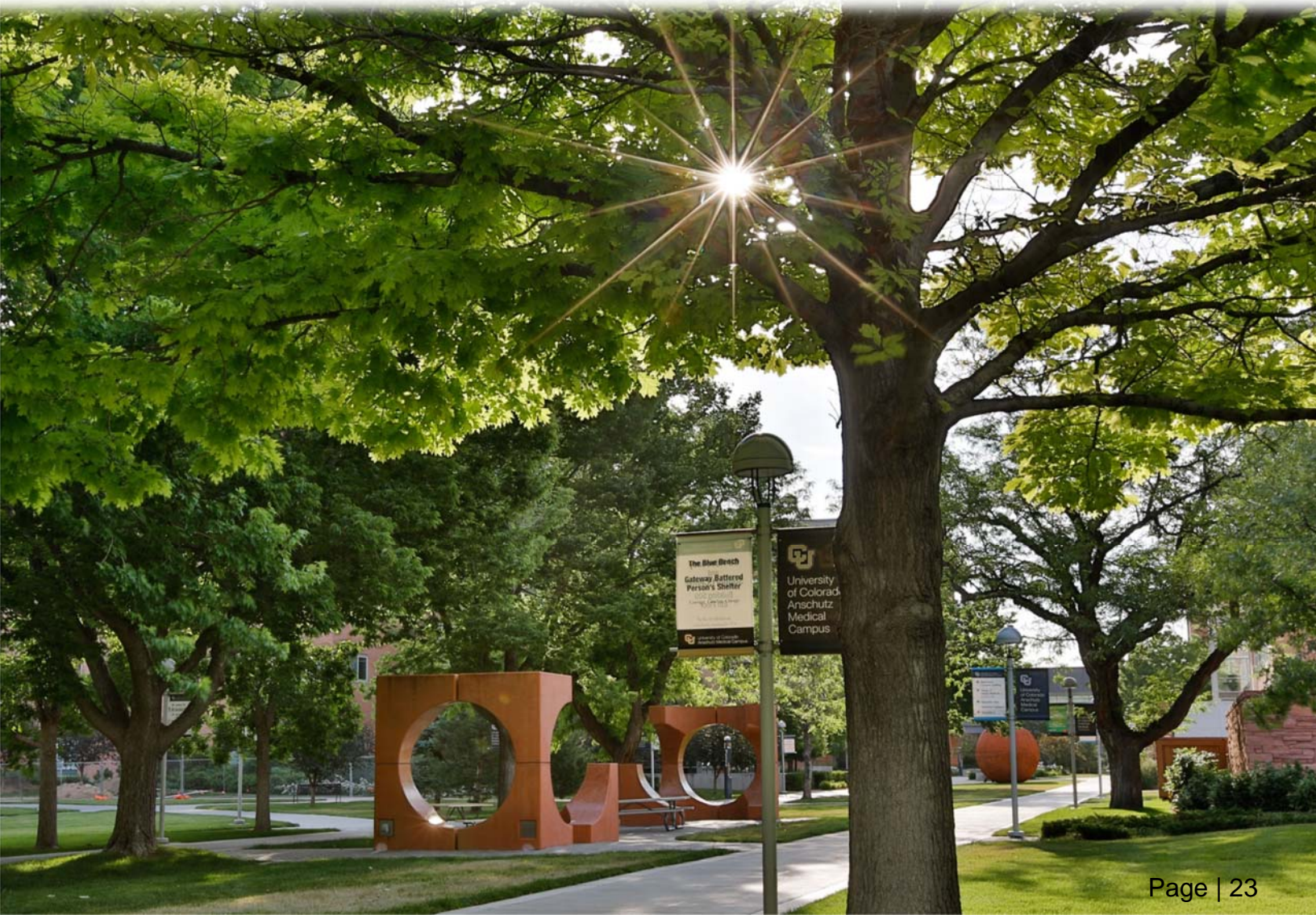
- Whether the Respondent has prior arrests, reports and/or complaints related to any form of Prohibited Conduct or any history of violent behavior;
- Whether the Respondent has a history of failing to comply with any University No Contact Directive, other University protective measures, and/or any judicial 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) initiating an investigation and Formal Resolution under these Procedures; (3) arranging, imposing or extending any other appropriate remedial and/or protective measures; and/or (4) 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 a Standing Review Committee, and if appropriate, implementation of a sanction, and (2) Alternative Resolution, which includes a variety of informal options for resolving reports.

### **A. FORMAL INVESTIGATION <sup>2</sup>**

#### **1. Major Stages and Timelines**

a. Notice of Investigation (NOI) If a formal investigation is commenced, the OE shall send the Respondent and the Complainant a Notice of Investigation which will:

- Provide a copy of the OE Procedures and applicable policy;
- Identify the Complainant <sup>3</sup> and Respondent;
- Identify the investigator(s);
- Identify the ability to contest the investigator(s) assigned to the investigation;
- Identify the standard of evidence to be used;
- Identify the factual description premising a charge of prohibited conduct;
- Identify the prohibited conduct provisions under the University's Sexual Misconduct and/or Nondiscrimination Policies;
- Identify any interim protective measures, which typically include but are not limited to, a no-contact order; and
- Require that the Respondent contact the OE within three business days to set up a meeting.

If the Respondent schedules a meeting but does not attend or attends but does not participate, the OE may complete the investigation based on the totality of information obtained, which may include police investigation reports and other relevant documents or information.

The Notice of Investigation will be sent to the Respondent and the Complainant by email. It may also be hand-delivered, or sent via certified mail to the permanent mailing address appearing in the University's information system or to an address appearing on a police report. Notice will be considered furnished on the earlier of either the date emailed or mailed to the parties.

b. Investigative Process: The OE follows an investigative model whereby investigator(s) interview the Complainant and the Respondent separately and provide each party the opportunity to be heard and respond. There are no formal hearings. The Complainant and the Respondent shall each have the right to:

- Timely notice of an interview or meeting where a party's presence is requested;
- Present relevant information to the investigator, including evidence identifying witnesses;
- Have an advisor of their choice present during any interview, which can include, but is not limited to an attorney or advocate. Advisors are not authorized to participate instead of the Complainant or Respondent. If a Complainant or Respondent chooses to have an advisor present for interviews, it is the Complainant or Respondent's obligation to select an advisor whose schedule allows attendance within the timeframes designated. Additionally, advisors cannot be a party to, or a witness in, the investigation;

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<sup>2</sup> Section H (7) does not apply to matters formally investigated pursuant to the University of Colorado Conflict of Interest in Cases of Amorous Relationships Policy. Section 2 ("Policies and Procedures") of that Policy applies in those cases and the University is the Complainant.

<sup>3</sup> In certain limited situations, the OE may choose not to disclose the identity of the Complainant. These situations include, but are not limited to, situations in which a Complainant has requested that their privacy be maintained. When a Complainant requests that their privacy be maintained, the OE will consider those factors identified in Section G "Determination Regarding Obligation to Provide a Safe and Nondiscriminatory Environment." If the OE elects to move forward with an investigation without the participation of a Complainant, in order to meet the University's obligations under Section G, the individual alleged to have been subjected to misconduct will be notified prior to the commencement of any investigatory effort that the OE has elected to initiate an investigation. Additionally, the Respondent will be notified that the investigatory effort is being initiated by the OE and not due to any action initiated by the individual who may have been subjected to misconduct.



Review and respond to a Written Evidence Summary of the relevant and material facts gathered during the investigation prior to a final report;

- Receive an Outcome Letter at the conclusion of the investigation and following the review by the Standing Review Committee; and
- Receive notice of any sanction, if applicable, in writing.

- c. **Disclosure of Written Evidence Summary:** Following the fact gathering, the investigator(s) shall send a Written Evidence Summary of the relevant and material facts to Complainant and Respondent who each have five business days to review and respond. Where the investigator(s) receive information that warrants further investigation or review, the investigator(s) may extend the investigation in order to collect additional information. If an investigation is extended for this purpose, the parties will be notified in writing. Following such an extension, the investigator(s) will issue an amended Written Evidence Summary, which shall again be made available to the Complainant and Respondent for review and comment for five business days. The decision to extend the investigation shall be at the discretion of the investigator(s), in consultation with the Director.
- d. **Investigative Report:** At the conclusion of an investigation and following the submission of any information by either the Complainant or Respondent, the investigator(s) shall prepare a written investigative report that will include a statement of factual findings and a determination as to whether or not there was a policy violation. The OE may also submit the investigative report to the Office of University Counsel for review for legal sufficiency.
- e. **Report to Standing Review Committee:** The final investigative report shall be presented for review to the Standing Review Committee (SRC). The SRC shall consist of employees and/or students who have received appropriate training regarding implementation and application of the Procedures. The SRC reviews the investigative report to review for investigator(s) bias and impartiality, thoroughness of the investigation, and sufficiency to support the finding. The SRC may review any information contained in the investigative file, may consult with the investigator(s), or may recommend that further investigation or a new investigation be done by the same or another investigator(s). The SRC may not conduct its own investigation or hearing.
- f. **Notice of Finding:** The OE shall advise the Complainant and Respondent simultaneously in writing of the result or outcome of any investigation conducted under these Procedures. A copy of the final, redacted investigative report, as approved by the SRC, shall be made available for in-person review by the Complainant and Respondent. In limited circumstances, the OE may make available redacted copies of the investigative report and may be shared with those individuals with a need to know, including but not limited to, the Complainant, Respondent, Respondent's supervisor, and Respondent's appointing/disciplinary authority as applicable for employee Respondents, or Director of Student Conduct <sup>4</sup>. Such requests must be made to the Director or designee.
- g. **Completion of Investigation/Sanction:** The University will use its best efforts to complete its investigation and impose sanctions within sixty days of the issuance of a Notice of Investigation, although this time frame may be extended for good cause. Good cause may exist based on a variety of factors, including the complexity of the circumstances of each allegation (for example, employment discrimination and some protected class harassment investigations will typically take longer), the integrity and completeness of the investigation, to comply with a request by law enforcement, to accommodate the availability of witnesses, to provide translation services, to account for University breaks or vacations, to access relevant and probative documentation that is not immediately available, or to address other legitimate reasons. In the event the 60-day time frame is extended, both the Complainant and the Respondent will be notified in writing.

2. **Deadlines/Extensions of Time:** The Complainant and the Respondent each have an obligation to meet deadlines as requested by the OE during the investigation and as specified above. Extensions of time shall only be granted for good cause shown and the parties shall be provided written notice of extensions as applicable.

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<sup>4</sup> Ibid

3. **Standard of Review/Burden of Proof:** The standard of proof required for a finding of responsibility is a preponderance of evidence, i.e., the information gathered demonstrates that it is more likely than not that the conduct occurred.
4. **Other Evidentiary Standards:**
  - a. Sexual history in sexual misconduct cases: The OE will not seek to consider irrelevant information regarding the Complainant's or Respondent's sexual history. Relevant information may include the shared sexual history between the Complainant and the Respondent, particularly if there are questions about physical injury or trauma. However, a prior consensual dating or sexual relationship between the Complainant and Respondent by itself does not support an inference of affirmative consent or preclude a finding of sexual misconduct.
  - b. Respondent's prior acts/pattern evidence: The OE will review if available any prior complaints of misconduct committed by the Respondent if they are relevant and probative to the alleged conduct at issue, or if they demonstrate a pattern of behavior. Such prior complaints, if relevant and probative, may be used in the imposition of interim protective measures, the investigative finding, and/or sanctioning.
5. **Sanctioning Overview for All Cases (Students or Employees):** In cases where the investigation results in a determination that the OE policies have been violated, within five business days of the date of the Notice of Finding, the Respondent and Complainant will each have an opportunity to separately meet with the Director or designee to discuss any mitigating or aggravating circumstances related to the incident that may impact sanctioning. It is the responsibility of the parties to set the appointment and meet within the time prescribed. This meeting does not replace any additional meetings that may be required under other applicable personnel process (e.g., State Personnel Board Rules for Classified Employees, and Privilege and Tenure procedures for faculty).

Alternatively, the Complainant or Respondent may submit a written statement in lieu of a meeting within five business days of the Notice of Finding. A written statement may be up to three pages in length, single spaced, 12-point font, and must be limited to describing mitigating or aggravating circumstances that may affect sanctioning. Any statement outside of these guidelines will not be considered. Repeated violations are likely to result in progressively severe sanctions. In the event that no violation of the OE policies is found, there is no preclusion of discipline for other prohibited misconduct under the Student Code of Conduct <sup>5</sup> (for students) or for inappropriate or unprofessional conduct, or other misconduct (for employees). A sanction may be recommended when an employee is found, through the course of the investigation, to have engaged in inappropriate unprofessional conduct related to allegations of discrimination, harassment, sexual misconduct, and/or retaliation. The Director or designee may consult as necessary with OE staff, Human Resources, the Office of Student Conduct and Community Standards <sup>6</sup>, or any other University staff as needed in making a sanctioning determination. Factors pertinent to a sanctioning decision may include as applicable:

- a. Severity of conduct and whether it escalated during the incident;
- b. Whether the Complainant was incapacitated at the time;
- c. Whether there was force/violence, weapons, or threats of force/violence;
- d. Any prior history of related criminal or policy violations;
- e. Impact on Complainant;
- f. Acceptance of responsibility by Respondent; and/or
- g. On-going safety risk to Complainant and/or community.

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<sup>5</sup> Ibid

<sup>6</sup> Ibid

6. **Notice and Sanction for Student Respondents:** The Director or designee is authorized to impose sanctions on student Respondents and shall simultaneously notify the Complainant and Respondent of any sanctions and any other steps taken by the campus to remedy the discrimination or harassment. One or more of the following sanctions may be imposed:
- a. **Warning/Written Reprimand:** A warning/written reprimand is a statement from the Director or designee that the behavior was inappropriate and that more serious action will be taken should subsequent infractions occur.
  - b. **Educational Sanctions:** The student may be required to attend a class, program, or training (e.g., alcohol or anger management classes). This is not an exhaustive list but should serve as a reference for the types of educational sanctions that may be imposed.
  - c. **Residence Hall Reassignment:** A student who resides in a residence hall may be assigned to a different floor or location within a residence hall.
  - d. **Residence Hall Termination:** A student's residence hall agreement is terminated through the OE process and the student is prohibited from residing in any University residence hall on either a permanent or temporary basis. Specific exclusion from the residence halls may be imposed. Termination may occur in cases where a student appears to be involved in a violation of University policies and the behavior or pattern of behavior has significant negative impact on a person's living community.
  - e. **Probation:** A student is placed on probation. Probation lasts for a specific period of time, and is implemented by semesters. Any violation of the OE policies or the conditions of probation committed during the probationary period will result in further disciplinary action.
  - f. **Restriction or Denial of University Services:** The student is restricted from using or is denied specific University services, including participation in University activities.
  - g. **Suspension:** The student is required to leave the University for a specific period of time. A suspension notation appears on the student's transcript. After the period of suspension has expired, the transcript notation will be removed. Suspension from the University includes exclusion from University property during the period of suspension. A suspension decision results in the student being suspended from all campuses of the University of Colorado system. Upon completion of the suspension, if the student wishes to return to the University, they must complete the re-admission process through the Office of Admissions.
  - h. **Exclusion:** The student is denied access to all or a portion of University property. When a student is excluded from University property, that student may be permitted onto University property for limited periods and specific activities with the permission of the Director or designee. Should the student enter University property without permission, action may be taken by the police for trespass.
  - i. **Expulsion:** The student is required to permanently leave the University. A notation of expulsion remains permanently on the student's transcript. An expulsion keeps the incident on file in the OE permanently. Expulsion from the University includes automatic exclusion from University property. An expulsion decision results in the student being expelled from all campuses of the University of Colorado system.
  - j. **Recommendation for Revocation of Degree:** The Director or designee recommends to the Regents of the University of Colorado revocation of an earned degree.
  - k. **Additional Sanctions:** The Director or designee has the discretion to impose any additional sanctions that may be warranted and appropriate given the circumstances of the case.

7. **Notice and Sanction for Employee Respondents:** The Director or designee will notify the disciplinary authority if a Respondent was found to have violated a policy or acted inappropriately or unprofessionally. The disciplinary authority will impose sanctions as warranted in consultation with the Director of OE or designee, Chief Human Resource Officer or designee, and any other administrative staff with a need to know. The Director or designee will provide a formal recommendation as to the applicable sanctions. The Director or designee will ensure to the extent possible that both parties simultaneously receive notice of any sanctions imposed and any other steps taken by the University to remedy the discrimination or harassment to the extent permitted by law. The Director or designee must ensure that any disciplinary action imposed by the appointing/disciplinary authority against an employee Respondent is appropriate and timely pursuant to these Procedures. Any disputes in cases between the Director or designee and the appointing/disciplinary authority regarding discipline shall be resolved by submitting the case information to the Chancellor for review and final decision. The Chancellor shall also have access to the investigative records and may consult with the investigator in order to take appropriate action. One or more sanctions may be imposed:
- a. Letter of Direction/Reprimand: A warning/written letter of direction or reprimand is a statement from the disciplinary authority that the behavior was inappropriate and that more serious disciplinary action will be taken should subsequent infractions occur.
  - b. Mandatory Training: The employee may be required to attend a training, class, or program as relevant to the misconduct.
  - c. Demotion: The employee may be demoted from their current position, resulting in a reduction of grade, rank, or status.
  - d. Job Duty Modifications: The disciplinary authority may modify the employment responsibilities of the employee.
  - e. Reduction in Salary/Ineligibility for Merit Increases: The employee's salary is reduced either permanently or temporarily or the employee is not eligible for merit increases either permanently or temporarily.
  - f. Ineligibility for Rehire: The employee is no longer eligible for employment at the University.
  - g. Exclusion: In consultation with the disciplinary authority, the Director of OE or designee denies access for the employee to all or a portion of University property. When an employee is excluded from University property for limited periods and specific activities with the permission of the Director or designee. Should the employee enter University property without permission, action may be taken by the police for trespass.
  - h. Termination of Employment Contract and/or Termination of Employment: Pursuant to applicable laws and policies specific to the employee's status, the disciplinary authority recommends or terminates employment.
  - i. Additional Sanctions: The disciplinary authority has the discretion to impose any additional sanctions that may be warranted and appropriate given the circumstances of the case.
8. **Conclusion of Formal Investigation:** The OE investigation report as reviewed and approved by the SRC, and sanction if applicable, are final and there are no separate appeal procedures.<sup>7</sup> Pursuant to Section D (5) the Director or designee has the discretion to re-open an investigation in limited circumstances. The Complainant may seek

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<sup>7</sup> For cases resulting in an exclusion from campus, the Respondent has the right to appeal the Campus Exclusion portion of their sanction. The appeal process follows the procedures outlined in the Administrative Policy: Exclusion of Persons from University Property [http://www.ucdenver.edu/faculty\\_staff/employees/policies/Policies%20Library/Admin/ExclusionPersonsCampus.pdf](http://www.ucdenver.edu/faculty_staff/employees/policies/Policies%20Library/Admin/ExclusionPersonsCampus.pdf)

## B. ALTERNATIVE RESOLUTION

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/faculty and/or employee 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.

## NOTES

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<sup>1</sup> The University of Colorado Schools of Medicine and Dentistry will continue to serve as the body for sanctions and disciplinary actions for all Title IX-related matters. The Title IX Coordinator for the University reserves the right to make appropriate recommendations to this body regarding the sanctioning process.

<sup>2</sup> ibid

<sup>3</sup> ibid

<sup>4</sup> ibid

<sup>5</sup> ibid

<sup>6</sup> ibid

<sup>7</sup> ibid

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## Definitions

**Dating Violence** is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

**Domestic Violence** is defined as a felony or misdemeanor **crime of violence** committed—

- By a current or former spouse or intimate partner of the victim;
- By a person with whom the victim shares a child in common;
- By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;
- 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.

According to Section 16 of title 18 of the United State Code, the term "crime of violence" means:

- a) An offense that has as an element the use, attempted use, or threatened use of physical force against the person or property of another, or
- b) Any other offense that is a felony and that, by its nature, involves a substantial risk that physical force against the person or property of another may be used in the course of committing the offense.

**Stalking** is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

- Fear for the person’s safety or the safety of others; or
- Suffer substantial emotional distress.

For the purposes of this definition—

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

The above definitions for Domestic Violence, Dating Violence, and Stalking, are provided by the Violence Against Women Act of 1994.

**Sexual Assault (Sex Offenses):** Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

**Rape** is the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

*The definition of Rape is from the Summary Reporting System (SRS) User Manual from the FBI’s UCR Program.*

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

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

**Statutory Rape** is sexual intercourse with a person who is under the statutory age of consent.

*The definitions of Fondling, Incest and Statutory Rape are from the FBI’s National Incident-Based Reporting System (NIBRS) Data Collection Guidelines edition of the UCR.*

## “Victim” vs. “Survivor”

This report uses the terms “victim” and “survivor.” Both terms are important and have different implications when used in the context of victim advocacy and service provision. For example, the term “victim” has legal implications within the criminal justice process and refers to an individual who suffered harm as a result of criminal conduct. The laws that give individuals particular rights and legal standing within the criminal justice system use the term “victim.” Federal law enforcement uses the term “victim” in its professional capacity. “Survivor” is a term used widely in service providing organizations to recognize the strength and courage it takes to overcome victimization. In this report, both terms are used in the context of victim identification, outreach, and service strategies.

*Credit: [www.ojp.gov](http://www.ojp.gov)*

# Colorado Legal Definitions

## C.R.S. § 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.

**Dating Violence** -Colorado does not define the term "dating violence."



## C.R.S. § 18-3-401 Consent

"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.

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

## C.R.S. § 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.

C.R.S. § 18-3-602. **Stalking** “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.





## University of Colorado Definition

**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.

Consent is not effectively given if it results from the use of *force*, including *threats*, *intimidation*, or *coercion*, or if it is from someone who is incapacitated:

- **Force** is the use of physical violence or imposing on someone physically to gain sexual access.
- **Threats** exist where a reasonable person would have been compelled by the words or actions of another to give permission to sexual contact they would not otherwise have given. For example, threats to kill someone, themselves or to harm someone one cares for constitute threats.
- **Intimidation** occurs when someone uses physical presence to menace another, although no physical contact occurs, or where knowledge of prior violent behavior by an assailant, coupled with menacing behavior, places someone in fear as an implied threat.
- **Coercion** is unreasonable pressure for sexual activity. Coercion differs from seduction by the repetition of the coercive activity beyond what is reasonable, the degree of pressure applied and other factors such as isolation. When someone makes it clear that they do not want sex, do not want to go past a certain point or want it to stop, continued pressure beyond that point can be coercive. It also includes “grooming” meaning an attempt to control victims through a systematic process which takes advantage of an individual’s vulnerabilities using a combination of strategies to gain the individual’s trust, lower inhibitions, and gain cooperation and “consent.”

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

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

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

## Primary Prevention and Awareness

The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end sexual assault, domestic violence, dating violence and 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 and stalking (as defined by the Clery Act);
- B. The definitions of sexual assault, domestic violence, dating violence and 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 and 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 and stalking occurs (as described in "Procedures Victims Should Follow if a Crime of Sexual Assault, Domestic Violence, Dating Violence and 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 and 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 additional training is mandatory for all University Employees and must be completed within 90 days of hire.

Specific to the Student Orientation, in addition to coverage of the Title IX Office and Coordinator role and contact information, is supplementary coverage of the student conduct codes and the student conduct website, our alcohol and drug policy, Counseling Services and workshops available to students such as "Healthy Relationships", the Advocacy Center-The Phoenix Center at CU Anschutz, the University CASE Management Office for students and the CARE Team which deals with a wide-range of low-level to high-risk student issues.

## Sexual Misconduct Campus Climate Survey

Last fall, the Office of Equity launched the University of Colorado Denver | Anschutz Medical Campus's first Sexual Misconduct Campus Climate Survey. This confidential survey sought to help the University better understand the extent and effects sexual misconduct has in our community.

The survey, the first of its kind for our community, was sent to more than 30,000 students, faculty, and staff. The overall response rate was 16%, representing 1,179 undergraduates, 1,296 graduate students, and 2,616 faculty/staff/affiliates.

Survey findings indicate that 14.9% of students and 9.6% of faculty/staff/affiliates who responded experienced at least one of the five types of **sexual misconduct** investigated (sexual assault, sexual exploitation, sexual harassment, intimate partner abuse, and stalking), either on or off campus, since joining CU Denver | Anschutz. Findings show that 6.8% of all students and 1.6% of faculty/staff/affiliates experienced **sexual assault** on or off campus since joining the university. These rates are consistent with or lower than national rates of sexual misconduct and sexual assault, although direct comparisons are difficult due to differences in survey questions, populations, and definitions used. For instance, CU Denver | Anschutz is one of very few universities to include faculty and staff in its survey. While our estimates are consistent with or lower than others, we recognize that any amount of sexual misconduct is too much, and as a university, we are strongly dedicated to ending it.

Results also indicate that 40% of all students (36% of graduate students, and 43% of undergraduate students) report understanding the university's formal procedure for reporting sexual misconduct. Fifty percent of CU Anschutz faculty, staff, and affiliates, and 70% of CU Denver faculty, staff and affiliates reported understanding the university's formal procedure for reporting sexual misconduct.

[Click here to view a presentation of these and many more survey findings.](#)

[Click here to read the Communique sent out by our Chancellors about these results.](#)

The findings have already begun to inform and improve the University's ongoing prevention, education and response efforts related to all forms of sexual misconduct. Office of Equity staff are meeting with key stakeholder groups, holding focus groups with students, staff and faculty, and redoubling efforts in the area of training and prevention.



## Office of Equity Training Index

Title	Length	Intended Audience	Topics Covered
Equity 101: What We Do	1-1.5 hours	all	<ul style="list-style-type: none"> <li>• Discrimination, harassment, sexual misconduct policies</li> <li>• Intro to Consent</li> <li>• Intro to IPV</li> <li>• Intro to Gender construction</li> <li>• Intro to Bystander Intervention</li> <li>• Responsible employees</li> <li>• Case studies</li> <li>• Contact info</li> </ul>
Equity 201: Supporting Survivors	1-1.5 hours	Faculty, staff, student employees, student leaders	<ul style="list-style-type: none"> <li>• Review: Discrimination, Harassment, Sexual Misconduct</li> <li>• Victim blaming</li> <li>• Trauma response</li> <li>• What to say/not say</li> <li>• Responsible employees</li> <li>• Case studies</li> <li>• Contact info</li> </ul>
Equity 301: Ally Training	2 hours	all	<ul style="list-style-type: none"> <li>• Review: Discrimination, Harassment, Sexual Misconduct</li> <li>• Dynamics of Interpersonal Violence</li> <li>• Gender Construction</li> <li>• Unconscious biases</li> <li>• Case studies</li> <li>• Contact info</li> </ul>
Office of Equity Overview Plus	30 min	All	<ul style="list-style-type: none"> <li>• Discrimination, harassment, sexual misconduct policies</li> <li>• Bystander Intervention</li> <li>• Responsible employees</li> <li>• 1 case study</li> <li>• Contact info</li> </ul>
Faculty Role in Supporting Survivors Overview	15 min	Faculty/staff	<ul style="list-style-type: none"> <li>• Discrimination, harassment, sexual misconduct policies</li> <li>• Trauma</li> <li>• Responsible employee's requirements</li> <li>• Contact info</li> </ul>
Discrimination & Sexual Misconduct Employee Training	120 min	Faculty/staff	<ul style="list-style-type: none"> <li>• Discrimination, harassment, sexual misconduct policies</li> <li>• Disc &amp; harassment case studies</li> <li>• Interpersonal violence</li> <li>• Consent</li> <li>• Gender construction</li> <li>• Pregnancy</li> <li>• More case studies</li> <li>• Responsible employee requirements</li> <li>• Trauma</li> <li>• More case studies</li> <li>• Contact info</li> </ul>

# New to CU Anschutz



**The Phoenix Center (PCA) at CU Anschutz' Mission:** To implement campus response services, provide education and facilitate dialogue related to interpersonal violence (IPV) in the campus community with the ultimate goal of eradicating interpersonal violence in our communities.

**What is the PCA?:** The PCA serves Students, faculty, and staff at CU Anschutz. As an office, PCA supports people who are experiencing or have experienced interpersonal violence. Interpersonal violence (IPV) includes relationship violence, sexual violence, and stalking as its three main components.

**Where is the PCA at CU Anschutz?:** The PCA is in Education 2 North, Room 5232. The office is open from 8am-5pm, Monday – Friday. When PCA is not physically open, services can be obtained by calling the **24/7 hotline: 303-556-2255.**

**Why is the PCA important?:** The highest rate of intimate partner violence in the United States takes place among women aged 18-24. A recent Center for Disease Control and Prevention (CDC) study found that 1 in 6 women and 1 in 19 men have experienced stalking during their lifetime, causing them to feel fearful for their own life or the life of someone close to them. On average 24 people per minute (12 million women and men per year) are victims of rape, physical violence, or stalking in the U.S. Students, faculty, and staff are part of that 12 million. Over the past several years, an increased public and governmental focus on Title IX compliance has required schools to provide “comprehensive victim services to all students affected by sexual harassment or sexual violence.” The PCA is an integral part of fulfilling this necessary function.

**What the PCA Offers:** The PCA is a victims advocacy center. It offers a set of services unique to our campus to victims/survivors of sexual violence, relationship violence, and stalking. Services provided to clients include: court accompaniment, academic advocacy (assisting with academic assistance, course withdrawal, and tuition reimbursement), accompaniment to local law enforcement or Title IX as requested by the client, collaboration with the CU Anschutz Counseling Center, safety planning, housing assistance, and ongoing case management. PCA advocates will often see clients multiple times to address their ongoing safety and academic needs. In addition to in-person services, the PCA also offers a 24/7 free and helpline staffed by trained volunteer advocates to assist those who are experiencing or have experienced interpersonal violence.

# 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 can be collected even if you choose 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, shower, use the restroom, comb hair, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted so that evidence may be preserved to substantiate the alleged criminal offense. The collected evidence may be helpful in obtaining a protection order. Evidence collection may be possible up to 120 hours after the assault. 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 and 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 800.799.7233. 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. Maintain a log recording 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](http://www.victimsofcrime.org) for tips and information. You may wish to seek a protection order.

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

To seek a protection order:

- Contact the county or district court in your area about procedures for obtaining protection orders (many jurisdictions have specific court rooms or times when protection 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 protection 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 protection order*. You will receive a copy for yourself and one to have *served* on the restrained person.
- Once a temporary protection order is issued, you must have it *personally served* on the restrained party. The Sheriff's office will serve the protection order (usually for a fee). (Once the restrained party is served, they must follow the protection order and stay away from your business and follow any other condition the judge ordered.)
- The temporary protection order will be effective until the *permanent protection order hearing*. The hearing will usually 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 protection order*. (In Colorado, the protection order is effective forever unless the court vacates -- cancels -- the protection order.)
- If the restrained person does not appear for the permanent protection order hearing, the judge will issue a permanent protection order if you wish them to do so. If you fail to appear for a permanent protection order hearing, the temporary protection 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 protection order, they must notify you (if they can find you) and come back to court for another hearing. They would claim that the protection 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 or in person at 13347 East Montview Boulevard, Aurora. Additional information about the Aurora Police department may be found online at: [https://www.auroragov.org/residents/public\\_safety/police](https://www.auroragov.org/residents/public_safety/police)

### **What is a protection order?**

Also known as a "restraining order," a civil protection order protects one individual from another individual's actions or threats. A protection order is often used in domestic abuse cases and typically restricts the actions of the restrained individual from harming or approaching another. [Colorado Court FAQ](#)

### **Colorado Victim Rights Act**

The purpose of the Colorado Victim Rights Act (C.R.S. § 24-4.1-302.5) is to preserve and protect a victim's rights to justice and due process and to ensure the justice system pursue the rights of victims with equal diligence as rights guaranteed to criminal defendants.

### **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 19<sup>th</sup> 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 victim 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 [equity@ucdenver.edu](mailto:equity@ucdenver.edu) or you may file an online complaint using the University Title IX Incident Report located at <https://equity.ucdenver.edu/report>



# Sexual Assault Services, Including the Option for a Medical Forensic Examination with Rape Kit

Students on the CU Anschutz campus who have been sexually assaulted can attain services, guidance, and intervention by reporting to the Phoenix Center at CU Anschutz at **303.724.9120** or after hours, contact the 24/7 Crisis Line **303.556.2255**.

The CU Anschutz Campus Health Center (CHC), located in the Anschutz Health and Wellness Center (corner of Racine and Montview) provides physical and behavioral health care. The Campus Health Center can be reached at 303-724-6242. Students can walk in or set an appointment. To accommodate students' varied and tight academic and clinical schedules, Physical Health hours are 8 AM – 1 PM and 2 PM – 5 PM. Walk in hours are 12 PM – 1 PM. Behavioral Health Providers 8 AM – 1 PM and 2 PM – 5 PM. Walk in hours are 3 PM – 4 PM. Members of the CU Anschutz Medical Campus (e.g. faculty and staff) and the surrounding Anschutz community (e.g. CU Medicine, Fitzsimons Redevelopment Authority) can access physical health services.

Students, faculty, or staff who have been sexually assaulted can access services, guidance, and intervention by reporting to either the CU Anschutz Health Center or the Phoenix Center at CU Anschutz during business hours. If, after meeting with either of these agencies, a student would like to obtain a forensic evidence based examination, transportation to Medical Center of Aurora will be arranged at no cost to the student. The Sexual Assault Nurse Examiner (SANE) Program at The Medical Center of Aurora is located within the Emergency Department at The Medical Center of Aurora, SANE provides care 24 hours a day, 7 days a week. It is the only program of its kind in Arapahoe County. After the exam, a Medical Center of Aurora SANE nurse will call the patient to discuss any lab test results and may refer the patient to professionals who can provide additional services. The Medical Center of Aurora, operates within the 18th Judicial District.

## Reporting to the Office of Equity

**Whether or not the person who assaulted you is part of the CU Denver | Anschutz community, we are here to help you.**

If the person who assaulted you is a CU student, faculty, or staff member, the Office of Equity can launch an investigation to formally resolve your incident. This means that if after an investigation it is determined that the individual has engaged in behavior which violates the University's [Sexual Misconduct Policy](#), the Office of Equity can issue disciplinary sanctions up to and including expulsion from school (for students) or termination of employment (for staff, faculty). The Office of Equity will work with you to determine any interim measures, and to address any safety concerns, with the hope that you will be able to continue your academic pursuits, or employment (if you choose to) with as little interruption as possible. The Office of Equity can offer a number of interim remedies and will work with you to determine which ones you wish to utilize. Some examples of interim remedies that may be offered are:

- no contact orders;
- alternative arrangements for classes, extensions on assignments (with faculty approval);
- access to classes online;
- offering incomplete (with faculty approval) or withdrawal (with faculty approval);
- and/or safety escorts around campus.

The Office of Equity will consider any requests and make the determination as to whether or not the request is reasonable, and whether or not the university is able to accommodate the request considering the individual circumstances. In cases where serious or imminent threat to you or the campus community exists, the Office of Equity may consider taking actions such as building, location or campus exclusions.

If the person who assaulted you is **not** a CU student, faculty, or staff member (or you aren't sure), the Office of Equity can still help you. If you need support around missed classes, late assignments, time off from work, or other

campus related needs to help you feel safe moving forward, the Office of Equity wants to help. *You do not need to initiate an investigation to access our support resources or interim measures.* However, if the information you share with the Office of Equity leads to a belief that others may be in immediate danger, the Office of Equity may be obligated by law to move forward with an investigation whether or not you want to, with or without your participation. In these rare cases, the Office of Equity will work with you and notify you when there is an obligation to move forward, and will continue to inform you of the steps moving forward. the Office of Equity can also work with you to address any potential safety concerns or interim measures.

**Can I report to both the University and the police?** Absolutely! Please let the Office of Equity know that you'd like to also report to the police, and the Office of Equity can reach out to the appropriate law enforcement unit on your behalf. The Office of Equity may be able to set up a shared meeting to coordinate your reporting to both the University and law enforcement. The Office of Equity knows it can be hard to talk about what happened, so often the Office of Equity will work together with the police in an attempt to make things easier on you.

### Reporting to the Police

At any time, you can call 9-1-1 and tell the operator that you need to report a sexual assault.

If you are not in immediate danger, you can also call the non-emergency line for the police in the jurisdiction where the assault occurred. For instance, if you live in Aurora but you were assaulted in Denver, you should call the Denver police. On the non-emergency line, you can set up a time to talk to a detective to give your statement. The statute of limitations in Colorado for reporting sexual assault is 20 years after the assault occurred, unless the person who was assaulted was under 18 at the time. In those cases, there is no statute of limitations.

**Can you report to both the University and the police?** Absolutely! We work hard to collaborate with our local police whenever possible and with your permission. If you report to both, please let the police know that you are a student and want to report to us as well.



### I just want to talk to someone...

There are many *confidential* options available for you for support:

The Blue Bench is the Metro Denver resource for people who have been sexually assaulted. You can reach them 24/7 at **303-322-7273**.

Gateway Domestic Violence Services operates a 24/7 CRISIS Line at **303-343.1851**.

loveisrespect's mission is to engage, educate and empower young people to prevent and end abusive relationships. To speak to an advocate, call **866-331-9474** or text **loveis to 22522**.

Stalking can be unpredictable and dangerous. Victims Connect Helpline provides information and referrals for victims of all crimes at **855-484-2846**.

## SANE (Sexual Assault Nurse Exam)

Also, sometimes referred to as a “rape kit,” this exam may be performed at a hospital or other healthcare facility by a Sexual Assault Nurse Examiner (S.A.N.E.), Sexual Assault Forensic Examiner (SAFE) or another medical professional. *See below for a list of S.A.N.E. facilities.* The exam will take about 3-4 hours and will involve collecting medical history, conducting a detailed medical examination, and speaking to you about treatment options for things such as sexually transmitted infections (STIs), prophylaxis and about follow-ups, counseling, community resources and other resources. Remember that you have the right to accept or decline any or all parts of the exam.

### **How do I prepare for the exam?**

*If you can,* it's best to avoid using the restroom, changing clothes, combing your hair, cleaning up the place where the assault happened or even showering or bathing before arrival. Preserving DNA evidence can be key to identifying the perpetrator in a sexual assault case. If you have anything by way of evidence you want to show the police or your health care provider, place it in a paper, not plastic, bag. If you are able, bring a change of clothes with you to the health facility or hospital.

### **If I go to the hospital do I have to report to the police?**

No, unless you are under the age of 18. If you are 18 or older, in the state of Colorado, you have the option to receive the exam without making a police report. By law the police will be called to the hospital, but you can simply tell the nurse that you don't want to speak to them and they will leave. In Colorado, you can also have your evidence collected anonymously, so your name won't even be on the kit. Out of any of these options, you can always change your mind later and decide to report to the police. It may be helpful to have time to decide if you want to, but this way the evidence will be collected in case.

### **How long after the assault can I get the exam?**

Evidence collection as well as pregnancy and STI prevention are most effective soonest. Getting your exam within 48 hours of the assault is the ideal time frame. *However,* evidence can be collected over a week later in some cases. What is most important is you getting the medical care that you need, so even if it has been longer than a week you can still get an exam.

### **How much will the exam cost?**

Nothing! Under the Violence Against Women and Department of Justice Reauthorization Act of 2005, victims of sexual assault have access to an exam free of charge or with a full reimbursement, even if the victim decides not to report to the police. (If you do report to the police, they will cover the cost of your exam).

### **What else should I know about the exam?**

Included in your exam will be medications to prevent sexually transmitted infections (STIs). If you know that the person assaulted you has an STI, be sure to tell your medical provider. If you aren't sure, you will be offered treatment against a variety of infections. If you are capable of becoming pregnant, most **but not all** hospitals with SANE programs can offer you Plan B included in the exam. (Some religious hospitals do not carry Plan B, but you can still request a prescription).

# After Dating or Domestic Violence

**If you have or currently are experiencing dating or domestic violence, here are some options for what you can do next:**

**If you are ready to leave the relationship:** The Denver Metro area has a number of wonderful shelter programs that can safely house you. Space is limited, so you may have to call several locations before you find a bed. The Office of Equity would be happy to help you find shelter, as would the Phoenix Center at CU Anschutz **303-724-9120**.

You may also have a friend or family member who can stay with— that’s great! Keep in mind that if your perpetrator knows where your friends and family live you may still want to be extra careful while staying with them. Make sure you take important documents (birth certificates, social security cards, etc.), medications, and sentimental belongings with you when you leave.

**If you aren’t ready to leave the relationship:** The University understands that there are a lot of reasons why you may not be able to leave your relationship. However, your safety is the top priority. You are encouraged you to speak with the Office of Equity or Phoenix Center at CU Anschutz to create a safety plan **303-724-9120**.

**Reporting to the Office of Equity:** Whether or not the person who hurt you is part of the CU Denver | Anschutz community, the Office of Equity are here to help you.

If the person who hurt you is a CU student, faculty, or staff member, the Office of Equity can launch an investigation to formally resolve your incident. This means that if after an investigation it is determined that the individual has engaged in behavior which violates the University’s [Sexual Misconduct Policy](#), the Office of Equity can issue disciplinary sanctions up to and including expulsion from school (for students) or termination of employment (for staff, faculty). The Office of Equity will work with you to determine any interim measures, and to address any safety concerns, with the hope that you will be able to continue your academic pursuits, or employment (if you choose to) with as little interruption as possible. The Office of Equity can offer a number of interim remedies and will work with you to determine which ones you wish to utilize. Some examples of interim remedies that may be offered are:

- no contact orders;
- alternative arrangements for classes, extensions on assignments (with faculty approval);
- access to classes online;
- offering incomplete (with faculty approval) or withdrawal (with faculty approval);
- and/or safety escorts around campus.

The Office of Equity will consider any requests and make the determination as to whether or not the request is reasonable, and whether or not the University is able to accommodate the request considering the individual circumstances. In cases where serious or imminent threat to you or the campus community exists, the Office of Equity may consider taking actions such as building, location or campus exclusions.

If the person who assaulted you is **not** a CU student, faculty, or staff member (or you aren’t sure), the Office of Equity can still help you. If you need support around missed classes, late assignments, time off from work, or other campus related needs to help you feel safe moving forward, the Office of Equity wants to help. *You do not need to initiate an investigation to access our support resources or interim measures.* However, if the information you share with the Office of Equity leads to the belief that others may be in immediate danger, there may be an obligation by law to move forward with an investigation whether or not you want to, with or without your participation. In these rare cases, the Office of Equity will work with you and notify you when there is an obligation to move forward, and will continue to inform you of the steps moving forward. The Office of Equity can also work with you to address any potential safety concerns or interim measures.

**Can I report to both the University and the police?** Absolutely! Please let the Office of Equity know that you'd like to also report to the police, and the Office of Equity can reach out to the appropriate law enforcement unit on your behalf. The Office of Equity may be able to set up a shared meeting to coordinate your reporting to both the University and law enforcement. The Office of Equity knows it can be hard to talk about what happened, so often the Office of Equity will work together with the police in an attempt to make things easier on you.

You can file a report with the Office of Equity  
1-844-CU-TITLE (288-4853)  
equity@ucdenver.edu

**Reporting to the police:** At any time, you can call 9-1-1 and tell the operator that you need to report a domestic violence. If you are not in immediate danger, you can also call the non-emergency line for the police in the jurisdiction where the violence occurred. For instance, if you live in Aurora but you were assaulted in Denver, you should call the Denver police. On the non-emergency line, you can set up a time to talk to a detective to give your statement.

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## When Experiencing Stalking

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**If you have or currently are being stalked, here are some options for what you can do next:**

**Keep documentation:** Even if you are unsure you want to report to the school or police, it can be very helpful to keep documentation of the stalking taking place. Save text messages, voicemails, emails, and other contact from the stalker. You can also keep a log of in-person contact— include the date, time, location, and type of contact.

It may be very stressful to have to keep track of all of this. Be creative in coming up with the most productive way of making a log but still taking care of yourself. For instance, rather than tracking all of the messages in real time, you may choose to add to your log only once per day, and then do a self-care activity afterward.

**File for a protection order:** A protection order is issued by a court to restrict a person from certain behaviors. In this case, you could request a protection order telling your stalker to no longer contact you. Often a protection order can include certain locations that the person is not allowed to go to, such as your home, work, or school.

If you are interested in learning more about protection orders and/or getting help to file one, please contact the Office of Equity or one of the resources listed in this report.

**Reporting to the Office of Equity:** Whether or not the person who hurt you is part of the CU Denver | Anschutz community, the Office of Equity is here to help you.

If the person who hurt you is a CU student, faculty, or staff member, the Office of Equity can launch an investigation to formally resolve your incident. This means that if after an investigation it is determined that the individual has engaged in behavior which violates the University's [Sexual Misconduct Policy](#), the Office of Equity can issue disciplinary sanctions up to and including expulsion from school (for students) or termination of employment (for staff, faculty). The Office of Equity will work with you to determine any interim measures, and to address any safety concerns, with the hope that you will be able to continue your academic pursuits, or employment (if you choose to) with as little interruption as possible. Some examples of interim remedies the Office of Equity may offer are:

- no contact orders;
- alternative arrangements for classes, extensions on assignments (with faculty approval);
- access to classes online;
- offering incomplete (with faculty approval) or withdrawal (with faculty approval);
- and/or safety escorts around campus.

In cases where serious or imminent threat to you or the campus community exists, the Office of Equity may consider taking actions such as building, location or campus exclusions.

If the person who is stalking you is **not** a CU student, faculty, or staff member (or you aren't sure), the Office of Equity can still help you. If you need support around missed classes, late assignments, time off from work, or other campus related needs to help you feel safe moving forward, the Office of Equity wants to help. *You do not need to initiate an investigation to access our support resources or interim measures.* However, if the information you share with the Office of Equity leads to the belief that others may be in immediate danger, there may be an obligation by law to move forward with an investigation whether or not you want to, with or without your participation. In these rare cases, the Office of Equity will work with you and notify you when there is an obligation to move forward, and will continue to inform you of the steps moving forward. The Office of Equity can also work with you to address any potential safety concerns or interim measures.



**Callie Rennison**  
Director of Equity and Title IX Coordinator

**Can I report to both the University and the police?** Absolutely! Please let the Office of Equity know that you'd like to also report to the police, and the Office of Equity can reach out to the appropriate law enforcement unit on your behalf. The Office of Equity may be able to set up a shared meeting to coordinate your reporting to both the University and law enforcement. The Office of Equity knows it can be hard to talk about what happened, so often the Office of Equity will work together with the police in an attempt to make things easier on you.

You can file a report with the Office of Equity  
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equity@ucdenver.edu/report

**Reporting to the police:** At any time, you can call 9-1-1 and tell the operator that you need to report a domestic violence. If you are not in immediate danger, you can also call the non-emergency line for the police in the jurisdiction where the violence occurred. For instance, if you live in Aurora but you were assaulted in Denver, you should call the Denver police. On the non-emergency line, you can set up a time to talk to a detective to give your statement.

**After Hours Options:** For after-hours intervention contact one of the 24/7 Crisis/Help Lines  
CU Anschutz Student Mental Health Services After Hours..... **720.848.0000**  
*\*Identify yourself as a CU Anschutz student and ask for on-call psychiatrist*

## Victim Assistance Program



Many times, a victim's healing process is helped with the intervention of a professional. If you would like to talk to someone about your victimization, contact the City of Aurora Victim Services Unit at **303.739.6087**.

After Hours: A victim's advocate is available 24 hours a day, 7 days a week. To contact the on-call advocate, contact the Aurora Police Department non-emergency dispatch center at **303.627.6100**.

The Phoenix Center at CU Anschutz is a campus resource providing support to students, faculty, and staff who've experienced sexual assault or interpersonal violence at home or on campus in an education/clinical environment or a community/public setting. **303.724.9120** or after hours, contact the 24/7 Crisis Line **303.556.2255**



# Victim/Survivor Rights and Options

When a student, faculty, or staff member reports that they have experienced sexual misconduct [dating violence, domestic violence, sexual assault, and stalking], whether it occurred on or off-campus, the campus shall provide them with written notification of the following:

- (1) Reporting rights and options, including to whom and how they should report an alleged offense, including law enforcement authorities (any on-campus and local police) and to be assisted by campus authorities in doing so, but also of their option to decline to notify such authorities;
- (2) The importance of preserving evidence that may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order;
- (3) Responsibilities for orders of protection, no-contact orders, restraining orders or similar lawful orders issued by a criminal, civil or tribal court, or by the campus;
- (4) Counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, availability of forensic nurses to administer forensic sexual assault nurse exams (“SANE”) and other services available for victims within the campus and in the community; and
- (5) Options for, and available assistance in, changing transportation and working situations, in addition to any available academic and residential accommodations. This notification shall be made and accommodations afforded if they are reasonably available, regardless of whether the person who experienced sexual misconduct chooses to participate in any campus investigation or disciplinary proceeding or report the crime to law enforcement.

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

Communication plays a critical role before, during, and after any emergency or disaster. CU Anschutz will immediately notify the campus community upon confirmation of a significant emergency or dangerous situation occurring on the campus that involves an immediate threat to the health or safety of students, faculty, staff, or visitors. This notification can be disseminated through a variety of communications methods as dictated by the incident.

University Police/designee will determine the content of the notification and initiate the CU Alerts! emergency 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.



Emergency messaging content may be developed and disseminated by the Chief of Police, Deputy Chief of Police, Patrol Operations Commander, Support Operations Commander, Emergency Manager, Communication/Clery Manager, or their designees. Emergency Communications Technicians, or their designees, may also 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 messaging to the Campus Community:

- CU Alerts! Anschutz campus emergency notification system, which includes:
  - Text
  - Voice message
  - Email
  - University-owned computer desktop pop-up notification
- CU Anschutz web page ([www.ucdenver.edu/alerts](http://www.ucdenver.edu/alerts))
- CU Denver | Anschutz Campus Information Line 877-INFO-070 (877.463.6070)
- In-building public address systems
- Posted notices in key locations throughout the campus
- Social media

The University of Colorado Denver | Anschutz Medical Campus Emergency Notification System, is commonly referred to as CU Alerts!

CU Anschutz Chancellor Elliman has determined that all students, faculty, and staff will automatically receive email emergency alerts and campus closure notifications via the CU Alerts! system.

In order to receive text alerts from CU Alerts!, students, faculty, and staff should add (or update) cellphone contact information in the student or faculty/staff CU Denver Portal.

In an effort to keep information current during an evolving situation, e-mail and text emergency notifications will be brief and may direct the reader to the CU Anschutz toll-free emergency information line, 1.877.463.6070 or [ucdenver.edu/alerts](http://ucdenver.edu/alerts).

The larger community (e.g., non-affiliated persons with CU Denver | Anschutz, e.g., hospital employees, vendors, neighbors, parents, etc.) who would like to receive emergency notification to their cellphone as a text message, may sign up through Twitter's FastFollow method. (Persons do not need to have a Twitter account to utilize this method). Local media, CU Anschutz web alerts, the information line, in-building public address system announcements, scrolling message boards, posted notices and social media may also be sources of emergency information for the larger community.





# University of Colorado Anschutz Medical Campus Emergency Notification System

All CU Denver | Anschutz students, faculty and staff are automatically registered to receive emergency alerts to their University-issued e-mail addresses.

## EMAIL



You may not opt out.

Students, faculty, and staff may register their personal cellphone number to receive emergency alerts by text through the CU Denver Portal.

## TEXT



## DESKTOP "POP-UP"

New



University-owned desktop, laptop, & tablets connected to the University domain will receive a "pop-up" alert.

## SOCIAL MEDIA

@CUAnschutzAlert



For more information, visit: [www.ucdenver.edu/alertsinfo](http://www.ucdenver.edu/alertsinfo)

University of Colorado Denver | Anschutz Medical Campus  
Emergency Management Division 303.724.4999

# Emergency Notifications

CU Anschutz will immediately notify the campus community upon confirmation of a significant emergency or dangerous situation occurring on the campus that involves an immediate threat to the health or safety of students, faculty, staff, or visitors. 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, including campus constituents and/or partner agencies 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 time sensitivity of emergency alerts, the decision to initiate the CU Alerts! system will be determined as quickly and thoroughly as possible.

Once a significant emergency is confirmed, the University may utilize the CU Alerts! to communicate to the Campus Community.

Follow-up incident information and end of the threat declaration will be disseminated to the Campus Community, as appropriate. Follow-up information may be made by any of the emergency messaging methods as listed above (e.g., e-mail, text, information line, etc.)

## Timely Warning

Timely Warnings notify the Campus Community to potentially dangerous criminal situations so that Students, Faculty and Staff have the time and information necessary to take appropriate personal protection. 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 to the Campus Community. 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.

A Timely Warning may be issued for non-Clery Act crimes if it is believed the crime poses a serious or continuing threat to the campus community. Timely Warnings may be issued to the Campus Community by any of the emergency messaging methods, but most commonly are disseminated by e-mail. The University withholds the names of victims as confidential. Crimes reported to a pastoral or professional counselor are exempt from reporting requirements.



The intent of a Timely Warning is to enable members of the campus community to protect themselves. Typically, a Timely Warning will include the following information:

- Reported offense
- Date/time of crime (if known)
- Suspect information (if known)
- Solicitation of witness or suspect information
- Information that would promote safety and that would aid in the prevention of similar crimes

Typically, a timely warning message is not be issued for incidents reported more than two weeks (fourteen days) after the date of occurrence as such a delay may not provide an opportunity to react or respond in a timely manner.

### **The Family Educational Rights and Privacy Act (FERPA) and the Timely Warning Requirement**

An institution may, in appropriate circumstances, include personally identifiable information in a timely warning. Although personally identifiable information is generally protected from disclosure under FERPA, such information may be released in an emergency situation. The Department's FERPA regulations, at 34 CFR 99.36, describe the rule relating to the disclosure of information in health and safety emergencies.

#### **Clery Act Crimes:**

**Criminal Homicide** (*Murder, non-negligent manslaughter, and manslaughter by negligence*)

**Sexual Assault** (*Rape, fondling, incest, and statutory rape*)

**Robbery**

**Aggravated Assault**

**Burglary**

**Motor Vehicle Theft**

**Arson**

**Hate Crimes\***

*Larceny-theft*

*Intimidation*

*Simple Assault*

*Destruction/damage/vandalism of Property*

**Dating Violence**

**Domestic Violence**

**Stalking**

**\*Categories of biases**

*Race*

*Religion*

*Ethnicity*

*National origin*

*Gender*

*Sexual orientation*

*Disability*

*Gender Identity*

#### **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.

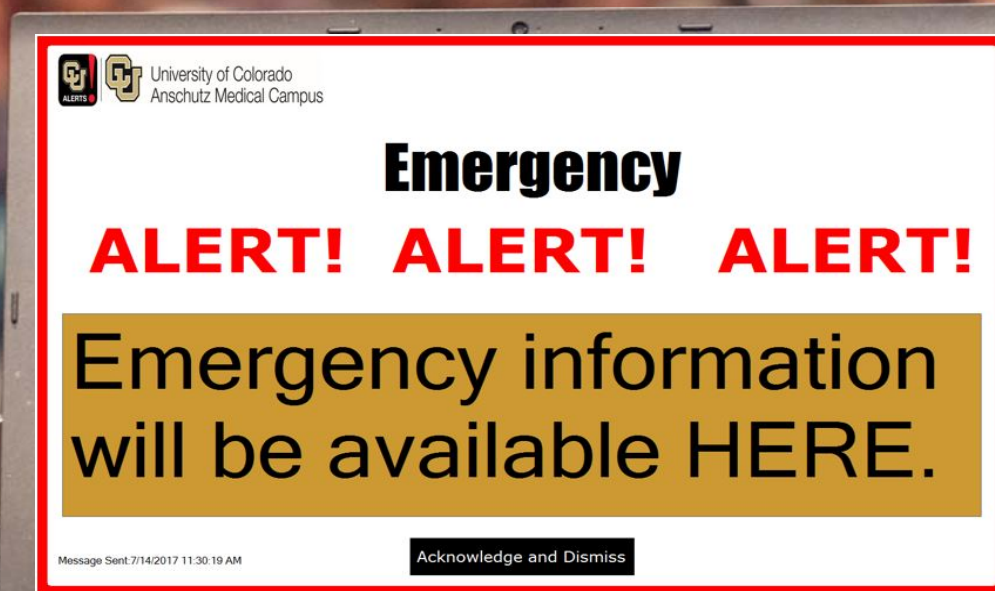
# Public Alert

Informational notification that may be sent to the campus community for general safety purposes is called a public alert. These alerts are not generally time sensitive or considered to be an on-going threat, but the information is important and informs the campus of events occurring on, around, or even off campus that do not meet the requirements or specifications for distribution of an Emergency Notification or Timely Warning.



CU Anschutz began utilizing an emergency messaging desktop feature in July 2017. This feature allows a safety administrator to launch an alert which will cause all university-owned desktop/laptop/tablet (connected to the domain) to be overridden with a screen “pop-up” message. The message verbiage will be tailored to the emergency situation. The recipient can dismiss the alert or the alert will dismiss on its own after a specified time.

**\*\*New\*\***



# 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. C.R.S. § 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](http://www.ethicspoint.com)

Each year, an e-mail notification is made to all enrolled Students, faculty, and staff, which provides the website to access this report. Copies of the report may also be obtained at the University Police Department headquarters located at 12454 E. 19<sup>th</sup> Place, Aurora, CO 80045 or by calling 303.724.0737. All prospective employees may obtain a copy by calling 303.724.0737. The web site address and a link is provided on the CU Careers website.

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.](#)

## 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 police 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		
	2014	2015	2016	2014	2015	2016	2014	2015	2016	2014	2015	2016
Murder and Non- Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	1	0	0	0	0	0	0	0	0	0	0
Fondling	4	1	2	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	1	0	0	2	2	0	0	0	0	0	0
Aggravated Assault	0	1	1	0	2	1	0	0	0	0	0	0
Burglary	8	0	0	0	0	0	1	0	1	1	0	0
Motor Vehicle Theft	2	5	10	0	0	0	0	0	0	0	2	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	3	15	22	0	1	4	0	0	0	0	0	1
Dating Violence	0	0	2	0	0	1	0	0	0	0	0	0
Stalking	4	6	9	0	0	1	0	0	0	0	0	0
Liquor Law Arrests	2	2	4	0	3	5	1	0	0	0	0	0
Drug Law Arrests	5	11	13	0	9	8	3	0	1	0	0	0
Illegal Weapons Possession	2	2	2	0	0	2	0	0	0	0	0	0
Liquor Law Referrals	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Referrals	0	3	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Referrals	0	0	0	0	0	0	0	0	0	0	0	0

\*On-campus geographical category encompasses all areas of the campus that are open to the general public (including Children's Hospital Colorado and University of Colorado Hospital).

There were no **HATE CRIMES** reported in 2014, 2015 or 2016.

# Unfounded

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

14-0646: The missing items were discovered to have been in the possession of a co-worker and not “stolen.”

15-0024: A vehicle reported stolen was actually legally repossessed.

15-0573: The vehicle reported to be stolen was found to have been taken by a person with joint property rights.

16-0642: Review of camera footage demonstrated reported crime did not happen.

# 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.

\*In 2016, University Police were provided with access to the Aurora Police Department’s crime mapping and is now able to extract public property from on-campus Clery geography. Crime statistics for 2015 and 2016 include public property.

# Non-Campus

Any building or property owned or controlled by a student organization that is officially recognized by the institution; or 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.

## Aurora

5001 S Parker Road  
19999 North Fitzsimons Parkway

## Boulder

1900 Wardenburg Drive

## Lone Tree

10035 South Peoria Street

## Denver

3525 W. Oxford Avenue  
3610 W. Princeton Circle  
3620-3630 W. Princeton Circle  
3660-3670 W. Princeton Circle  
3672 W. Princeton Circle  
3680-3690 W. Princeton Circle  
3702-3712 W. Princeton Circle  
3722-3726 W. Princeton Circle  
3732-3738 W. Princeton Circle  
3762 W. Princeton Circle  
3804-3808 W. Princeton Circle  
3814-3818 W. Princeton Circle  
3844-3854 W. Princeton Circle

3864-3874 W. Princeton Circle  
601 E. 18th Avenue 101-B-100  
601 E. 18th Avenue 101-B-100  
1800 Grant Street  
1648 Gaylord Street  
3055 Roslyn Street

# 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 Denver | Anschutz Medical Campus is committed to maintaining a positive learning, working, and living environment. As such, the University does not discriminate on the basis of race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation, or political philosophy in admission and access to, and treatment and employment in, its educational programs and activities. (Regent Law, Article 10)

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

Security risk assessments are completed by the Director of Electronic Security or their designee to evaluate 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 Electronic Security at 303-724-0014. 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

Members of the Campus Community, 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 securing designated University buildings and for patrols of the campus. CU Anschutz does not have any on-campus residences.

Student, faculty, and staff are issued a University ID/access card that has the capability of serving as an access card to allow entrance to certain locked buildings and areas on the campus outside of regular business hours. Department heads or school deans determine what, if any, level of access a student, faculty or staff 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

## Weekly-

**New Employee Orientation** - A healthy work and learning environment free from discrimination and harassment is a key value at CU Anschutz. To that end, it is required that employees (faculty and staff) 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 presentation also 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. Employees are required to complete CU: Discriminations & Sexual Misconduct on-line course within 90 days of hire.

## Each Semester-

**New Student Orientation** –CU Anschutz colleges and schools conduct a new student orientation at the beginning of each school year and/or the start of a program. In addition to academic and school/college information, the orientation typically provides new students with information about the student code of conduct for their program which includes discrimination and harassment, an overview of the University Police Department, crime prevention, public safety, and campus security procedures and practices.

## On-Going and Upon Request-

**Crime Prevention** – University Police participate in numerous events on campus throughout the year. Officers present crime prevention and educational material, answer questions and discuss personal safety with participants. (Examples include, Welcome Wednesday, Block Party, Safety Fair, Preparathon, etc.)

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:

**Rape Aggression Defense (R.A.D.)** 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.

**Run>Hide>Fight presentation/discussion** - This presentation offers information about surviving an active harmer situation on campus. The discussion portion allows for questions and campus specific information.



**Preventing Workplace Violence** - Critical to preventing violence from happening in your workplace is recognizing the warning signs and behaviors that can lead to it. This session provides understanding of the many forms those warning signs can take and the situations that can spawn them. Learn how to assess those indicators and how to appropriately respond to a crisis situation.

- **Alcohol Awareness Seminar** - This program emphasizes the legal ramifications of alcohol abuse.
- **Drug Awareness Seminar** - This program emphasizes the legal ramifications of the possession or use of illegal drugs.
- **Drug Information Seminars** - These talks cover recognition of controlled substances and recommend procedures if someone suspects illegal drug use or sales.
- **Rape Drugs Seminar** - This program covers the most commonly used drugs for drug-facilitated rape, their effects, and how to avoid becoming a victim.
- **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.
- **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.
- **Robbery Prevention** - This seminar, given to cashiers, gives tips on how to survive an armed robbery and be a good witness.
- **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.
- **Stakeout Program** - When needed, undercover operatives are hired to watch high crime areas and report, by radio, suspicious activity to University Police.
- **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.
- **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.
- **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.
- **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.
- **Workplace violence education and prevention training**. This training defines workplace violence and outlines strategies to recognize, report and avoid incidents of workplace violence.



# Student Wellness Programs

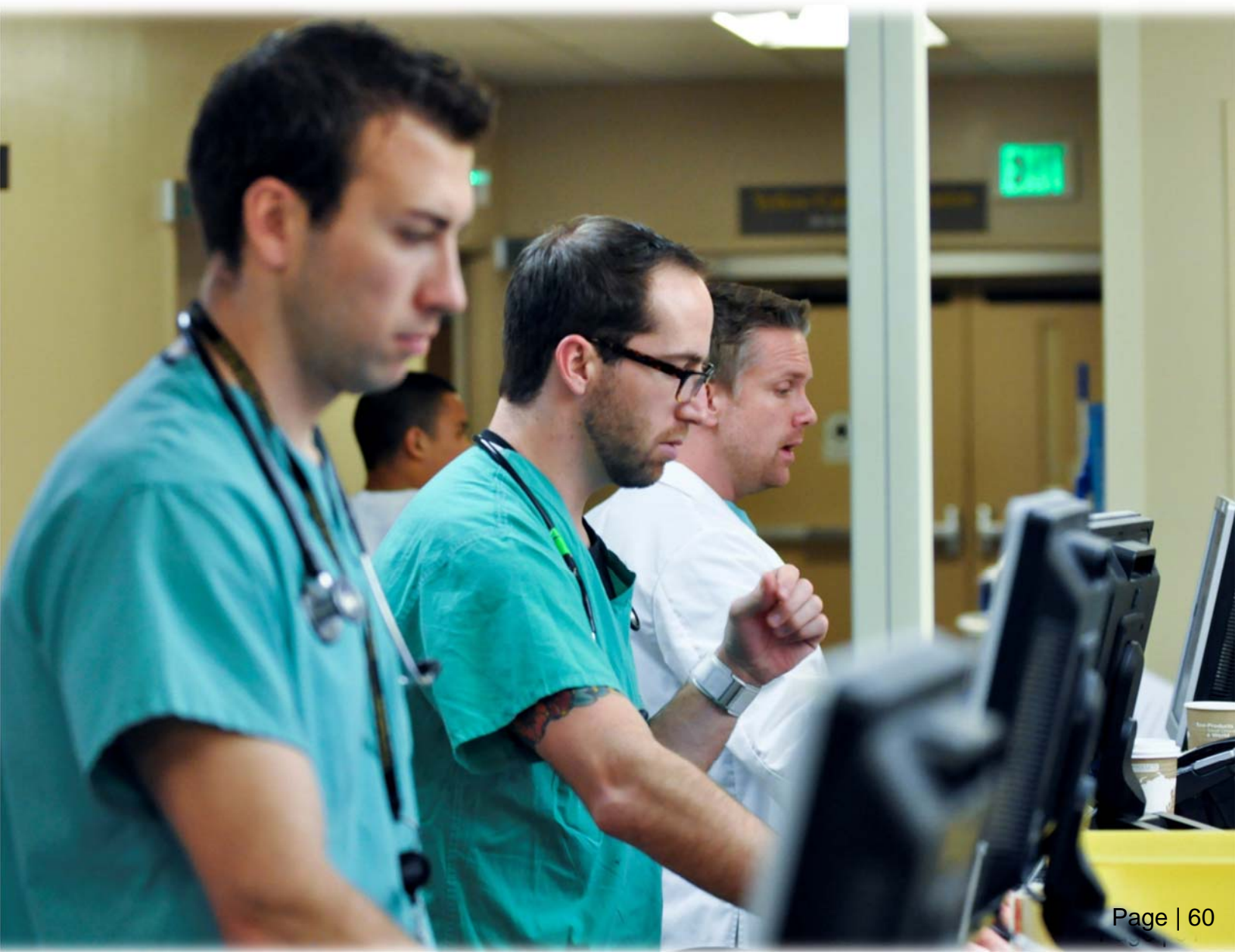
- Online – e-CHUG is an interactive web survey that allows college and University students to enter information about their drinking patterns and receive feedback about their use of alcohol. The assessment is self-guided.
- Online – e-TOKE is a marijuana-specific brief assessment and feedback tool designed 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/>



# 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 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 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

In accordance with C.R.S. § 16-22-108, Sex offenders who are employed at, are enrolled in, or volunteer for an institution of higher education must re-register when they begin studying or working at an institution as an employee, student, or volunteer, and upon any change in work status or location at the institution. The information related to sex offender registration on the CU Anschutz campus may be obtained by calling 303.724.2000.

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>

Adams County <http://www.icrimewatch.net/index.php?AgencyID=54321>

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

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



# Drugs 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.

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### **Policies - Alcohol, Other Drugs, and Weapons**

As an academic community, **The University of Colorado Denver | Anschutz Medical Campus** is committed to providing an environment in which learning and scholarship can flourish. The possession or use of illegal drugs, or the abuse of those which may otherwise be legally possessed, seriously affects the University environment, as well as the individual potential of our students and employees. The University enforces state laws and related University policies, including those prohibiting the following activities on campus:

- A. Providing alcoholic beverages to individuals under 21 or possession or consumption of alcoholic beverages by individuals under 21.
- B. Distribution, possession, or use of illegal drugs or controlled substances.
- C. Possession of firearms or other dangerous weapons.

The abuse of alcohol and other drugs by students, regardless of age and of location (on-campus or off-campus), is prohibited by the Student Code of Conduct and Ethics and Professionalism codes on the University of Colorado Denver | Anschutz Medical Campus. This includes on- or off-campus activities sponsored by the University, such as officially sanctioned field trips, student-sponsored social activities, club sports travel, as well as activities of a student organization recognized by the institution. Professional meetings attended by employees and institution-sponsored activities abroad also fall under this code of conduct. The University can, and will, impose disciplinary sanctions for violations. Students are also subject to city ordinances and state and federal laws. A separate policy addresses violations by University staff.

The University strongly encourages students and staff members to voluntarily obtain assistance for dependency or abuse problem before such behavior results in an arrest and/or disciplinary referral, which might result in their separation from the institution.

The use of, or addiction to, alcohol, marijuana, or controlled substances is not considered an excuse for violations of the Student Code of Conduct or staff expectations, and will not be a mitigating factor in the application of appropriate disciplinary sanctions for such violations.

Help is available both on campus and within the community for students and staff members who are dependent on, or who abuse the use of alcohol or other drugs. Services are available at the Student and Community Counseling Center, (303-315-7270) for CU Denver Campus Students,



Student Mental Health (303-724-4716) and the Campus Health Center (303-724-6242) for CU Anschutz Students and The Colorado State Employee Assistance Program (303-866-4314) for CU Denver and CU Anschutz employees. These resources as well as other professional agencies will maintain the confidentiality of persons seeking help for personal dependency and will not report them to institutional or state authorities. The CU Denver Prevention and Wellness Coordinator, Susanne Lederer, provides educational and awareness programming, information, and assistance for CU Denver students.

**Student Sanctions - Alcohol, Other Drugs, and Weapons**

Underage students confronted by the institution for the consumption of alcohol will face disciplinary sanctions including, but not limited to, a warning, bystander class, online class, face-to-face class, reflection paper, personal success plan, counseling referral, alcohol assessment, disciplinary probation, disciplinary probation with loss of good standing, suspension, and expulsion.

Students whose use of alcohol or drugs results in harm or the threat of harm to themselves or others, or to property, regardless of the location of the incident, may face disciplinary action by the University up to and including expulsion.

Testing for the presences of illegal substances may be a condition of any probationary status imposed by the University for Violations of drug-related provisions of this policy. CU Denver campus students sanctioned for testing does require the student to find and pay for the testing outside of the campus community as the CU Denver campus does not have the resources to conduct the testing on campus. Any student with a positive result, as described above, may face disciplinary action by the University up to and including expulsion.

CU Anschutz campus students must comply with their program, school or college and/or licensing agency’s policies and protocols pertaining to drug testing.

**Commonly Imposed Disciplinary Sanctions for On-Campus Policy Violations for Denver students:**

<b>Policy Violation</b>	<b>Other Typical Sanctions - 1st Offense</b>	<b>Typical Sanctions – 2nd Offense</b>
Underage possession of alcohol	Online alcohol education program, written reflection, parental notification if under 21.	Face-to-face alcohol education class, counseling referral, personal success plan, possible disciplinary probation.
Open alcohol in a public area	Warning.	Online alcohol class.
	Same as alcohol possession.	Same as alcohol possession.

Single incident of possession of marijuana for personal use	Online marijuana class, written reflection, parental notification if under 21.	Face-to-face marijuana class, counseling referral, personal success plan, possible disciplinary probation.
Possession of more than one ounce of marijuana	Same as marijuana possession.	Same as marijuana possession.
Possession of any amount of "hard" drugs (cocaine, PCP, etc.)	Drug assessment and follow recommendations.	Suspension or expulsion.
Conveying marijuana or a controlled substance to another person	Drug assessment, possible suspension, or expulsion.	Suspension or expulsion.
Possession of firearms or other dangerous weapons (not concealed carry permit holder).	Suspension or expulsion.	Suspension or expulsion.

Students on the CU Anschutz Medical Campus will be sanctioned according to their individual school or college's professionalism / ethics or disciplinary codes.

**University of Colorado Denver School of Dental Medicine Honor Code:**

<http://www.ucdenver.edu/academics/colleges/dentalmedicine/Documents/HonorCodeDisciplinePolicies.pdf>

**University of Colorado Denver | Anschutz Graduate School Student Code of Conduct:**

<http://www.ucdenver.edu/academics/colleges/Graduate-School/Documents/pdf/HonorCode.pdf>

**University of Colorado Anschutz Medical Campus School of Medicine Student Honor Code:**

<http://www.ucdenver.edu/academics/colleges/medicalschooleducation/studentaffairs/AcademicLife/HonorCouncil/Documents/Medical-Student-Honor-Code.pdf>

**University of Colorado Anschutz Medical Campus College of Nursing:**

<http://www.ucdenver.edu/academics/colleges/nursing/students/Documents/student-handbooks/all-student-handbook.pdf>

**University of Colorado Anschutz Medical Campus School of Public Health:**

[http://www.ucdenver.edu/academics/colleges/PublicHealth/resourcesfor/currentstudents/academics/Documents/PoliciesHandbooks/CSPH\\_Honor\\_Code.pdf](http://www.ucdenver.edu/academics/colleges/PublicHealth/resourcesfor/currentstudents/academics/Documents/PoliciesHandbooks/CSPH_Honor_Code.pdf)

**University of Colorado Anschutz Medical Campus School of Pharmacy:**

[http://www.ucdenver.edu/academics/colleges/pharmacy/currentstudents/OnCampusPharmDStudents/PharmDResources/Documents/SOP\\_Student\\_Ethics\\_and\\_Conduct\\_Code\\_2012.pdf](http://www.ucdenver.edu/academics/colleges/pharmacy/currentstudents/OnCampusPharmDStudents/PharmDResources/Documents/SOP_Student_Ethics_and_Conduct_Code_2012.pdf)

As members of the University community, students are also subject to city ordinances and to state and federal law. Arrest and prosecution for alleged violations of criminal law or city ordinances may result from the same incident for which the University imposes disciplinary sanctions.

### **Employee Sanctions**

The University prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance (illicit drugs and alcohol). These prohibitions cover any individual's actions, which are part of University activities, including those occurring while on University owned or leased property or in the conduct of University business away from the campus.

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.

### **Colorado Sanctions for Violation of Alcohol Control Statutes**

C.R.S. 12-47-901, 903, 18-1.3-501 (2017)

- A. Class 1 Misdemeanor - unlawful use of an identification card
- B. Class 4 Felony - fictitious or unlawfully altered identification card
- C. Class 4 Felony - fraudulent identification card
- D. Class 2 Misdemeanor to possess or sell alcohol if you are under 21. \*
- E. Class 1 Misdemeanor to sell, give, or deliver alcohol to individuals under 21 years of age. Local ordinances may also be enforced.

Class 1 Misdemeanors are punishable with a fine of \$500.00 to \$5000.00 and up to 18 months in the county jail.

Class 2 Misdemeanors are punishable with a fine of \$250.00 to \$1000.00 and up to 12 months in the county jail.

### **Colorado Sanctions for Driving Under the Influence**

C.R.S. 42-4-1301 (2017)

- A. (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; vehicular homicide, as described in [section 18-3-106 \(1\) \(b\)](#),

C.R.S.; vehicular assault, as described in [section 18-3-205 \(1\) \(b\), C.R.S.](#); or any combination thereof.

- a. First Conviction
    - i. Minimum of nine months loss of full driving privileges
    - ii. Possible imprisonment for up to one year
    - iii. Maximum fine of \$1000.00
  - b. Second Conviction
    - i. Minimum five-year loss of full driving privileges for a second conviction in a 20-year period
    - ii. Mandatory TEN days imprisonment, minimum 48 hours of community service
    - iii. Possible imprisonment for up to one year
    - iv. Maximum fine of \$1500.00
  - c. Third Conviction
    - i. Minimum ten-year loss of full driving privileges
    - ii. Mandatory 60-day periodic imprisonment Minimum 48 hours community service
    - iii. Possible imprisonment for up to 1 year
    - iv. Maximum fine of \$1500.00
  - d. Aggravated DUI – Class 4 Felony (following a crash resulting in great bodily harm or permanent disfigurement)
    - i. Minimum of one-year loss of full driving privileges
    - ii. Mandatory ten days imprisonment or 480 hours of community service
    - iii. Possible imprisonment for up to twelve years
    - iv. Maximum fine of \$25,000
- B. Other alcohol offenses
- a. Providing alcohol to a person under age 21
    - i. Possible imprisonment for up to one year
    - ii. Maximum fine of \$1000.00
  - b. Illegal transportation of an alcoholic beverage
    - i. Maximum fine of \$1,000
    - ii. Point-assigned violation will be entered on drivers record
    - iii. Drivers license suspension for a second conviction in a 12-month period
  - c. Knowingly permitting a driver under the influence to operate a vehicle
    - i. Possible imprisonment for up to one year
    - ii. Maximum fine of \$2,500
  - d. Summary Suspension
    - i. First offense
      - 1. A chemical test indication a BAC of .08 or greater results in a mandatory six-month drivers license suspension
      - 2. Refusal to submit to a chemical test(s) results in a twelve-month suspension
    - ii. Subsequent offenses
      - 1. A chemical test indicating a BAC of .08 or greater results in a mandatory one-year drivers license suspension

2. Refusal to submit to a chemical test(s) results in a three-year license suspension

### **Colorado Penalties for Drinking and Driving Under Age 21**

- A. Driving while under the influence of alcohol, other drug or drugs, intoxicating compound or compounds or any combination thereof
  - a. First Conviction
    - i. Minimum of two-year loss of full driving privileges
    - ii. Possible imprisonment for up to one year
    - iii. Maximum fine of \$2,500
  - b. Second Conviction
    - i. Minimum five-year loss of full driving privileges for a second conviction in a 20-year period
    - ii. Mandatory five days imprisonment or 240 hours of community service
    - iii. Possible imprisonment for up to one year
    - iv. Maximum fine of \$2,5000
  - c. Third Conviction – Class 2 Felony
    - i. Minimum ten-year loss of full driving privileges
    - ii. Mandatory 18-30-month periodic imprisonment
    - iii. Possible imprisonment for up to seven years
    - iv. Maximum fine of \$25,000
  - d. Aggravated DUI – Class 4 Felony (following a crash resulting in great bodily harm or permanent disfigurement)
    - i. Minimum of one-year loss of full driving privileges
    - ii. Possible imprisonment for up to twelve years
    - iii. Maximum fine of \$25,000
- B. Other alcohol offenses
  - a.
    - iii. Maximum fine of \$1,000
    - iv. Drivers license suspended for first conviction
    - v. Drivers license revoked for a second conviction
  - b. Summary Suspension
    - vi. First offense
      1. A chemical test indication a BAC of .08 or greater results in a mandatory six-month drivers license suspension
      2. Refusal to submit to a chemical test(s) results in a twelve-month suspension
    - vii. Subsequent offenses
      1. A chemical test indicating a BAC of .08 or greater results in a mandatory one-year driver's license suspension
      2. Refusal to submit to a chemical test(s) results in a three-year license suspension



**State of Colorado Statutory Provisions for Illegal Drugs Manufacture or Delivery**

<b>Possession or Sale:</b>	<b>Type of Offense</b>	<b>Jail Term</b>	<b>Fine</b>	<b>Driver's License</b>
<b>Schedule I and II:</b> Cocaine, opium, heroin, morphine, methadone, LSD, mescaline, psilocybin, GH	1 <sup>st</sup> offense: Class 3 Felony	4-12 years	\$3,000 – 750,000	Suspension, drug evaluation
	2 <sup>nd</sup> offense: Class 2 Felony	8-24 years	\$5,000 – 1,000,000	
<b>Schedule III:</b> PCP, codeine, dilaudid	1 <sup>st</sup> offense: Class 4 Felony	4-12 years	\$2,000 – 500,000	Suspension, drug evaluation
	2 <sup>nd</sup> offense: Class 3 Felony	8-24 years	\$3,000 – 750,000	
<b>Schedule IV:</b> Chloral hydrate, tranquilizers, some barbiturates, and stimulant	1 <sup>st</sup> offense: Class 5 Felony	1-3 years	\$1,000 – 100,000	Suspension, drug evaluation
	2 <sup>nd</sup> offense: Class 4 Felony	2-5 years	\$2,000 – 500,000	
<b>Schedule V:</b> Codeine and other narcotics	1 <sup>st</sup> offense: Class 1 Misdemeanor	6-18 Months	\$500 – 5,000	Suspension, drug evaluation
	Repeat: Class 5 Felony	1-3 years	\$1,000 – 100,000	
<b>USE:</b>	<b>Type of Offense</b>	<b>Jail Term</b>	<b>Fine</b>	<b>Driver's License</b>
<b>Schedule I, II</b>	Class 6 Felony	1 year – 18 months	\$1,000 to 100,000	Suspension of minor driver's license
<b>Schedule III, IV, V</b>	Class 1 Misdemeanor	6-18 months	\$500 – 5,000	Suspension of minor driver's license

This chart gives examples of the penalties, which may be imposed on individuals convicted of drug possession, manufacturing, or delivery. *The circumstances of the case and other factors affect whether or not these are the actual penalties imposed.*

**Colorado Marijuana Laws**

Persons must be at least 21 years of age to buy, possess or use retail marijuana. It is illegal to give or sell retail marijuana to minors. Adults 21 and older can purchase and possess up to 1 ounce of retail marijuana at a time.

Medical marijuana requires a state red card, which can only be obtained by Colorado residents with a recommendation from a doctor that a patient suffers from a debilitating medical condition that may benefit from medical marijuana. Medical marijuana patients can obtain marijuana from a licensed center, a primary caregiver or self-grow.

Retail marijuana is intended for private, personal use. Such use is only legal in certain locations not open or accessible to the public. Marijuana may not be consumed openly or publicly. This includes but is not limited to areas accessible to the public such as transportation facilities, schools, amusement/sporting/music venues, parks, playgrounds, sidewalks and roads and outdoor and rooftop cafes. It is also illegal to smoke at indoor-but-public locations like bars, restaurants, and common areas in buildings.

It is illegal to drive under the influence of marijuana and it can result in a DUI, just like alcohol. Anyone with 5 nanograms or more of delta 9-tetrahydrocannabinol (known as THC) per milliliter in whole blood (CRS 42-4-1301) while driving can be arrested for DUI. The consequences of DUI are dependent on the driver but they can include fines, jail time and a revoked license.

### **Denver Marijuana Laws**

Sec. 38-175. - Possession or consumption of marijuana.

- (a) It shall be unlawful for any person under the age of twenty-one (21) to possess one (1) ounce or less of marijuana.
- (b) It shall be unlawful for any person to openly and publicly display or consume one (1) ounce or less of marijuana.
  - (1) The term "openly" means occurring or existing in a manner that is unconcealed, undisguised, or obvious.
  - (2) The term "publicly" means:
    - a. Occurring or existing in a public place; or
    - b. Occurring or existing in any outdoor location where the consumption of marijuana is clearly observable from a public place.
  - (3) The term "public place" means a place to which the public or a substantial number of the public have access, and includes, but is not limited to, streets and highways, transportation facilities, schools, places of amusement, parks, playgrounds, and the common areas of public and private buildings or facilities.
- (c) It shall be unlawful for any person within one thousand (1,000) feet of the perimeter of any public or private elementary school, middle school, junior high school, or high school to display, transfer, distribute, sell, or grow marijuana upon any city-owned street or sidewalk or upon any other property owned by the city.
- (d) For the purposes of this section, [section 38-175.5](#), and [section 39-10](#), the term "marijuana" shall mean and include all parts of the plant of the genus cannabis whether growing or not, the seeds



thereof, the resin extracted from any part of the plant, and every compound, manufacture, salt, derivative, mixture, or preparation of the plant, its seeds, or its resin, including marijuana concentrate. "Marijuana" does not include industrial hemp, nor does it include fiber produced from the stalks, oil, or cake made from the seeds of the plant, sterilized seed of the plant which is incapable of germination, or the weight of any other ingredient combined with marijuana to prepare topical or oral administrations, food, drink, or other product.

(e) It shall not be an offense under subsection (b) of this section if the consumption of marijuana is occurring on private residential property and the person consuming the marijuana is:

- (1) An owner of the property; or
- (2) A person who has a leasehold interest in the property; or
- (3) Any other person who has been granted express or implied permission to consume marijuana on the property by the owner or the lessee of the property.

(f) Any violation of this section is hereby declared to be a non-criminal violation and, upon an admission or finding or judgment of guilt or liability by default or otherwise, the violator shall be subject to the following maximum penalties:

- (1) First violation: One hundred and fifty dollars (\$150.00).
- (2) Second violation: Five hundred dollars (\$500.00).
- (3) Third and each subsequent violation: Nine hundred and ninety-nine dollars (\$999.00).

If the violator is under the age of eighteen (18) years of age at the time of the offense, any fine imposed may be supplanted by treatment as required by the court.

(Ord. No. 645-97, § 1, 9-29-97; Ord. No. 618-05, § 2, 8-9-05, elec. 11-1-05; Ord. No. 660-13, § 1, 12-9-13; Ord. No. 711-14, § 1, 12-23-13; Ord. No. 712-14, § 1, 12-23-13)

### **Aurora Marijuana Laws**

Sec. 94-218. - Offenses related to marijuana.

(a) For the purposes of this section, the term "marijuana" shall include all parts of the plant *Cannabis sativa* L., whether growing or not; the seeds thereof; the resin extracted from any part of such plant; and every compound, manufacture, salt, derivative, mixture, or preparation of such plant, its seeds, or its resins, but shall not include fiber produced from its stalks, oil or cake made from the seeds of such plant or the sterilized seed of such plant which is incapable of germination, if these items exist apart from any other item defined as "marijuana" in this section.

(b) It shall be unlawful for any person under 21 years of age to possess two ounces or less of marijuana.

(c) Unless otherwise provided it shall be unlawful for any person 21 years of age or older to possess more than one ounce and less than two ounces of marijuana.

(d) Unless otherwise provided it shall be unlawful for any person to possess more than two ounces but less than 12 ounces of marijuana.

(e) It shall be unlawful for any person to openly and publicly, consume two ounces or less of marijuana.

(f) Except for a person who lawfully cultivates medical marijuana pursuant to the authority granted in Section 14 of Article XVIII of the State Constitution, it shall be unlawful for a person under 21 years of age to knowingly cultivate, grow or produce six or fewer marijuana plants or knowingly allow six or fewer marijuana plants to be cultivated, grown, or produced on land that the person owns, occupies, or controls.

(g) Penalties.

(1) Any person convicted of subsection (b) or (c) of this section shall be punished by a fine of not more than \$100.00.

(2) Any person who is convicted of subsection (e) of this section shall be punished, at a minimum, by a fine of not less than \$100.00 or, at a maximum, by a fine of not more than \$100.00 and 15 days in jail.

(h) It shall not be an offense under subsections (c) and (d) of this section for a person 21 year of age or older to possess, grow, process or transport six or fewer marijuana plants, with three or fewer being mature, flowering plants, and possession of the marijuana produced by the plants on the premises where the plants were grown, provided that the growing takes place in an enclosed, locked space, is not conducted openly or publicly, and is not made available for sale

## **Federal Drug Laws**

The possession, use, or distribution of illicit drugs is prohibited by federal law. Strict penalties are enforced for drug convictions, including mandatory prison terms for many offenses. The following information, although not complete, is an overview of federal penalties for first convictions. All penalties are doubled for any subsequent drug conviction.

### **Denial of Federal Aid (20 USC 1091)**

Under the Higher Education Act of 1998, students convicted under federal or state law for the sale or possession of drugs will have their federal financial aid eligibility suspended. This includes all federal grants, loans, federal work-study programs, and more. Students convicted of drug possession will be ineligible for one year from the date of the conviction of the first offense, two years for the second offense, and indefinitely for the third offense. Students convicted of selling drugs will be ineligible for two years from the date of the first conviction, and indefinitely for the second offense. Those who lose eligibility can regain eligibility by successfully completing an approved drug rehabilitation program.

### **Forfeiture of Personal Property and Real Estate (21 USC 853)**

Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation, including houses, cars, and other personal belongings. A warrant of seizure is issued and property is seized at the time an individual is arrested on charges that may result in forfeiture.

## Federal Drug Trafficking Penalties (21 USC 841)

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The following list is a sample of the range and severity of federal penalties imposed for first convictions. Penalties for subsequent convictions are twice as severe.

If death or serious bodily injury result from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces mandatory life sentence and fines ranging up to \$8 million.

Persons convicted on federal charges of drug trafficking within 1,000 feet of a University (21 USC 845a) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least 1 year.

<b>Federal Trafficking Penalties for Schedules, I, II, III, IV and V (except Marijuana)</b>				
Schedule	Substance/Qty.	Penalty	Substance/Qty.	Penalty
II	Cocaine 500-4999 grams mixture	<b>First Offense:</b> not less than 5 yrs., and no more than 40 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.  <b>Second Offense:</b> Not less than 10 yrs., and not more than life. If death or serious bodily injury, life imprisonment. Fine of not	Cocaine 5 kilograms or more mixture	<b>First Offense:</b> Not less than 10 yrs., and not more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.  <b>Second Offense:</b> Not less than 20 yrs., and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
II	Cocaine base 28-279 grams' mixture		Cocaine base 280 grams or more mixture	
II	Fentanyl 40-399 grams' mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl analogue 10-99 grams' mixture		Fentanyl analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	

II	PCP 10-99 grams pure or 100-999 grams mixture	more than \$8 million if an individual, \$50 million if not an individual.	PCP 100 grams or more pure or 1 kilogram or more mixture	<b>2 ore More Prior Offenses:</b> Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
<b>Substance/Quantity</b>		<b>Penalty</b>		
Any amount of other schedule I & II substances		<b>First Offense:</b> Not more than 20 yrs. If death or serious bodily injury, not less than 20 years or more than life. Fine \$1 million if an individual, \$5 million if not an individual.		
Any drug product containing gamma hydroxybutyric acid		<b>Second Offense:</b> Not more than 30 years. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.		
Flunitrazepam (Schedule IV) 1 gram		<b>First Offense:</b> Not more than 10 yrs. If death or serious bodily injury, not less than 15 years or more than life. Fine \$500,000 if an individual, \$2.5 million if not an individual.		
Any amount of other schedule III drugs		<b>Second Offense:</b> Not more than 20 years. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.		
Any amount of all other schedule IV drugs (other than one gram or more of Flunitrazepam)		<b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.		
Any amount of all schedule V drugs		<b>Second Offense:</b> Not more than 10 years. Fine not more than \$500,000 if an individual, \$2 million if not an individual.		
		<b>First Offense:</b> Not more than 1 yrs. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.		
		<b>Second Offense:</b> Not more than 4 years. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.		

<b>Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances</b>	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	<p><b>First Offense:</b> Not more than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 years or more than life. Fine \$10 million if an individual, \$50 million if not an individual.</p> <p><b>Second Offense:</b> Not more than 30 years. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.</p>
Marijuana 100 to 999 kilograms marijuana mixture or 100-999 marijuana plants	<p><b>First Offense:</b> Not more than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 years or more than life. Fine \$5 million if an individual, \$25 million if not an individual.</p> <p><b>Second Offense:</b> Not more than 10 years or more than life. If death or serious bodily injury, life imprisonment. Fine \$8 million if an individual, \$50 million if not an individual.</p>
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	<p><b>First Offense:</b> Not more than 20 yrs. If death or serious bodily injury, not less than 20 years or more than life. Fine \$1 million if an individual, \$5 million if not an individual.</p> <p><b>Second Offense:</b> Not more than 30 years. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.</p>
Hashish More than 10 kilograms	
Hashish oil More than 1 kilogram	
Marijuana Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)	<p><b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than individual.</p> <p><b>Second Offense:</b> Not more than 1 years. Fine \$500,000 if an individual, \$2 million if not an individual.</p>
Hashish 10 kilograms or less	
Hashish oil 1 kilogram or less	

## Counseling and Treatment

Short-term alcohol and other drug counseling is available on both campuses through student services.

### CU Denver Campus:

Student and Community Counseling Center  
303-315-7270

### CU Anschutz Medical Campus:

Student Mental Health - 303-724-4716  
Campus Health Center - 303-724-6242

Campus services may refer students to other treatment programs for more intensive treatment if deemed appropriate. The University of Colorado Denver | Anschutz Human Resources department, the State of Colorado Employee Assistance Program offers employees additional education and counseling, as well as appropriate referrals. Below is an abbreviated list of services and treatment centers. The list includes a brief summary of the agency name, services offered at various levels of treatment, and contact information.

<b>TREATMENT CENTER</b>	<b>SERVICE DESCRIPTION</b>	<b>CONTACT INFORMATION</b>	<b>LEVEL OF SERVICE</b>
<b>ACI Counseling Services</b>	Offender programs, relapse prevention, groups/classes  Adults, children/adolescents	1301 East 58 <sup>th</sup> Ave., Unit F. Denver, Colorado 80216  <b>(720) 641-9627</b>  <a href="http://www.acicounseling.org">www.acicounseling.org</a>	Outpatient
<b>Addiction Research and Treatment Services (ARTS) University of Colorado Hospital Outpatient Psychiatry Office</b>	Inpatient and outpatient substance abuse treatment with specialized programs for adolescents, men, women, and the offender population. The Addiction Research and Treatment Services (ARTS) is the clinical program of the Division of Substance Dependence, Department of Psychiatry at the University of Colorado School of Medicine. ARTS has provided residential and outpatient empirically supported substance abuse treatment services in Colorado for over 33 years, with an emphasis on psychosocial and pharmacological treatments for adolescents, women, men, families and those involved in the criminal justice system. ARTS is on the cutting edge of	13001 E. 17th Place, Building 500, Campus Box C290, Aurora, CO, 80045  <b>(303) 336-1600</b>  <a href="https://www.artstreatment.com/">https://www.artstreatment.com/</a>	Inpatient and outpatient

	scientific research, medical education, and clinical care for the purpose of reducing death and dying from addictive disorders.		
<b>Arapahoe House</b>	With 14 locations and more than 20 specialized services, Arapahoe House is Colorado's leading nonprofit provider of affordable drug and alcohol treatment and behavioral health services. Each year Arapahoe House provides services to many persons with significant clinical needs. Arapahoe House has a priority on serving persons with the greatest clinical needs.	Arapahoe House Administrative Office, 8801 Lipan St. Thornton, CO 80260  <b>(303) 657-3700</b>  <a href="http://www.arapahoehouse.org">www.arapahoehouse.org</a>	Inpatient, outpatient
<b>CeDAR</b>	CeDAR provides a full continuum of care including: <ul style="list-style-type: none"> <li>o Intensive, medically managed detoxification and stabilization</li> <li>o Intensive residential</li> <li>o Extended residential</li> <li>o Day treatment</li> <li>o Intensive outpatient treatment</li> <li>o Outpatient counseling</li> <li>o Addiction psychiatry</li> <li>o Integrated addiction medicine and primary care</li> <li>o Recovery management and support services</li> </ul>	1293 N. Quentin St., Aurora, CO 80045  <b>(720) 848-3000</b> <b>(877) 999-0538</b>  <a href="https://www.cedarcolorado.org/">https://www.cedarcolorado.org/</a>	Intensive residential intensive outpatient
<b>Centennial Peaks Hospital</b>	Services include: <ul style="list-style-type: none"> <li>• Adult psychiatric services</li> <li>• Adult chemical dependency services</li> <li>• Adult/adolescent chemical dependency including dual diagnosis</li> <li>• Intensive outpatient treatment - IOP for adults and adolescents including dual diagnosis</li> </ul>	2255 S. 88th Street, Louisville, CO, 80027  <b>(303) 673-9990</b>  <a href="https://www.centennialpeaks.com/">https://www.centennialpeaks.com/</a>	Intensive outpatient

	<ul style="list-style-type: none"> <li>• Adult/adolescent mental health intensive outpatient treatment</li> <li>• Electroconvulsive therapy</li> <li>• Inpatient detoxification</li> </ul>		
<b>West Pines (Chemical Dependency and Behavioral Health)</b>	We also offer integrated treatment for people with co-occurring diagnoses who are affected by both chemical dependency and an emotional or psychiatric disorder. Our holistic approach to treatment focuses on the physical, emotional, social, and spiritual well-being of each of our patients.	3400 N Lutheran Parkway, Wheat Ridge, CO 80033  <b>(303) 467-4000</b>  <a href="http://www.westpinesrecovery.org/">http://www.westpinesrecovery.org/</a>	Memory loss, depression, severe withdrawal symptoms, physical dependence, psychological dependence

### Health Risks of Commonly Abused Substances

Substance	Nicknames/Slang Terms	Possible Short Term Effects	Possible Long-Term Effects
Alcohol		Slurred speech, drowsiness, headaches, impaired judgment, decreased perception and coordination, distorted vision and hearing, vomiting, breathing difficulties, unconsciousness, coma, blackouts, memory problems, death	Toxic psychosis, physical dependence, neurological and liver damage, fetal alcohol syndrome, vitamin B1 deficiency, sexual problems, cancer, physical dependence, dementia, Wernicke-Korsakoff syndrome that causes brain changes, memory problems, movement issues, and psychosis
Amphetamines	uppers, speed, meth, crack, crystal, ice, pep pills	Increased heart rate, increased blood pressure, dry mouth, loss of appetite, restlessness, irritability, anxiety, insomnia	Delusions, hallucinations, heart problems, hypertension, irritability, insomnia, toxic psychosis, physical dependence, depression, chronic fatigue
Barbiturates and tranquilizers	barbs, bluebirds, blues, yellow jackets, red devils, roofies, rohypnol, ruffies, tranqs, mickey, flying v's	Slurred speech, muscle relaxation, dizziness, decreased motor control, respiratory depression when mixed with other drugs, death in overdose	Severe withdrawal symptoms, possible convulsions, toxic psychosis, depression, physical dependence, seizures
Cocaine	coke, cracks, snow, powder, blow, rock	Loss of appetite, increased blood pressure and heart rate, contracted blood vessels, nausea, hyper-stimulation anxiety, paranoia, increased hostility increased rate of breathing, muscle spasms and convulsions. dilated pupils disturbed sleep, psychosis	Depression, weight loss, high blood pressure, seizure, heart attack, stroke, hypertension, hallucinations, psychosis, chronic cough, nasal passage injury, kidney, liver, bowel, and lung damage



Gamma hydroxy butyrate	GHB, liquid B, liquid X, liquid ecstasy, G, georgia homeboy, grievous bodily harm	Euphoria, decreased inhibitions, drowsiness, sleep, decreased body temperature, decreased heart rate, decreased blood pressure, lower body temperature, coma, death	Memory loss, depression, severe withdrawal symptoms, physical dependence, psychological dependence
Heroin	H, junk, smack, horse, skag	Euphoria, flushing of the skin, dry mouth, “heavy” arms and legs, slowed breathing, muscular weakness, clouded thinking, itching, nausea, vomiting, abscesses, infection	Constipation, loss of appetite, lethargy, weakening of the immune system, respiratory (breathing) illnesses, muscular weakness, partial paralysis, coma, physical dependence, psychological dependence, risks of HIV and hepatitis with shared needles
Ketamine	K, super K, special K	Dream-like states, hallucinations, impaired attention and memory, delirium, impaired motor function, high blood pressure, depression, problems speaking	Urinary tract and bladder problems, abdominal pain, major convulsions, muscle rigidity, increased confusion, increased depression, physical dependence, psychological dependence
LSD	acid, stamps, dots, blotter, A-bombs	Dilated pupils, change in body temperature, blood pressure and heart rate, sweating, chills, loss of appetite, decreased sleep, tremors, changes in visual acuity, mood changes, reality distortions	May intensify existing psychosis, panic reactions, can interfere with psychological adjustment and social functioning, insomnia, physical dependence, psychological dependence
MDMA	ecstasy, XTC, adam, X, rolls, pills	Impaired judgment, confusion, blurred vision, teeth clenching, depression, anxiety, paranoia, sleep problems, muscle tension	Same as LSD, sleeplessness, nausea, confusion, increased blood pressure, sweating, depression, anxiety, memory loss kidney failure, cardiovascular problems, convulsions, death, physical dependence, psychological dependence
Marijuana/Cannabis	pot, grass, dope, weed, joint, bud, reefer, doobie, roach	Sensory distortion, poor coordination of movement slowed reaction time, panic, anxiety, psychosis, problems with learning and memory	Bronchitis, conjunctivas, lethargy, shortened attention span, suppressed immune system, personality changes, cancer, psychological dependence, physical dependence possible for some
Mescaline	peyote cactus	Nausea, vomiting, anxiety, delirium, hallucinations, increased heart rate, blood pressure, and body temperature,	Lasting physical and mental trauma, intensified existing psychosis, psychological dependence
Morphine/opiates	M, morf, duramorph, Miss Emma, monkey, roxanol, white stuff	Euphoria, increased body temperature, dry mouth, “heavy” feeling in arms and legs, constipation, pain relief	Constipation, loss of appetite collapsed veins, heart infections, liver disease, depressed respiration, pneumonia and other pulmonary complications, physical dependence, psychological dependence, fetal damage
PCP	crystal, tea, angel dust, embalming fluid, killer weed, rocket fuel,	Shallow breathing, flushing, profuse sweating, numbness in arms and legs, decreased muscular coordination, nausea,	Memory loss, difficulties with speech and thinking, depression, weight loss, psychotic behavior, violent acts, psychosis, physical dependence, psychological dependence

	supergrass, wack, ozone	vomiting, blurred vision, delusions, paranoia, disordered thinking, blood pressure changes, coma, death	
Psilocybin	mushrooms, magic mushrooms, shrooms, caps, psilocybin & psilocyn	Nausea, vomiting, drowsiness, distorted perceptions, nervousness, paranoia, panic	Confusion, memory loss, shortened attention span, flashbacks may intensify existing psychosis
Steroids	roids, juice	Increased lean muscle mass, increased strength, acne, oily skin, excess hair growth, high blood pressure, fluid retention	Aggression, cholesterol imbalance, anger management problems, masculinization or women, breast enlargement in men, premature fusion of long bones preventing attainment of normal height, atrophy of reproductive organs, impotence, reduced fertility, stroke, hypertension, congestive heart failure, liver damage, psychological dependence

For a more comprehensive list of services students and personnel are encouraged to visit the following website:

<http://www.metrocrisiservices.org>

Interested individuals are encouraged to contact each agency for additional information regarding specific services and costs.



## Prevention and Education

The Office of Health Promotion and Outreach offers prevention and education programming on alcohol and drug use at CU Denver. Additional programming and education is offered through the Auraria Health Center and the Student and Community Counseling Center. CU Anschutz Medical Campus prevention and health education programs are offered through the Office of Student Health Promotion. A summary of the programs offered through the program can be found in the [Biennial Alcohol Review](#). As mandated by the Drug-Free Schools and Campuses Act, this report is distributed to all students, staff and faculty on an annual basis, and during every even year, a biennial review of the comprehensive alcohol and other drug program is conducted. For more information concerning current programs, interventions and policies, contact

CU Denver Campus: Susanne Lederer at [Susanne.lederer-graham@ucdenver.edu](mailto:Susanne.lederer-graham@ucdenver.edu), Student Wellness Center at 303-315-7305

Anschutz Medical Campus: Jill Collins at [Jill.collins@ucdenver.edu](mailto:Jill.collins@ucdenver.edu), Office of Student Health Promotion, 303-724-7674



### *Current CU Denver Alcohol and Drug Education and Prevention Programs:*

- CU Denver Alcohol Education Program for first offenders: CU Denver students who are sanctioned either by Denver court systems, or the CU Denver Student Conduct Office to attend and complete a Colorado Level 1 Alcohol Education class can attend a 12-hour drug and alcohol education class for free. It is offered on a monthly basis during the semester and facilitated by the CU Denver Office of Health Promotion and Outreach. Students will learn about societal values related to alcohol consumption, physical, social, and psychological effects of alcohol as well as the relevant campus, state, and federal laws relating to alcohol consumption and possession. The classes are structured to engage students in an interactive dialogue focused on their experiences with alcohol. Contact Susanne Lederer at [Susanne.lederer-graham@ucdenver.edu](mailto:Susanne.lederer-graham@ucdenver.edu) for more information.
- Peer and Wellness Educators: The CU Denver student peer and wellness educators are a group of student workers who focus on prevention and wellness education with their peers. Alcohol and drug education and prevention activities include interactive workshops, during tabling events to hand out information for on and off campus resources around alcohol and drugs.
- Auraria Alcohol Awareness Event: Annual Alcohol Awareness Event during October held by all three Auraria campus institutions to focus on the effects of alcohol, provide guidance for safe consumption of alcohol, and highlight the dangers of driving under the influence. For information, please contact the Health Center at Auraria at 303-556-2525.
- You Don't Need a Cape to be a Super Hero: This is a workshop offered to teach effective ways of bystander intervention. Workshop is open to student, staff, and faculty.
- Healthy Relationships Workshop: Workshop was presented to help participants understand the differences among healthy relationships, unhealthy relationships, and abusive relationships. All members of the Auraria community were invited to participate.

## ON-CAMPUS RESOURCES/INFORMATION

CU Denver Resources	
Student and Community Counseling Center	<b>303-315-7270</b> , <a href="http://www.ucdenver.edu/life/services/counseling-center/Pages/default.aspx">http://www.ucdenver.edu/life/services/counseling-center/Pages/default.aspx</a>
Health Center at Auraria	<b>303-556-2525</b> , <a href="https://www.msudenver.edu/healthcenter/">https://www.msudenver.edu/healthcenter/</a>
Office of Student Conduct & Community Standards	<b>303-315-7311</b> , <a href="http://www.ucdenver.edu/life/services/standards/Pages/default.aspx">http://www.ucdenver.edu/life/services/standards/Pages/default.aspx</a>
Auraria Campus Police Department	<b>303-556-5000</b> , <a href="https://www.ahec.edu/for-campus-faculty-staff/auraria-campus-police-department">https://www.ahec.edu/for-campus-faculty-staff/auraria-campus-police-department</a>
Colorado Employee Assistance Program	<b>303-866-4314</b> , <a href="http://www.colorado.gov/c-seap">http://www.colorado.gov/c-seap</a>
CU Anschutz Resources	
University of Colorado Denver Police Department	<b>303-724-4444</b> , <a href="http://www.ucdenver.edu/anschutz/about/location/police/Pages/default.aspx">http://www.ucdenver.edu/anschutz/about/location/police/Pages/default.aspx</a>
Aurora Police Department	<b>Emergency: 911</b> <b>Non-Emergency: 303-627-3100</b> <a href="https://www.auroragov.org/residents/public_safety/police">https://www.auroragov.org/residents/public_safety/police</a>
Colorado Employee Assistance Program	<b>303-866-4314</b> , <a href="http://www.colorado.gov/c-seap">http://www.colorado.gov/c-seap</a>
Student Mental Health	<b>303-724-4716</b> <a href="http://www.ucdenver.edu/academics/colleges/medicalschoo/departments/psychiatry/PatientCare/StudentMentalHealth/Pages/Student-Mental-Health-Service.aspx">http://www.ucdenver.edu/academics/colleges/medicalschoo/departments/psychiatry/PatientCare/StudentMentalHealth/Pages/Student-Mental-Health-Service.aspx</a>
CU Anschutz Health Center	<b>303-724-6242</b> <a href="http://www.ucdenver.edu/academics/colleges/nursing/clinical-practice-community/PatientServices/CHC/Pages/default.aspx">http://www.ucdenver.edu/academics/colleges/nursing/clinical-practice-community/PatientServices/CHC/Pages/default.aspx</a>

## OFF-CAMPUS RESOURCES/INFORMATION

Aurora Mental Health Center	<b>303-617-2300</b> <a href="http://www.aumhc.org">http://www.aumhc.org</a>
Denver Police Department	<b>Emergency: 911</b> <b>Non-Emergency: 720-913-2000</b> <a href="https://www.denvergov.org/content/denvergov/en/police-department.html">https://www.denvergov.org/content/denvergov/en/police-department.html</a>
Colorado Crisis Centers	<b>844-493-8255</b> <a href="http://www.coloradocrisisservices.org">www.coloradocrisisservices.org</a>
Denver Health	<b>303-436-6000</b> <a href="http://www.denverhealth.org">http://www.denverhealth.org</a>
CeDAR – Center for Dependency, Addiction, and Rehabilitation	<b>877-999-0538</b> <a href="http://www.cedarcolorado.org">www.cedarcolorado.org</a>
Denver Sheriff's Department	<b>720-913-2000</b> <a href="https://www.denvergov.org/content/denvergov/en/sheriff-department.html">https://www.denvergov.org/content/denvergov/en/sheriff-department.html</a>
Peer Assistance Services	<b>303-369-0039</b> <a href="http://www.peerassistanceservices.org/">http://www.peerassistanceservices.org/</a>
CPHP Colorado Physician Health Program	<b>303-860-0122</b> <a href="http://www.cphp.org">www.cphp.org</a>

# University of Colorado Board of Regents Law

## Article 10: Nondiscrimination

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

Qualification for the position and institutional need shall be the sole bases for hiring employees, and the criteria for retaining employees shall be related to performance evaluation, assessment of institutional need, fiscal constraints, and/or, in the case of university staff, the rational exercise of administrative prerogative.

All students shall have the same fundamental rights to equal respect, due process, and judgment of them based solely on factors demonstrably related to performance and expectations as students. All students share equally the obligations to perform their duties and exercise judgments of others in accordance with the basic standards of fairness, equity, and inquiry that should always guide education.

In accordance with Americans with Disabilities Act of 1990, no individual shall be discriminated against on the basis of disability in the full and equal enjoyment of the goods, services, facilities, privileges, advantages, or accommodations of the University. Further, no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of the University or be subjected to discrimination by the University.



# 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:** Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

**Rape:** The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

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

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

## Statutory

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

**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.

***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, religion, sexual orientation, gender, gender identity, ethnicity, national origin, 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.

