



COLORADO STATE UNIVERSITY

**PUEBLO**



# **2022** FIRE SAFETY AND SECURITY REPORT

▶ 2019 - 2021 CRIME STATISTICS



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# ▶ Colorado State University Pueblo Non-Discrimination Statement

## Equal Opportunity/Affirmative Action Commitment & Notice of Non-Discrimination

Colorado State University Pueblo is committed to equal educational and employment opportunities and to the elimination of all forms of discrimination, protected class harassment, sexual misconduct, intimate partner violence stalking, and retaliation. Furthermore, CSU Pueblo is committed to maintaining respectful, safe, and non-threatening educational, working, and living environments. In furtherance of this commitment, CSU Pueblo does not discriminate on the basis of age, citizenship, creed, color, disability, gender, gender expression, gender identity, genetic information, national origin or ancestry, pregnancy, race, religion, sex, sexual orientation, veteran status, or because an individual has inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. CSU Pueblo is an affirmative action/equal opportunity institution. It encourages diversity and provides equal opportunity in education, employment, all of its programs and activities, and the use of its facilities. The University takes affirmative action to employ qualified women, racial/ethnic minorities, protected veterans, and individuals with disabilities.

CSU Pueblo complies with the Equal Pay Act, Titles IV, VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments, the Americans with Disabilities Act, as amended, Section 503/504 of the Rehabilitation Act, the Age Discrimination Act, Age Discrimination in Employment Act, the Vietnam Era Veterans' Readjustment Assistance Act, the Pregnancy Discrimination Act, Executive Order 11246, as amended, Violence Against Women Reauthorization Act of 2013, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the Genetic Information Non-discrimination Act of 2008, and all civil rights laws of the State of Colorado.

The Director of Compliance/Title IX Coordinator has been designated by the President as the person with overall responsibility for the implementation and maintenance of the University's affirmative action programs. The Director of Compliance/Title IX Coordinator has also been designated as the University's Title IX Coordinator, Americans with Disabilities Act (ADA) Coordinator, and Section 504 of the Rehabilitation Act of 1973 Coordinator. As such, the Director of Compliance/Title IX Coordinator is responsible for addressing compliance with all federal, state, and local laws pertaining to nondiscrimination, civil rights, access, and equity. For any inquiries or concerns regarding discrimination, protected class harassment, or sexual misconduct, please contact Dr. Nicole Ferguson ([nicole.ferguson@csupueblo.edu](mailto:nicole.ferguson@csupueblo.edu)), Director of Compliance & Title IX Coordinator at (719) 549-2210, Occhiato Student Center – Room 201.

Students seeking disability resources and accommodation or who have other related concerns, should contact Justin Hiniker ([dro@csupueblo.edu](mailto:dro@csupueblo.edu)), Director of the Disability Resource & Support Center at (719) 549-2648, Library and Academic Resource Center (LARC) – Room 169.

Employees seeking disability resources and accommodations or who have other related concerns, should contact Dr. Nicole Ferguson ([nicole.ferguson@csupueblo.edu](mailto:nicole.ferguson@csupueblo.edu)), Director of Compliance & Title IX Coordinator at (719) 549-2210, Occhiato Student Center – Room 201.

Please visit: [CSUPueblo.edu/institutional-equity](https://CSUPueblo.edu/institutional-equity) for more information.



## Message from Colorado State University Pueblo President

To the Campus Community:

The 2022 Fire Safety and Security Report contains important information about our campus environment.

All colleges and universities that participate in federal financial aid programs are required to keep and disclose crime statistics per the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Jeanne Clery Act). Enclosed you will find information about key institutional policies, personal safety and crime prevention information, how to report suspicious and criminal activities, and required Clery Act crime statistics for the last three calendar years.

For more than a decade, the Pueblo County Sheriff's Office (PCSO) has provided law enforcement services as well as community-oriented prevention and education activities that help to reinforce safety to students, faculty, staff, and campus visitors. It is incumbent upon all of us to familiarize ourselves with our resources and processes for preventing and responding to criminal activity. This annual report serves as a resource of safety information as well as policies and procedures that we hope will help secure a safe environment in which to teach, learn, and work.



Dr. Timothy P. Mottet, President



## ▶ Emergency Information

### EMERGENCY

DIAL 911

### ON-CAMPUS

CSU Pueblo Sheriff's Office  
Lower Level of Administration Building  
(719) 549-2373

### OFF-CAMPUS

City of Pueblo Police Department  
(719) 553-2502  
Dispatch for Reporting

### CAMPUS EMERGENCY CALL BOXES

These boxes are strategically located on campus and are available to students, staff, or visitors who would like to seek safety assistance and/or report any crime in progress. Once the call is activated, it will connect directly to the Pueblo County Sheriff's Office Dispatch Center. **SEE CALL BOX MAP on Page 45**

### Stay Informed – Daily Crime Log

The Pueblo County Sheriff's Office at Colorado State University Pueblo Crime Log contains information on recent crimes and incidents that have occurred on the Colorado State University Pueblo Campus; visit:

[csupueblo.edu/campus-safety/sheriffs-office/index.html](http://csupueblo.edu/campus-safety/sheriffs-office/index.html)



## ▶ Message from the Pueblo County Sheriff

The Pueblo County Sheriff's Office is proud to serve as the law enforcement agency at CSU Pueblo. Our goal is to provide the students, faculty, staff, and guests with the highest level of safety and security through interaction, education, and response.

Our deputies serve in a way that fosters trust, cooperation, and compliance while still demonstrating the utmost respect and compassion for CSU Pueblo students and their guests.

The Pueblo County Sheriff's Office at CSU Pueblo strives to protect life and property in an attempt to create a safe environment conducive to learning.

If you have questions or concerns about campus safety, do not hesitate to contact Lt. Chris Kilpatrick at our CSU Pueblo Campus Sheriff's Office at 719-549-2373. For further information regarding the Pueblo County Sheriff's Office, visit:

[sheriff.co.pueblo.co.us/](http://sheriff.co.pueblo.co.us/)



**Kirk M. Taylor**  
Sheriff





**SAFETY**







## Introduction

The information in this report is provided to educate current students, prospective students, faculty, and staff about safety and security policies, procedures, and statistics for Colorado State University Pueblo (CSU Pueblo). The University believes that a well-informed campus community is better prepared to deal with crime and emergency situations. The University encourages campus community members to become actively involved with the safety and security of students, faculty, and staff.

In 1990, the Higher Education Act of 1965 (HEA) was amended to include the Crime Awareness and Campus Security Act of 1990 (Title II of Public Law 101- 542). This amendment required all postsecondary institutions participating in Title IV student financial aid programs to disclose campus crime statistics and security information. In 1998, the act was renamed the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act in memory of Jeanne Clery, a university student who was killed in her dorm room in 1986. More commonly known as the Clery Act, this law requires colleges and universities to:

- Collect, classify, and count crime reports and statistics
- Issue campus alerts
- Publish an annual security report
- Submit crime statistics to the Department of Education
- Maintain a daily crime log
- Disclose missing student notification procedures
- Provide fire safety information

## Preparing the Annual Report

This report is compiled by the CSU Pueblo Safety Team that is comprised of campus law enforcement, administrators, and staff members who are responsible for and/or directly involved with safety and security of the campus:

- Pueblo County Sheriff's Office at CSU Pueblo
- Vice President of Student Affairs and Dean of Students
- Deputy General Counsel
- Director of Marketing, Communications, & Community Relations
- Coordinator of Student Conduct and Community Standards
- Assistant Dean of Student Life
- Parking and Safety Manager
- Human Resources and Institutional Equity
- Director of Facilities Management and Environmental Health Services

The Pueblo County Sheriff's Office at CSU Pueblo, in conjunction with the CSU Pueblo designated Clery Coordinator, prepared the annual disclosure of crime statistics report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The report is prepared in cooperation with the Division of Student Affairs, including the Office of Residence Life and Housing and the Office of Student Conduct and Community Standards. Campus fire, crime, arrest, and disciplinary referral statistics include those reported to the Pueblo County Sheriff's Office at CSU Pueblo and to University Campus Security Authorities.

## ▶ Law Enforcement Qualifications & Authority

Law enforcement services at CSU Pueblo are provided by the Pueblo County Sheriff's Office. The Sheriff's Office is staffed with experienced State-Certified peace officers who are current in Colorado Peace Officer Standards and Training (P.O.S.T.) procedures. All of these officers have the authority to make an arrest. Additionally, the Pueblo County Sheriff's Office provides law enforcement and emergency services to unincorporated Pueblo County. This connection to the community means that campus law enforcement is up to date with developments in the community allowing them to better serve the campus. Deputies assigned to CSU Pueblo actively monitor off-campus crime, as it relates to the campus, students, faculty, and staff.

## ▶ Law Enforcement Partnerships

CSU Pueblo has a contractual and collaborative agreement with the Pueblo County Sheriff's Office to provide all law enforcement services on campus. This partnership allows CSU Pueblo to have access to all services that are available to the larger community, including emergency management, search and rescue teams, investigations unit, high-tech crimes unit, and SWAT teams. Because CSU Pueblo is adjacent to State of Colorado Highway property and City of Pueblo residential and commercial property, the Sheriff's Office and CSU Pueblo work closely with the Colorado State Patrol (CSP) and the Pueblo City Police Department (PPD) to address any issues, emergencies, or community service needs that may involve both CSU Pueblo and CSP and/or PPD geographical areas of jurisdiction.



## ▶ This report is posted on the CSU Pueblo website:

### Copies of the report are retained in the offices of:

- Admissions
- Human Resources
- Facilities Management
- Offices of Student Affairs
- Offices of the General Counsel
- Marketing, Communications and Community Relations

[CSUPueblo.edu/campus-safety/](https://CSUPueblo.edu/campus-safety/)



## Take Safety Precautions

Students, faculty, and staff should take the following precautions to prevent circumventing policies designed to protect the safety of self and others:

- Do not prop doors open or allow strangers into campus buildings that have been secured.
- Do not lend keys or leave them unattended.
- Do not give codes to anyone.
- Keep your valuables secured and out of sight.
- Notify the Sheriff's Office of any suspicious activities or individuals.

## Reporting a Crime

Victims and witnesses may report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. Reports should be made immediately to the Pueblo County Sheriff's Office (PCSO), located at CSU Pueblo office with accurate, timely information. They will respond to all reports and make appropriate referrals to the Pueblo County District Attorney's Office, appropriate University Administrators, and/or the CSU Pueblo Office of Student Conduct and Community Standards. The PCSO at CSU Pueblo is housed in Administration 118. Students may call (719) 549-2373 for general safety and security information or to contact individual Sheriff's Office staff.

For all off-campus emergencies, calls should be directed to the local law enforcement agency. Students enrolled in any CSU Pueblo classes held in Colorado Springs should contact the Colorado Springs Police Department or the El Paso County Sheriff's Office to report a crime. If attending classes at Ft. Carson Army Base, contact the appropriate Ft. Carson law enforcement authorities to report a crime. Students who reside in the City of Pueblo should direct their emergency calls to 911 or to the Pueblo City Police Department (719) 553-2502.

## Confidential Crime Reporting

A victim or witness of a crime who wishes to remain anonymous may call the CSU Pueblo Tip Line at (719) 549-2376. The Tip Line is a voice message system only; and therefore, immediate action will not be taken. Witnesses of crimes also may report to Pueblo Crime Stoppers at (719) 542-7867 (STOP). Victims and witnesses can also anonymously report a crime to a Campus Security Authority (CSA), law enforcement or the Office of Institutional Equity.

## Reporting a Crime to a Campus Security Authority (CSA)

For the purpose of a timely warning, the University encourages students and employees to promptly report any fire or criminal activity directly to the Pueblo County Sheriff's Office at CSU Pueblo. However, students and employees may report a fire or crime to a Campus Security Authority (CSA) who is responsible for forwarding non-identifying information to the Clery Coordinator for inclusion in the annual Security Report, regardless of whether the victim chooses to file a report with law enforcement.

## WHO IS A CAMPUS SECURITY AUTHORITY?

- Pueblo County Sheriff's Office at CSU Pueblo
- Parking Operations Staff
- Vice President of Enrollment Management and Extended Studies
- Vice President of Student Affairs and Dean of Students
- Assistant Dean of Student Engagement, Events and Leadership
- Office of Student Engagement and Leadership Staff
- Office of Human Resources and Institutional Equity Staff
- Student Organization Advisors
- Coordinator of Student Conduct and Community Standards
- Assistant Director, Health Education and Prevention
- Assistant Dean of Student Life
- Residence Life Area Coordinators
- Resident Assistants
- All Athletics Department Staff
- All Athletics Department Volunteers
- Extended Studies Student Advisor
- Site Manager, University Tower Location at Colorado Springs
- Site Manager, Fort Carson Location
- Director of the PACK Center
- PACK Center Success Coaches
- Director of Disability Resource and Support Center
- Thunderwolf Recreation Professional and Student Staff
- Director of Student Support Services (SSS)
- Education Development Specialist (SSS)
- Director of Facilities Management and Environmental Health Services
- Auxiliary Services Professional and Student Staff
- Career Center Professional Staff
- Director of Student Financial Services
- Financial Aid Counselors
- Assistant Dean for Student Support and Advocacy
- Director of English Language Institute
- Hasan School of Business Academic Advisors
- Assistant Director of CAMP and Inclusive Excellence
- Assistant Director of Inclusion and Global Initiatives
- Writing Room and General Education Coordinator
- Director of Honors Program
- Director of President's Leadership Program
- Director of Tutoring
- Director of MAPS



## ▶ Declination to Notify Authorities

All victims have a right to decline notification to authorities. However, Campus Security Authorities are required to report any crime brought to their attention to Campus Law Enforcement.

### *Exemption from Reporting*

Licensed professional mental health counselors and pastoral counselors (employed by religious organizations to provide confidential counseling) who are working within the scope of their license or religious assignment at the time they receive the crime report are exempt from reporting under the Clery Act.

## ▶ Secure Access to Campus Facilities

Preserving a safe and secure environment is the responsibility of everyone on campus. Employees have the responsibility to secure their work area, and students have the responsibility to lock their residence hall rooms and apartments, as well as secure their personal property.

Most campus buildings and facilities are accessible to the public during normal business hours Monday through Friday, excluding holidays. Certain facilities may be opened by facilities personnel for designated hours on weekends and evenings. Buildings may be secured at different times based upon class schedule, special events, and computer lab hours.

## ▶ Secure Access to Residential Facilities

All residence halls are secured using a card access system. Residence halls are accessible to the campus community and visitors from 8 a.m. to 5 p.m. Monday through Friday. Residence Halls have restricted access on weekends from 5 p.m. on Friday to 8 a.m. on Monday. During those hours, any visitors must be accompanied by a hall resident, and the resident must provide proper identification and access card. Visitors must sign in at the front desk. Access to the residence halls, after business hours, may be made available for campus programming. Campus apartments are secured by lock and key and are not available for community access at any time.

## ▶ Security Considerations in Building Maintenance

Although maintenance requests are prioritized based upon need, budget, and emerging conditions, safety and security issues that are observed may be a cause for quicker response and handling. If a student, faculty, staff, or visitor notices a potentially dangerous or hazardous condition concerning maintenance, they should immediately contact the University Physical Plant at (719) 549-2211. The University conducts a semi-annual nighttime review of outdoor lighting and responds by installing or repairing lighting as needed.

The University requires all contractors who work in campus-owned residences to agree to and follow the policies and procedures set forth in the Special Contract Conditions for Construction Projects in Occupied Student Housing Facilities at Colorado State University Pueblo. Contractors are required to adhere to special contract conditions for projects that involve construction within or adjacent to student housing facilities, defined as residence halls and apartments. The contractor, all workers, subcontractors, deliverymen, and anyone else coming on to the work site must be informed of the requirements to respect the students' privacy and enjoyment of their residences. The work must be done in a manner that maintains the security of the students' residences, limits contact with the residents, provides advance notice of any work that may affect the residents, and limits communications about the project to those persons designated by CSU Pueblo.

## ▶ Timely Warning & Emergency Notification

### ***Timely Warning***

Under the Clery Act (20 U.S.C. state § 1092), CSU Pueblo, through designated personnel, is responsible for issuing a “timely warning” if a crime has been reported and CSU Pueblo determines there is a serious or continuing threat to the campus community. In addition, CSU Pueblo is required to send an “emergency notification” if there is an immediate threat to the health or safety of students or employees occurring on campus.

### **The decision to issue a timely warning or an emergency notification:**

- Will be decided on a case-by-case basis in compliance with the Clery Act and after consideration of available facts.
- May depend on the nature of the crime, the continuing danger to the campus community, and the possible risk of compromising law enforcement efforts.
- Will depend upon the particular health or safety threat. CSU Pueblo will, without delay, take into account the safety of the community, determine the content of the notification, and will determine whether to initiate the notification system.

### ***Emergency Notification***

The emergency notification system will be immediately activated when University authorized representatives become aware of and confirm a critical incident or other emergency situation that potentially affects the health and/or safety of the campus community.

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

Law enforcement and University officials will assist those preparing the emergency notification with determining what segment or segments of the campus community should receive the notification. Generally, campus community members in the immediate area of the dangerous situation (i.e. the building, adjacent buildings, or surrounding area) will receive the emergency notification first. The University may issue subsequent notifications to a wider group of community members. In addition to the emergency notification that may be issued via the University mass notification system, the University will post applicable messages about the dangerous condition on the University website and social media outlets to help ensure the rest of the campus is aware of the situation and the steps they should take to maintain personal and campus safety. The University will not disclose the identity of any victim related to the situation prompting the notice.

If the emergency affects a significant portion of or the entire campus, University officials will distribute the notification to the entire campus community. With the assistance of the Pueblo County Sheriff's Office, the University will determine the content of the notification. The University has developed a wide range of template messages addressing several different emergency situations. The communications officers (or others issuing the alert) will select the template message most appropriate to the on-going situation and modify it to address the specifics of the present incident.

## How to sign up for the Emergency Alert System

**HOW DO STUDENTS REGISTER FOR EMERGENCY ALERTS?** Enrollment in this program is not automatic. Participation in this program is voluntary. Students must register for the service and will be responsible for updating their personal cell phone numbers in the event their contact information changes. It may take up to 72 hours for a cell phone number to become active in the Emergency Notification System.

- **Sign on to your PAWS Account**
- **Click the “Emergency Text” Tab**
- **Respond to prompts each time you register**

**HOW DOES THE SYSTEM WORK?** In the event of an emergency, a scheduled testing of the emergency system, or an unexpected closing of the University, a text message will be sent to all enrolled cell phones.

Each text message will begin with the message “\***CSU Pueblo ALERT!**\*” and will follow with the nature of the alert and any additional information. The text message will be brief, and you will be instructed to check the main CSU Pueblo website or other media outlets for more information. You will receive messages within a few minutes of their transmission as long as your cell phone is turned on. The University will test the system each semester by sending a test message.

**DOES IT COST?** The service is free, but you may be charged your cellular service provider’s standard rates. If you have verified the registered cell phone number is correct and you do not receive the once a semester test message, you will need to check with your carrier to make sure your number is not blocked from receiving subscription text messaging from short codes.

### FACULTY AND STAFF REGISTER THROUGH THE FACULTY & STAFF PORTAL

MORE INFORMATION CAN BE FOUND ONLINE AT:

[CSUPueblo.edu/campus-safety/csu-pueblo-alert.html](https://CSUPueblo.edu/campus-safety/csu-pueblo-alert.html)



**Contractors, Guests, Visitors and Parents SMS Text-In Option**

**Text PackAlert to 67283**



## Crime Prevention

CSU Pueblo believes that crime prevention and awareness can aid in anticipating and minimizing potential dangers to our campus community. CSU Pueblo provides information and training towards these efforts for students, employees and university partners through the following programs.

Program Title	Program Description	Program Frequency	Target Group
Campus Blue Light Call Boxes	We have 14 Call boxes strategically placed across campus, which allows community members to contact the Pueblo County Sheriff's Office Communications Center directly.	Continuous	Students, Faculty, Staff, and Campus Community
911 Phone Service	Every campus phone is directly connected to the Pueblo County Sheriff's Office Communications Center.	Continuous	Students, Faculty, Staff, and Campus Community
Spok EA Console Sentry	This system is an enhanced 911 solution that provides information about the location of the caller, to include the building and room number in which they are located. Campus law enforcement, safety personnel and telecommunications personnel receive a desktop and email notification when a 911 call is made from a campus landline phone.	Continuous	Students, Faculty, Staff, and University Partners
Campus Safety Officers (CSOs)	CSU Pueblo student employees who provide additional foot patrol, building security, and parking enforcement. Call (719) 549-2373	Continuous	Students, Faculty, Staff, and Campus Community
Camera System	CSU Pueblo has deployed just over 300 cameras that monitor buildings, parking areas and outdoor space.	Continuous	Students, Faculty, Staff, and Campus Community
Card Access System	CSU Pueblo has deployed a card access system at all of our residence halls and many of our academic and other buildings. The system enhances the security of these buildings by controlling access.	Continuous	Students, Faculty, Staff, and Campus Community
New Hire Orientation	The Parking and Safety Manager provides an overview of the mission and services of the Parking and Safety Office and the partnership with the Pueblo County Sheriff's Office.	Continuous	Employees
New Student Orientation	The Parking and Safety Manager, in partnership with the Pueblo County Sheriff's Office, participates in New Student Orientation, Family Orientation, and Discover Days for interested students and parents	Beginning of Fall and Spring Semesters	Students and Parents
Residence Life and Housing Staff Training	The Parking and Safety Manager, in partnership with the Pueblo County Sheriff's Office, provides training to all Residence Life professional and student staff. This training includes safety tips, resources and crime reporting procedures.	Beginning of Fall Semester	Students and Employees
Donuts with Deputies	The Pueblo County Sheriff's Office meets with students living in the residence halls to discuss personal safety, security and access to the residence halls, safeguarding personal property, how to contact law enforcement, and the services offered by the Safety Office.	Beginning of Fall Semester	Students
Operation Identification	This program involves the registering of valuable items with the Pueblo County Sheriff's Office at Colorado State University Pueblo. The Sheriff's Office will keep the record on file to be used for identification purposes should items be stolen or lost.	Continuous	Students, Faculty, and Staff
Active Shooter/Assault Response Training	Certified trainer from the Pueblo County Sheriff's Office presents information on situations that can occur on campus, in the workplace or in public.	Offered on Demand	Students, Faculty, Staff, and University Partners

Lighting Survey	Facilities personnel regularly survey outdoor lighting and address any concerns. Call (719)549-2211 to report lighting issues.	Continuous	Students, Faculty, Staff, and University Partners
Campus Safe Walk	A member of the CSU Pueblo community may call a deputy or Parking and Safety Officer to accompany them to a specific building or to their vehicle.	Continuous	Students, Faculty, Staff, and University Partners
Rave Emergency Alert System	CSU Pueblo's system for alerting students, staff, faculty and university partners in the event of an emergency or threat on campus	Used as Needed	Students, Faculty, Staff, and University Partners
Residence Hall and Building Patrol	Patrols include Sheriff's Deputies and CSOs patrolling in and around campus buildings	Continuous	Students, Faculty, Staff, and University Partners
Individual or Departmental Safety Consultation	Campus members are encouraged to contact a Deputy with any safety or security concerns by visiting the Pueblo County Sheriff's office at CSU Pueblo or by calling (719)549-2373.	Continuous	Students, Faculty, Staff, and University Partners
Fire Extinguisher Training	This program teaches the fundamentals of the proper use of a fire extinguisher.	Offered on Demand	Students, Faculty, and Staff

**SEX OFFENDER REGISTRY:** Information about registered sex offenders enrolled, working, or volunteering at Colorado State University Pueblo may be obtained from the Pueblo County Sheriff's Office at CSU Pueblo in Administration 118 or (719) 549-2373. Additionally, information about registered sex offenders residing in Pueblo County is available at the Pueblo County Sheriff's Office Annex, 920 N. Main St., Pueblo, CO 81003 (719) 583-6400, or online at [sotar.us](http://sotar.us). A list of registered sex offenders residing in the City of Pueblo can be found at the Pueblo Police Department's website, [police.pueblo.us/p2c/sexoffenders.aspx](http://police.pueblo.us/p2c/sexoffenders.aspx). These lists include only those persons who have been required by law to register and who are in compliance with the sex offender registration laws.

Pueblo Police



Sotar



**OPERATION ID:** Allows students, faculty, or staff to register valuable items with the Pueblo County Sheriff's Office at Colorado State University Pueblo. The Sheriff's Office will keep the record on file to be used for identification purposes should the items be stolen. Items can be registered by obtaining a form from the Campus Sheriff's Office or online at: [CSUPueblo.edu/campus-safety/sheriffs-office/operation-id.html](http://CSUPueblo.edu/campus-safety/sheriffs-office/operation-id.html)



Additional information regarding crime prevention services can be found in the CSU Pueblo Student Pack Guide at [CSUPueblo.edu/campus-life/about.html](http://CSUPueblo.edu/campus-life/about.html)



## Colorado State Law Definitions

The Colorado criminal law definitions of sexual assault, domestic violence, and stalking may be different from some of the definitions used in University policies. Colorado criminal law does not define dating violence. Reproduced below are the relevant sections of the Colorado Criminal Code.

### Consent – Colorado Revised Statute § 18-3-401

(1.5) “Consent” for sexual activity 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. Submission under the influence of fear shall not constitute consent.

### Sexual Assault – Colorado Revised Statute § 18-3-402

- (1) Any actor who knowingly inflicts sexual intrusion or sexual penetration on a victim commits sexual assault if:
  - a) The actor causes submission of the victim by means of sufficient consequences 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 bona fide medical purposes 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.

### Unlawful Sexual Contact – Colorado Revised Statute § 18-3-404

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



## Colorado State Law Definitions - cont.

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

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

### **Domestic Violence – Colorado Revised Statute § 18-6-800.3 (1)-(2)**

Domestic violence means an act or threatened act of violence upon a person with whom the actor is or has been involved in an intimate relationship. Intimate relationship means a relationship between spouses, former spouses, past or present unmarried couples, or persons who are both the parents of the same child regardless of whether the persons have been married or have lived together at any time. Domestic violence also includes any other crime against a person, or against property, including an animal, or any municipal ordinance violation against a person, or against property, including an animal, when used as a method of coercion, control, punishment, intimidation, or revenge directed against a person with whom the actor is or has been involved in an intimate relationship. (Note: in Colorado, "dating violence" is included with the broader definition of domestic violence).

## Colorado State Law Definitions - Cont.

### Stalking – Colorado Revised Statute § 18-3-602 (1)(a)-(c)

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

- a) Makes a credible threat to another person and, in connection with the threat, repeatedly follows, approaches, contacts, or places under surveillance that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship; or
- b) Makes a credible threat to another person and, in connection with the threat, repeatedly makes any form of communication with that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship, regardless of whether a conversation ensues; or
- c) Repeatedly follows, approaches, contacts, places under surveillance, or makes any form of communication with another person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship in a manner that would cause a reasonable person to suffer serious emotional distress and does cause that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship to suffer serious emotional distress. For purposes of this paragraph (c), a victim need not show that he or she received professional treatment or counseling to show that he or she suffered serious emotional distress. other crime against a person, or against property, including an animal, or any municipal ordinance violation against a person, or against property, including an animal, when used as a method of coercion, control, punishment, intimidation, or revenge directed against a person with whom the actor is or has been involved in an intimate relationship. (Note: in Colorado, "dating violence" is included with the broader definition of domestic violence).

### Rights of Victims and the Institution's 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 Institution.

CSU Pueblo complies with Colorado law in recognizing orders of protection by registering them with the Pueblo County Sheriff's Office at CSU Pueblo, and by assisting petitioners in the event of violations of such order.

Any person who obtains an order of protection from any valid jurisdiction should provide a copy to the Pueblo County Sheriff's Office at CSU Pueblo. A complainant may then meet with the Pueblo County Sheriff's Office at CSU Pueblo to develop a Safety Plan to reduce risk of harm while on campus or coming and going from campus.

CSU Pueblo can issue an institutional No Contact order on behalf of a complainant or a respondent, but cannot apply, on behalf of the complainant nor the respondent, for a legal order of protection, no contact order or restraining order from any legal applicable jurisdiction.

If the University receives a report that such an institutional no contact order has been violated, the University will initiate disciplinary proceedings appropriate to the status of the accused violator (student, employee, etc.) and will impose sanctions if the accused is found responsible for violating the no contact order.

## **SEXUAL HARASSMENT – including Sexual Assault, Domestic Violence, Dating Violence and Stalking**

CSU Pueblo is committed to equal educational and employment opportunities, and to the elimination of all forms of sexual harassment, including sexual assault, domestic violence, dating violence and stalking. Furthermore, CSU-Pueblo is committed to maintaining respectful, safe, and nonthreatening educational, working, and living environments. CSU Pueblo prohibits any conduct that constitutes sexual harassment, including sexual assault, domestic violence, dating violence and stalking.

### **Definitions**

#### WHAT IS SEXUAL HARASSMENT UNDER CSU PUEBLO POLICY?

**Sexual Harassment** - Conduct on the basis of sex that satisfies one or more of the following:

- a. An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct;
- b. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's Education Program or Activity; or
- c. Sexual assault as defined in 20 U.S.C. § 1092(f)(6)(A)(v), dating violence as defined in 34 U.S.C. § 12291(a)(1), domestic violence as defined in 34 U.S.C. § 12291(a)(8), or stalking as defined in 34 U.S.C. 12291(a)(30). All definitions are as defined under the Violence Against Women's Act (VAWA).

## SEXUAL HARASSMENT – including Sexual Assault, Domestic Violence, Dating Violence and Stalking - Cont.

### WHAT IS DOMESTIC VIOLENCE UNDER CSU PUEBLO POLICY?

**Domestic Violence** - The term “domestic violence” includes felony or misdemeanor crimes 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 receiving grant monies, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

### WHAT IS DATING VIOLENCE UNDER THE CSU PUEBLO POLICY?

**Dating Violence** - The term “dating violence” means violence committed by a person:

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

### WHAT IS STALKING UNDER CSU PUEBLO POLICY?

**Stalking** – The term “stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- a. Fear for his or her safety or the safety of others; or
- b. Suffer substantial emotional distress.

### WHAT TO DO IF THIS HAS OCCURRED TO YOU OR SOMEONE YOU KNOW?

At any time, any person may report Sexual Harassment, which includes Sexual Assault, Domestic Violence, Dating Violence and Stalking (whether or not the person reporting is the person alleged to be the victim of Sexual Harassment), in person, by mail, by telephone, or by electronic mail to the Director of Compliance/Title IX Coordinator, or by any other means that results in the Director of Compliance/Title IX Coordinator receiving the person’s verbal or written report.



## SEXUAL HARASSMENT – including Sexual Assault, Domestic Violence, Dating Violence and Stalking - Cont.

Any official with authority who receives a report of alleged Sexual Harassment must promptly report the alleged Sexual Harassment to the Director of Compliance/Title IX Coordinator. Upon receiving a report of alleged Sexual Harassment, the Director of Compliance/Title IX Coordinator will promptly 1) Inform the Complainant of the method for filing a Formal Complaint; 2) Inform the Complainant of the availability of Supportive Measures with or without the filing of a Formal Complaint; and 3) Offer Supportive Measures to the Complainant, the Respondent, or both.

If an individual wishes to report an allegation or concern to law enforcement, and the alleged incident occurred on the University's Pueblo Campus, the individual can report to the Pueblo

**County Sheriff's Office, at the following:**  
**Pueblo County Sheriff's Office**  
**Administration Building 118**  
**(719) 549-2373 – non-emergency number**

If an individual wishes to report an allegation or concern to law enforcement, and the alleged incident occurred off of the University's Pueblo campus but in the City of Pueblo, including the privately owned property surrounding the University's campus, the individual can report to the City of Pueblo Police Department at the following:

**Pueblo Police Department**  
**200 South Main Street**  
**Pueblo, Colorado 81003**  
**(719) 553-2538 – non-emergency number**

If an individual wishes to report an allegation or concern to law enforcement, and the alleged incident occurred at the CSU Pueblo, Colorado Springs location, including the parking lot and building entrances, the individual can report to the El Paso County Sheriff's Office at the following:

**El Paso County Sheriff's Office**  
**(719) 520-7100 – non-emergency number**

Contact information for law enforcement agencies in other jurisdictions where the University has physical operations can be found under the reporting tab on the Human Resources and Institutional Equity's webpage at [CSUPueblo.edu/hr](https://www.csupueblo.edu/hr).



It is important to preserve evidence if a student or employee has been a victim of any of these crimes. The preservation of evidence will help prove the crime occurred and also may help obtain a restraining order from the Courts, if necessary. The student or employee should preserve any text messages, pictures, voice messages, call logs, clothing, or other items that may have been involved in the crimes. If they have text messages or electronic communications, they should take a "screen capture" or print out a copy of the electronic evidence in case the device becomes damaged or destroyed. When saving text messages or any electronic communications, they should remember to save it in a format that shows the timestamp for the communication. All items should be given to law enforcement.

## **SEXUAL HARASSMENT – including Sexual Assault, Domestic Violence, Dating Violence and Stalking - Cont.**

An individual who wishes to make a report to law enforcement regarding an alleged sexual assault may ask to have a forensic examination by a trained medical professional, such as a Sexual Assault Nurse Examiner (“SANE”) for the purposes of preserving evidence. It is important for the preservation of evidence for a person to refrain from showering, washing clothes or placing them in a plastic bag, or otherwise altering the physical status until after they have contacted law enforcement or had an exam.

Colorado law allows for an individual to have undergone a forensic exam without any identifying information being turned over to law enforcement.

If a student or employee contacts the Pueblo Rape Crisis Center, the Center also will assist with reporting the crime. The Pueblo Rape Crisis Center, (719)549-0549, will provide an advocate to accompany the student or employee to the hospital and also will inform them of additional resources. The Rape Crisis Center operates a 24-hour hotline for services. A Community Organization for Victim Assistance (ACOVA), (719)583-6250, can also provide an advocate to assist an individual with reporting an allegation to law enforcement or accompanying the individual to the hospital for a forensic exam. Parkview Medical Center, 400 W. 16th St., Pueblo, CO 81003, provides Sexual Assault Nurse Examiners (SANE) who can conduct the appropriate and necessary examination to preserve evidence and provide medical assistance.

### **WHAT TO DO IF THIS HAS OCCURRED TO YOU?**

#### **Process**

The University will provide a fair and equitable process that will include an opportunity for informal resolution in all matters except for an allegation of sexual harassment between a student and an employee. Informal resolution can only be undertaken if voluntary and agreed to by both parties. If the informal resolution process does not resolve the matter, or if no informal resolution occurs, then a formal resolution process (grievance process) will be followed. The University will provide a grievance procedure for students and employees consistent with the Title IX regulations, and such procedures will treat the Complainant and the Respondent(s) equitably. The formal resolution process will include a live hearing, the right to an advisor for each party, cross examination by the advisor of the Parties and witnesses, and relevancy determination of questions asked during the hearing. Upon a finding after the hearing, the Parties will have the right to appeal. The burden of proof is on the University to prove by a preponderance of the evidence that a violation of this policy has occurred.

#### **Supportive Measures**

The Title IX Coordinator will ensure that Supportive Measures are offered to the Complainant and/or the Respondent(s) as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent(s). These include information about an individual's right to file criminal charges, as well as the availability of counseling, health, mental health, victim advocacy, and other services on and/or off the campus, and additional remedies to prevent contact between a complainant and an accused party, such as housing, academic, and working accommodations, if reasonably available. CSU Pueblo will make such accommodations, if the victim requests them and if they are reasonable, regardless of whether the victim chooses to report the crime to campus or local law enforcement.

The purpose of Supportive Measures is to restore or preserve equal access to the University's Education Program or Activity without unreasonably burdening any Party. Supportive Measures include measures designed to protect the safety of all Parties or the Institution's educational environment, as well as measures designed to deter Sexual Harassment.

Supportive Measures may include, but are not limited to:

## **SEXUAL HARASSMENT – including Sexual Assault, Domestic Violence, Dating Violence and Stalking - Cont.**

- a. Counseling
- b. Extensions of deadlines or other course-related adjustments
- c. Modifications of work or class schedules
- d. Campus escort services
- e. Mutual restrictions on contact between the Parties
- f. Changes in work or housing locations
- g. Leaves of absence
- h. Increased security and monitoring of certain areas of the campus
- i. Other similar measures

Supportive Measures do not include disciplinary sanctions. The formal resolution process must be completed before disciplinary sanctions may be imposed on a Respondent(s). However, the University may remove a Student Respondent(s) from its Education Program or Activity on an emergency basis if the appropriate University committee does the following:

- a. Undertakes an individualized safety and risk analysis;
- b. Determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Sexual Harassment justifies removal; and
- c. Provides the Respondent(s) with notice and an opportunity to challenge the decision immediately following the removal.

The University may place a non-student employee Respondent(s) on administrative leave during the pendency of the formal resolution process.

The University will maintain as confidential any Supportive Measures provided to the Complainant or Respondent(s), to the extent that maintaining such confidentiality would not impair the ability of the University to provide the Supportive Measures. The Director of Compliance/Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

Also, the University will abide by the terms of a validly issued protection order. ACOVA (whose contact information is below) can assist you with requesting a protection order through the county courts. Information on protection orders and ACOVA's protection order clinic is also available on ACOVA's website at [acovapueblo.org/Protection\\_Order\\_Clinic.html](https://acovapueblo.org/Protection_Order_Clinic.html).



## ▶ Important Tips to Preserve Evidence



Hospital staff can collect evidence, check for injuries, and address the possibility of exposure to sexually-transmitted infections. If clothing has been changed since the assault, the clothing worn at the time of the assault should be brought to the hospital in a clean, sanitary container such as a clean paper grocery bag or wrapped in a clean sheet (plastic containers do not breathe and may render evidence useless). Otherwise, a change of clothing should be brought to the hospital, as the clothing being worn may be kept as evidence. The area where the assault occurred should remain undisturbed—leave all sheets, towels, etc. that may bear evidence for law enforcement to collect.

The private nature of information provided to the Office of Human Resources and Institutional Equity and the University regarding an allegation of sexual harassment, including sexual assault, domestic violence, dating violence or stalking will be accorded the utmost respect. Identifiable information is not shared except to investigate or resolve an allegation of prohibited conduct, in order to comply with the law, or to the extent necessary to provide accommodations or supportive measures. Accommodations or supportive measures related to living arrangements, class modifications, employment duties, and other situations will be discussed only with necessary personnel at the University and with the goal of keeping the information as private as possible given the circumstances.

The University has federal reporting obligations under the Clery Act, including the obligation to provide, publicly, statistics or timely warnings regarding certain reported crimes. The University will not include a Complainant's name or other identifying information in publicly available reports or timely warnings, as proscribed by the Clery Act.

The University recognizes that an individual may wish to further maintain their confidentiality beyond the scope described above. As such, the Director of Compliance/Title IX Coordinator, in the capacity as the Title IX Coordinator, or designee, will respectfully consider all requests by an alleged victim: that identifying information not be shared with the other party; that the alleged prohibited conduct not be investigated by the University; or to not participate in an investigation by the University. The University also recognizes that it has an obligation to provide a safe environment for all University Members, that the campus community be free from sexual harassment, including sexual assault, domestic violence, dating violence or stalking. A request for additional privacy may severely limit the University's ability to provide a safe environment freely from prohibited conduct, investigate the allegations, and pursue disciplinary action against an individual, if warranted. Therefore, there may be circumstances in which the University cannot honor a request for further privacy in light of the University's obligation to provide a safe and non-discriminatory environment for all University Community Members.



CSU Pueblo 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 proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim.

## ▶ Important Numbers to Report and/or Receive Services Related to Sexual Assault, Intimate Partner Violence and Stalking

### ▶ Emergency - 911

#### On-Campus Services

Pueblo County Sheriff's Office	(719) 549-2373
CSU Pueblo Title IX Coordinator	(719) 549-2210
University Student Counseling Center	(719) 549-2838
University Student Health Center	(719) 549-2830

#### Off-Campus Services

Pueblo Police Department	(719) 553-2502
El Paso County Sheriff's Office	(719) 520-7100
Pueblo Rape Crisis Center	(719) 549-0549
Parkview Medical Center	(719) 584-4400
National Sexual Assault Hotline	(800) 656-4673
ACOVA	(719) 583-6250
Colorado Legal Services	(719) 545-6708
YWCA Pueblo	(719) 542-6904

## **Disciplinary Action Procedures for Sexual Harassment, including Sexual Assault, Domestic Violence, Dating Violence & Stalking**

The University's Policy on Title IX, Sexual Harassment and Gender Discrimination expressly prohibits any conduct that constitutes Sexual Harassment and Gender Discrimination for its students and staff. A student or employee alleged to have engaged in prohibited conduct may be subject to investigation and discipline for their conduct.

During any process defined under University's Policy on Title IX, Sexual Harassment and Gender Discrimination or its Procedures, both the Complainant and the Respondent have the following rights.

### **A. FAIR AND EQUITABLE PROCESS**

1. No individual designated as a Title IX Coordinator, Investigator, Decision-maker, Appeal Decision-maker, or person designated to facilitate an informal resolution process may have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent. The Title IX Coordinator, Investigator, and Decision-maker must be separate individuals or entities.
2. CSU Pueblo will not make credibility determinations based on a person's status as a Complainant, Respondent, or witness.
3. A Respondent is presumed not responsible for alleged conduct until a determination regarding responsibility is made at the conclusion of the Formal Resolution Process.
4. Throughout the processes described herein, CSU Pueblo will objectively evaluate all relevant evidence, including both inculpatory and exculpatory evidence.
5. The processes described herein are subject to the reasonably prompt timeframes stated. These timeframes may be extended for good cause upon written notice to the Parties setting forth the reason for such extension. Good cause may include considerations such as the absence of a Party, a Party's advisor, or a witness; concurrent law enforcement activity; complexity of the case; scheduling conflicts with the Office of Administrative Courts or other professionals involved with the informal resolution process; or the need for language assistance or accommodation of disabilities.

### **B. INFORMAL RESOLUTION PROCESS**

1. At times, the Parties may wish to engage in an Informal Resolution Process (IRP) to lessen the time and effort required by the Formal Resolution Process. The University will offer the IRP as a solution-based process (e.g. mediation). The University may seek outside mediators to conduct the student IRP and will utilize the Employee Relations Specialist for employee IRP. The IRP does not involve a full investigation and adjudication of the matter.
2. Availability of Informal Resolution Process Parties are not required to participate in the Informal Resolution Process. The Title IX Coordinator may offer IRP to the Parties in certain circumstances. The IRP is only available after a formal complaint is filed and only if all Parties voluntarily consent, in writing, to the Informal Resolution Process. However, any time prior to agreeing to a resolution, any Party has the right to withdraw from the Informal Resolution Process and resume the formal resolution process. The IRP, if available, may be implemented any time prior to reaching a determination regarding responsibility. It will not be offered in the following situations:
  - I. The Complainant is a student and the Respondent is an Employee.
  - II. The alleged incident is sexual assault, domestic violence, dating violence, or stalking.
  - III. The alleged incident includes quid pro quo.

3. Notice of Availability of Informal Resolution Process

If the IRP is available, the Title IX Coordinator will issue written notice to the parties disclosing:

- a. The allegations;
- b. The requirements of the IRP, including the circumstances under which it precludes the Parties from resuming a Formal Complaint arising from the same allegations;
- c. Any consequences resulting from participating in the IRP, including the records that will be maintained or could be shared; and
- d. That either Party may withdraw from the IRP and resume the formal grievance process prior to agreeing to a resolution.

4. Timeframe

CSU Pueblo will make a good faith effort to complete the informal resolution process within an average of sixty to ninety days. After the Parties have agreed to a resolution that is accepted by the Title IX Coordinator, neither Party may appeal the resolution.

## C. FORMAL RESOLUTION PROCESS

### 1. Formal Complaint

- a. A Formal Complaint may be filed by a Complainant or by the Title IX Coordinator. A Formal Complaint may be brought to the attention of the Title IX Coordinator, Nicole Ferguson, in person at OSC 201 or by phone at 719-549-2210 or email at [nicole.ferguson@csupueblo.edu](mailto:nicole.ferguson@csupueblo.edu).
- b. CSU Pueblo will investigate the allegations in a Formal Complaint unless that matter is resolved through the IRP or is otherwise dismissed as stated below.

### 2. Dismissal

- a. The Title IX Coordinator will dismiss a Formal Complaint, and no investigation will be conducted under this procedure if:
  - i. The conduct alleged in the Formal Complaint would not constitute Sexual Harassment even if proved; or
  - ii. The conduct alleged in the Formal Complaint did not occur within the Jurisdiction/Applicability of the policy.
- b. The Title IX Coordinator may dismiss a Formal Complaint, or any allegations therein, at any time during the investigation or hearing if:
  - i. The Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegation therein;
  - ii. The Respondent is no longer enrolled in or employed by CSU Pueblo; or
  - iii. Specific circumstances prevent CSU Pueblo from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.
- c. The dismissal of a Formal Complaint under Section B.2.a. of this Procedure does not preclude CSU Pueblo from conducting an investigation or taking action under other applicable policies with regard to conduct that is not subject to this Policy. Allegations of student conduct that fall under the definition of Sexual harassment but fall outside of the jurisdiction/applicability of this procedure will follow this process.
- d. Upon dismissal of the Formal Complaint or any allegations therein, the Title IX Coordinator will promptly send written notice of the dismissal and the reasons therefor simultaneously to the Parties. The Title IX Coordinator will refer the matter to Student

Conduct and Case Management or appropriate University Administration for further review under the applicable University policy or process.

### **3. Consolidation**

The Title IX Coordinator may consolidate Formal Complaints as to allegations of Sexual Harassment where the allegations of Sexual Harassment arise out of the same facts or circumstances.

### **4. Timeframe**

CSU Pueblo will make a good faith effort to complete the Formal Resolution process, including the hearing but excluding appeals, within an average of sixty to ninety days. The timeframe is stayed during the informal process. The filing of the Formal Complaint with the Title IX Coordinator starts the timeframe for the process.

### **5. Written Notice**

Upon receipt of a Formal Complaint, the Title IX Coordinator will issue written notice of allegations to the Respondent and Complainant, if known. The written notice will be provided to each Party with sufficient time to prepare a response before any initial interview. The notice of allegations will include the following:

- a. Notice of this procedure and the processes contained herein, including the Informal Resolution Process described in Section 2 above;
- b. The identities of the Parties involved, if known;
- c. The conduct allegedly constituting sexual harassment;
- d. The date and location of the incident, if known;
- e. A statement that the Respondent is presumed not responsible for the alleged conduct;
- f. A statement that a determination regarding responsibility is made at the conclusion of the formal resolution process;
- g. A statement that Parties may have an advisor of their choice, who may be, but is not required to be, an attorney;
- h. A statement that Parties may inspect and review evidence; and
- i. A statement that knowingly making false statements or knowingly submitting false information during this process is prohibited and may be grounds for separate discipline.

If, during the course of an investigation, CSU Pueblo decides to investigate additional allegations about the Complainant or Respondent relating to the same facts or circumstances but are not included in the earlier written notice, CSU Pueblo will provide notice of the additional allegations to the Parties whose identities are known.

### **6. Advisor**

- a. 61. a. Each Party has the right to have an advisor of their choice but are not required to have one. During the Hearing phase of the proceedings, only the Advisor can ask cross examination questions of the other Party or witnesses.
- b. The advisor may be, but need not be, an attorney. The advisor may not be a witness or a potential witness in the case.
- c. The advisor may be present at any proceedings that are part of the Formal Resolution process. Only one person may serve in the role as advisor and appear at the hearing or at any other proceeding. The Party may not have anyone other than their advisor appear at any proceeding. If a Party wishes to have an advisor present at a proceeding, CSU Pueblo will work within reason to schedule the proceeding so the advisor may attend, without unreasonably delaying the progress of the formal resolution process.
- d. If a Party wishes to ask cross examination questions of a Party or witness at the hearing



- and does not have an advisor, CSU Pueblo will select and provide an advisor to the Party, free of charge, for the limited purpose of conducting cross examination.
- e. Except as described in Section 3.8.4 below, a Party's advisor may not speak on behalf of the Party, nor participate in the process. All communications from the Title IX Coordinator and Investigator, both oral and written, will be done with the Complainant and not with the advisor.
  - f. The Party may choose to have a different advisor appear at the hearing than appeared during the investigative proceedings. If the Party chooses to have a different advisor at the hearing, they must inform the Title IX Coordinator, in writing, prior to the final investigative report being delivered to the Party. The new advisor will receive a copy of the investigative report.

#### **D. INVESTIGATION**

1. CSU Pueblo will investigate the allegations in a Formal Complaint.
2. CSU Pueblo, and not the Complainant or the Respondent, has the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility.
3. CSU Pueblo cannot access, consider, disclose, or otherwise use a Party's records that are made or maintained by a health care professional acting in his or her professional capacity, and which are made or maintained in connection with the provision of treatment to the Party, unless CSU Pueblo obtains that Party's voluntary written consent to do so for the resolution process.
4. During the investigation, each Party has an opportunity to present witnesses and evidence to the Investigator.
5. The Investigator will provide written notice of the date, time, location, participants, and purpose of any investigative interview or other meeting to any Party or witness whose participation is invited or expected.
6. Prior to the conclusion of the investigation, the Investigator will send to each Party and to each Party's advisor, if any, all evidence obtained as part of the investigation (evidence report) regardless of whether CSU Pueblo intends to rely on such evidence in reaching a determination regarding responsibility, that is directly related to the allegations raised in the Formal Complaint.
  - a. Upon receipt of the evidence report, each Party may submit a written response, which the Investigator will consider prior to conclusion of the investigation and completion of the investigative report.
  - b. The written response, if any, must be submitted to the Investigator by the deadline designated by the Investigator, which will be at least ten days after the Investigator sends the evidence report to the Party, unless the deadline is extended for good cause.
7. The Investigator will then create an investigative report that fairly summarizes relevant evidence. The Investigator must conduct an objective evaluation of all relevant evidence, including both inculpatory and exculpatory evidence.
8. At least ten days prior to the scheduled hearing, the Title IX Coordinator will send to each Party and to each Party's advisor, if any, the investigative report.
  - a. Each Party may submit a written response, which the Title IX Coordinator will submit to the Decision-maker for consideration at the hearing.
  - b. The written response, if any, must be submitted to the Title IX Coordinator by the deadline designated by the Title IX Coordinator, unless the deadline is extended for good cause.

#### **E. HEARING**

##### **1. General Conduct of the Hearing**

- a. CSU Pueblo has contracted with JAMS to preside over the hearings and an appointed

Administrative Law Judge within that Office will serve as the Decision-maker at the hearing. Officials, at a minimum, receive annual training and do not have a conflict of interest or bias for or against the accuser or the accused.

- b. The Decision-maker will conduct a live hearing. Prior to the hearing, the Decision-maker will review the investigative report and the written responses provided by the Parties, if any.
- c. The hearing may occur in person. If either Party, or the University submits a request no later than 10 days prior to the scheduled hearing, the hearing will occur virtually in a manner allowing the participants to simultaneously see and hear the party or witness answering questions. During the COVID-19 pandemic, hearings will be virtual. The Decision maker will appear virtually unless otherwise agreed.
- d. Hearings will be recorded. The recording will be available to the Parties for inspection and review.

## **2. Standard of Evidence**

- a. The determination of responsibility will be made by the Decision-maker using the preponderance of the evidence standard as defined in the Title IX Policy. Preponderance of the evidence is evidence that proves that it is more likely than not that an allegation is true.

## **3. Relevant Evidence Considered**

- a. In making a determination of responsibility or sanctions, the Decision-maker may only consider relevant evidence.
- b. Relevant evidence is evidence having any tendency to make the existence of any fact that is of consequence to the determinations to be made more probable or less probable than it would be without the evidence.
- c. The Decision-maker will not consider evidence about the Complainant's sexual predisposition or prior sexual behavior, except that the Decision-maker may consider:
  - i. Evidence about the Complainant's prior sexual behavior, when offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant; or
  - ii. Evidence concerning specific incidents of the Complainant's prior sexual behavior with respect to the Respondent, when offered to prove consent.
- d. The Decision-maker will not consider evidence of any statement of a Party or witness, if the Party or witness does not submit to cross-examination at the hearing, in reaching a determination regarding responsibility. The Decision-maker will not draw an inference about the determination regarding responsibility based solely on a Party's or witness's absence from the hearing or refusal to answer cross-examination or other questions.
- e. The Decision-maker will not consider Information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.
- f. The Decision-maker must conduct an objective evaluation of all relevant evidence, including both inculpatory and exculpatory evidence.
- g. Credibility determinations may not be based on a person's status as a Complainant, Respondent, or witness.
- h. The Decision-maker may consider the evidence in the Investigative Report in reaching their decision and making credibility determinations.

## **4. Witness Examination**

- a. Each Party, not their advisor, may make an opening statement and a closing argument. Neither the opening statement nor the closing argument are to be considered evidence.
- b. The Decision-maker will allow each Party's advisor to examine witnesses, including direct

- examination and cross examination.
- c. Cross examination may not be conducted by either Party, but a Party may conduct direct examination of their witnesses. Cross examination may only be conducted by an advisor acting on a Party's behalf.
- d. Only relevant cross-examination questions may be asked of a Party or witness. Before a Party or witness answers a question, the Decision-maker will determine whether the question is relevant and explain any decision to exclude a question as not relevant.
- e. The Decision-maker may make a determination of relevancy of questions asked during direct examination and exclude those questions
- f. The Decision-maker may ask questions of the witnesses and the Party throughout the proceedings.

## 5. Written Determination

- a. After considering the investigative report, including any Party's written response to the investigative report, and all relevant evidence presented at the hearing, the Decision-maker will issue a written determination to the Title IX Coordinator.
- b. The Title IX Coordinator will promptly provide the written determination to the Sanctioning Authority.
- c. The Sanctioning Authority shall provide a written sanction, or recommend sanctions as stated below, within 5 working days to the Title IX Coordinator. Said document shall be attached to the Decision-makers written determination and the Title IX Coordinator will provide the Written Determination and sanctions simultaneously to the Parties.
- d. The written determination will include:
  - i. Identification of the allegations potentially constituting Sexual Harassment;
  - ii. A description of the procedural steps from the receipt of the Formal Complaint through the determination, including any notifications to the Parties, interviews, site visits, methods used to gather other evidence, and hearings held;
  - iii. Findings of fact supporting the determination;
  - iv. Conclusions regarding the application of the Title IX Policy, or any other policy alleged to have been violated within the Complaint to the facts;
  - v. A statement of, and rationale for, the result as to each allegation, including:
    - 1. A determination regarding responsibility;
    - 2. Any disciplinary sanctions imposed on the Respondent;
    - 3. Whether remedies will be provided to the Complainant;
  - vi. Procedures and permissible bases for the Parties to appeal.
  - vii. The written determination becomes final 7 days after it is sent to the Parties, unless an appeal is filed.

## F. SANCTIONS

If the Decision-maker finds the Respondent has violated the Title IX policy or any other policy of the University, sanctions will be the responsibility of the appropriate sanctioning authority dependent on the Respondent's status at the University. The student sanctioning authority, the Respondent-employee's supervisor, or the appropriate faculty hearing panel will attend the hearing for purposes of hearing the evidence to facilitate the sanctioning process. They will not participate in the hearing or ask questions. Sanctions must be issued within 5 working days of the Decision-maker's decision.

1. For students, the Director of Student Conduct and Community Standards or designee will be the sanctioning authority when the Respondent is a student. Sanctioning guidelines will be as stated in the Student Code of Conduct. Such sanctions could be Assessment/consultation, Coach/University Employer Referral, Community Service/Activity, Educational Assignment, Educational fund Payment, Loss of Privileges, Medical Amnessty, Resident Hall Transfer or Removal, Restitution, Parental Notification, probation With or Without Restrictions, University Status.
2. For employees, the sanctioning authority for Administrative Professional employees and Faculty is the President of the University. The Sanctioning authority for State Classified employees

are the Appointing Authorities as defined in University policy pursuant to the State Personnel Rules.

3. The supervisor or appropriate faculty panel will make recommendations for sanctions. If the supervisor has a conflict, then the next-level supervisor or an equivalent level supervisor will attend the hearing and make sanction recommendations. The Title IX Coordinator will determine a substitute if a conflict exists.
4. When the Respondent is Faculty, this process must follow the process outlined in the Faculty Handbook for either a grievance or a disciplinary action.
5. When the Respondent is a State Classified employee, processes pursuant to the State Personnel Rules are applicable.
6. If a Respondent is found responsible for Sexual Harassment under this Policy, possible sanctions include those listed in the Faculty Handbook for grievance and faculty disciplinary actions, up to and including termination. For State Classified employees, possible sanctions are those listed in the State Personnel Rules, up to and including termination. For Administrative Professional employees, possible sanctions include, but are not limited to, all possible sanctions listed for Faculty or State Classified employees, up to and including termination.
7. All employee sanctions may include discipline up to and including termination of employment, consistent with the terms of all University Policies concerning personnel actions and the terms of any applicable collective negotiations agreements. In addition to any sanction, the University may also recommend counseling or other support services for the alleged perpetrator.

## **G. APPEAL**

### **1. Appealable Issues**

- a. Either Party may appeal the dismissal of a Formal Complaint or any allegations therein or adetermination regarding responsibility. No other issue may be appealed.

### **2. Basis for Appeal**

- a. A Party may only appeal on one or more of the following bases:
  - i. A procedural error occurred that significantly impacted the outcome of the hearing.
  - ii. The sanction(s) imposed was substantially disproportionate to the severity of the violation(s) committed. Only Students can appeal on this basis.
  - iii. New and significant information is now available and is sufficient enough to alter the decision, which was not reasonably available at the time of the hearing. (Failure to present evidence during the proceedings or to participate the investigation, even when resulting from concern over pending criminal or civil proceedings, does not make information “unavailable” at the time of the meeting.)
  - iv. The Title IX Coordinator, Investigator, or Decision-maker had a conflict of interest or bias for or against Complainants or Respondents generally, or the individual Complainant or Respondent, that affected the outcome of the matter.

### **3. Filing an Appeal**

- a. If a Party wishes to file an appeal, the Party must notify the Title IX Coordinator in writing no later than 5 working days after the notice of dismissal or written determination is sent to the Party.
- b. The written appeal must state with specificity both the issues being appealed; and the bases for the appeal. The Party shall use the Appeal Form provided by the Title IX Coordinator.

### **4. Timeframe for Completion of Appeal**

- a. CSU Pueblo will make a good faith effort to complete the appeal within 20 days.
- b. The timeframe for completion of appeal may be extended for good cause. If the



timeframe for completion of appeal is extended, the Title IX Coordinator will notify both Parties in writing of the delay or extension and the reasons for the delay or extension.

### **5. Appeal Procedure**

- a. After receiving a timely written appeal, the Title IX Coordinator will notify the Parties in writing that the appeal was filed and the process for submitting a written statement in support of, or challenging, the issues being appealed. The appeal, including any written statements submitted by the Parties, will be considered by the Appeal Decision-maker. The Appeal Decision-maker may also consider the investigative report, including any Party's written response to the investigative report, all relevant evidence presented at the hearing, and the recording of the hearing.
- b. The Appeal Decision-maker will issue a written determination of appeal, which will describe the result of the appeal and the rationale for the result and next steps if any.
- c. The Title IX Coordinator will provide the written determination of appeal simultaneously to the Parties.
- d. The result of the appeal is final.

### **H. RETALIATION**

1. Retaliation is strictly prohibited.
2. A report of alleged retaliation may be made to the Title IX Coordinator in person, by mail, by telephone, or by electronic mail.
3. Any official with authority who receives a report of alleged retaliation must promptly report the alleged retaliation to the Title IX Coordinator.
4. Allegations of retaliation may be investigated and adjudicated under applicable CSU Pueblo
5. policies.

## **Educational Programs for Sexual Harassment, including Sexual Assault, Dating Violence, Domestic Violence & Stalking Awareness**

The Office of Human Resources and Institutional Equity, in conjunction with its campus and community partners, offers a variety of training and educational programs throughout the year to students, faculty, and staff regarding topics such as, but not limited to a description of the conduct prohibited by the University's Policy on Title IX, Sexual Harassment and Gender Discrimination; the procedures used to address and resolve alleged violations of the University's Policy on Title IX, Sexual Harassment and Gender Discrimination; the definitions of dating violence, domestic violence, sexual assault, stalking, and consent (in relation to sex-based offenses) under Colorado criminal law; descriptions of safe and positive options for bystander intervention; and information on risk reduction.

As part of new student orientation, all incoming students (either first year or transfers), are required to participate in online orientation. This online orientation includes a recorded video of the University's Title IX Coordinator discussing the above topics, as well as providing an overview of the Human Resources and Institutional Equity Office. Furthermore, all incoming students are required to complete online training programs covering topics to include sexual assault prevention, sexual harassment prevention and bystander intervention. Other online training programs may be added as deemed necessary by the Executive Director of Human Resources and Institutional Equity.

In addition to the online training, new student athletes receive as part of their orientation to campus, the Title IX Coordinator also provides in-person training to all student athletes regarding the University's policies and procedures, prohibited conduct, bystander intervention, and risk reduction. These interactive presentations address topics such as healthy masculinity and challenge student athletes to question their perceptions around sexual misconduct, intimate partner violence, and stalking.

All faculty and staff, including student employees, are required to complete annual training online on sexual harassment, domestic violence, protected class discrimination and stalking. This training includes information regarding how to respond when a student reports an allegation of prohibited conduct, as well as recognizing prohibited conduct when it presents itself. This training reaffirms their responsibility to report allegations of misconduct, as well as the importance of maintaining the private nature of allegations. Certain employees, including, but not limited to, coaches, athletics personnel, residence life professional staff, and residence life paraprofessional staff receive additional, focused training regarding issues related to sexual misconduct, domestic violence, and stalking that are unique or germane to their roles on campus. Furthermore, the Title IX Coordinator, upon request, may provide targeted in-person training to administrative and academic offices.

During the academic year, the Pueblo Rape Crisis Center may visit campus and provide information to the campus community regarding their services, sexual assault, and the power dynamics often underlying sexual assault.

Throughout the year, educational programs on preventing and responding to sexual assault, intimate partner violence, staking and healthy relationships are presented in the residence halls, and educational programs and information tables are available throughout the year in various campus locations. Similarly, bystander intervention training is provided throughout the year in varied formats. Topics include generalized information and definitions, scenarios, questions, action steps, and available resources. Students are provided with examples of when and how to intervene in various situations.

For matters addressed through Formal Complaint Process, upon exhaustion of all appeals, or if no appeals are filed in a timely manner, the Title IX Coordinator, or designee, shall provide simultaneous written notice to the Complainant and Respondent that the results of the Formal Complaint Process are final.

## ▶ Alcohol and Other Drug Policy

### Purpose:

CSU Pueblo recognizes the dangers, effects and consequences that alcohol and other drugs have on the success of students and the adverse impact upon their health. Health Education and Promotion (HEP) believes that student health and safety is a fundamental step in developing and sustaining an environment that enhances academic and student success.

CSU Pueblo students, student organizations, Greek organizations, athletic teams, club sports teams, and their visitors must comply with all local, state, and federal laws concerning alcohol consumption, alcohol possession and the abuse and possession of other drugs.

CSU Pueblo will not tolerate the excessive, inappropriate, or illegal use or abuse of alcoholic beverages or other drugs on or off campus property. CSU Pueblo may choose to adjudicate off-campus cases that are judged to impact the University's educational mission and/or the health and safety of members of the University community.

### Policy Applies To (Persons affected by):

All Students

### Exemptions:

Under certain circumstances, registered student organizations or university-sponsored functions, may be granted an exemption from the alcohol-free event policy.

### Definitions:

- **Alcohol** - any substance which is or contains ethyl alcohol that is designed for the purpose of human consumption.
- **AOD** - alcohol and/or other drug is referred to by this acronym.
- **BAC** - blood alcohol content is referred to by this acronym. BAC is the percentage of alcohol in the bloodstream: under the laws of most states, a BAC of 0.08 is the legal definition of intoxication.
- **Binge Drinking** - is a pattern of drinking that brings blood alcohol concentration (BAC) levels to 0.08 g/dL. This typically occurs after 4 drinks for women and 5 drinks for men—in about 2 hours.
- **Cannabis** - a tall plant with a stiff upright stem, divided serrated leaves, and glandular hairs. It is used to produce hemp fiber and as a psychotropic drug. Can cause short-term effects such as slow reflexes; increase in forgetfulness; alters judgment of space and distance; aggravate pre-existing heart and/or mental health problems; long-term health effects include permanent damage to lungs, reproductive organs and brain function; can interfere with physical, psychological, social development of young users.
- **Illicit Substances** - Please refer to: [deaddiversion.usdoj.gov/schedules/](https://deaddiversion.usdoj.gov/schedules/) for a complete list of all scheduled controlled substances.



## Alcohol and Other Drug Policy - Cont.

- **Medical Amnesty** - An exception or pardon from disciplinary sanctions when a student calls for medical help for themselves and/or for others.
- **Medicinal** - refers to the medical use of cannabis or to medical cannabis dispensaries.
- **Possession** - is an act where a student has or holds any amount of an alcoholic beverage anywhere on his or her person.
- **Smoking** - means inhaling, exhaling, burning, or carrying any lighted or heated cigar, cigarette, pipe, e-cigarette, water pipe, or device used to inhale substances other than prescribed medications.
- **Standard Drinking:**
  - One 12 oz. beer containing 5% alcohol
  - One 5 oz. glass of wine containing 12% alcohol
  - One 1.5 oz. shot of liquor containing 40% alcohol
- **Tetrahydrocannabinol (THC)** - is the main cannabinoid found in the cannabis plant and is responsible for the majority of the plant's psychoactive properties.
- **Tobacco Products** - means all forms of tobacco and imitation tobacco products, including but not limited to cigarettes, cigars, pipes, water pipes (hookah), electronic/e-cigarettes, vape pens and smokeless or "spit" tobacco, and specific nicotine products.

### Policy Statement:

## Alcohol

- **Underage Possession or Consumption**  
If you are under age 21, you cannot purchase, possess, or consume alcohol.
- **Providing Alcohol to Minors**  
No student, regardless of age, shall provide alcohol to anyone under age 21.
- **Public Intoxication**  
Being intoxicated by alcohol in a public space and being a danger to yourself or others is prohibited.
- **Severe Intoxication**  
Being intoxicated by alcohol to a level that requires, or appears to require, medical attention or supervision by others, is prohibited.
- **Drinking Games**  
Possession or use of drinking devices that dispense alcohol, such as funnels, luges, keg taps, etc. is prohibited. The promotion, possession, or playing of alcoholic drinking games that encourages binge drinking is prohibited.
- **Drinking Paraphernalia**  
Possession of empty or full alcohol containers that include but are not limited to: shot glasses, wine bottles, beer cans, wine glasses, etc. is prohibited.
- **Alcohol in University Housing**  
Possession and consumption of alcohol for Residential Students is further detailed in the Residence Life and Housing Handbook. Please refer to this handbook for University Housing specific alcohol policies.
- **Irresponsible Serving of Alcohol**  
Students must practice responsible serving procedures. Irresponsible serving procedures include but are not limited to: providing alcohol to intoxicated individuals, providing alcohol to minors, allowing such individuals to drive, or creating environments for binge drinking.

## Alcohol and Other Drug Policy - Cont.

- **Driving While Ability Impaired or Driving Under the Influence**

Students are required to follow the laws of the State of Colorado regarding alcohol and/or drugs and driving. Students receiving citations for DWAI or DUI may also be sanctioned by the University.

## Marijuana

- **Possession, Use, or Sale of Marijuana**

Pursuant to Federal law, possession, use, or sale of marijuana in any form (flower, wax, oil, edibles, etc.) is prohibited on campus. Marijuana possession, use or sale is also prohibited at University sponsored events, even if held off-campus.

- **Medical Marijuana**

Students and guests who have been issued a Medical Marijuana Identification Card by the State of Colorado, or have a license from another state, may NOT possess, use, or sell marijuana on University property, including in University housing areas. Medical Marijuana possession, use or sale is also prohibited at University sponsored events, even if held off-campus.

- **Advertisement and Promotion**

Marijuana industry promotions, advertising, marketing, and distribution are prohibited on any campus-owned or campus-leased grounds/facilities.

- **Smoking Paraphernalia**

Possession of used or unused marijuana paraphernalia that includes but is not limited to: pipes, water pipes, bongs, vaporizers, blunts/wrappers/papers, etc. is prohibited.

\*\* This policy is in accordance with the Controlled Substances Act and the Drug-Free Schools and Communities Act.

## Tobacco

- **Tobacco and Vape Free Campus**

Tobacco use and smoking to include, cigarettes, e-cigarettes, vape pens, and chewing tobacco is prohibited in all campus buildings and on all campus grounds whether the property is owned or leased by CSU Pueblo, and in all campus-owned vehicles. Please refer to the University's Smoking and Tobacco Policy for more information.

## Illicit Drugs

- **Possession, Use, or Sale of Illicit Substances**

Possession, use, or sale of illicit substances is prohibited. Illicit substances include scheduled amphetamines, anabolic steroids, cocaine, hallucinogens, heroin, inhalants, marijuana, methamphetamines, tranquilizers, etc.



## Alcohol and Other Drug Policy - Cont.

- **Prescription Medication**

Students or guests who have been prescribed medications (including scheduled drugs) may only use those medications as prescribed by their treating physician. Any other use or unauthorized sale is prohibited. All prescription medication must remain in the original labeled packaging to the individual that it was prescribed to. Possession or use of prescription medication that has not been prescribed by the student's treating physician is prohibited.

### Medical Amnesty

CSU Pueblo encourages all students to call for help when any sign of alcohol poisoning or drug overdose is observed. Students who call for help to assist a friend or themselves may be eligible for medical amnesty. Students who are provided medical amnesty shall not be subject to disciplinary sanctions; however, educational sanctions may be applied. Receipt of medical amnesty is at the discretion of the Director of Student Conduct.

**Failure to Respond to an Alcohol or Drug-Related Emergency:** Students who fail to call for medical assistance in an alcohol or drug-related emergency may be subject to disciplinary action and may receive enhanced sanctions.

### Procedure:

Violations of this Alcohol and Other Drug Policy shall be sanctioned in accordance with the Student Code of Conduct and the Alcohol and Other Drug Sanction Table. The University may sanction violations of standards that occurred off-campus and have or may have threatened to cause an impact on the University's activities, or on the health, safety, or security of the University, its members, or the community. The decision whether to adjudicate a specific off-campus incident shall be made at the discretion of the Director of Student Conduct.

CSU Pueblo students, student organizations, Greek organizations, athletic and club sports teams, and their visitors must comply with all local, state, and federal laws concerning alcohol and other drugs. CSU Pueblo will not tolerate the excessive, inappropriate, or illegal use or abuse of alcohol or other drugs.

THE ALCOHOL AND OTHER DRUG POLICY IS AVAILABLE AT:  
[csu-pueblo-policies.colostate.edu/policy.aspx?id=121](https://csu-pueblo-policies.colostate.edu/policy.aspx?id=121)



All employees must follow the Drug Free Workplace Policy. Violation of this policy will result in disciplinary sanctions, which may include termination.

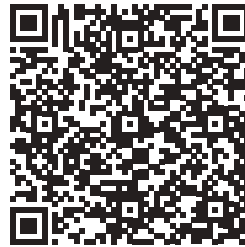
## ▶ Alcohol and Other Drug Prevention Programs

The University is dedicated to providing a safe and healthy environment for students to complete their educational goals without the burden of problematic or illegal use of alcohol or other drugs. The Alcohol and Other Drug Prevention Program works with individual students, small groups, and the campus and surrounding community to provide individually tailored, evidence-based prevention education and behavioral interventions. The Alcohol and Other Drug Policy is enforced by the Pueblo County's Sheriff's Office and the Division of Student Affairs.

The program also provides individual assessment and wellness services that help the student address alcohol and other drug use and/or abuse. Individuals can receive a free assessment, access to free education/behavioral intervention, and referral to additional options on campus and off campus.

Some students may be mandated to complete an assessment and educational intervention track with the AOD Prevention Coordinator as a result of violating the Alcohol and Other Drug Policy. More information about the University's drug and alcohol education programs (pre-matriculation survey, parent orientation, "Even Zombies Know," etc.) can be found in the 2012 Drug Free Schools and Communities Act Biennial Review notification at:

[csupueblo.edu/student-affairs/health-education-and-prevention/drug-free-schools-and-communities-act.html](http://csupueblo.edu/student-affairs/health-education-and-prevention/drug-free-schools-and-communities-act.html).



Health Education and Prevention (HEP) provides prevention education, healthy living, and learning opportunities in order to sustain a wellness-focused environment that further develops academics and success for students of Colorado State University Pueblo. HEP works with individual students, small groups, the campus and surrounding community to provide individually tailored, evidence-based prevention education and behavioral interventions.

## ▶ Drug-Free Workplace Statement

In 1988, Congress enacted the Drug-Free Workplace Act. This law requires employers who contract with, or receive grants from federal agencies to certify that they will meet certain requirements for providing a "Drug-free workplace." Colorado State University Pueblo intends to comply with all provisions of the Act. The University has chosen to adopt the State's policy with regard to substance abuse. This policy, known as the "Substance Abuse Policy" states:

“Colorado State University Pueblo has a vital interest in maintaining a safe, healthful and efficient working environment for its employees, (students) and the public. Employees impaired by alcohol or other drugs during working hours may pose safety and health risks, not only to themselves, but to others.”

Therefore, to ensure a safe working environment, it is the policy of Colorado State University Pueblo that use of alcohol, other drugs, or controlled substances during work hours is prohibited. Likewise, it is the policy of Colorado State University Pueblo that illegal possession, manufacture, use, sale, or transfer of a controlled substance on state property or during work hours by its employees is prohibited. Violations of this policy will be cause for corrective or disciplinary actions up to and including termination.

Colorado State University Pueblo has in place a drug awareness program which has been designed to inform students and employees about the dangers of drug abuse available on the HR Website at <http://www.csupueblo.edu/hr/policies>. As a condition of employment, the employee will:

- (1) abide by the terms of this statement.
- (2) notify the University of any Criminal Drug Statute Conviction for a violation occurring in the workplace no later than five days after such conviction.

Employees who would like more information on counseling, rehabilitation, and/or employee assistance programs are encouraged to contact the Director of Human Resources at extension 2441. All such inquiries will be handled in the strictest confidence consistent with Federal/State/University Regulations and policies. Information is also available on the HR Website at [www.csupueblo.edu/hr](http://www.csupueblo.edu/hr).

A copy of the law, including a list of controlled substances, is available for review in the Human Resources Office. For further information, please contact this office at extension 2441.

**Call (719) 549-2121 to schedule an appointment with the Health, Education, and Prevention Coordinator.**

PURSUANT TO FEDERAL LAW, THE POSSESSION, USE, OR SALE OF MARIJUANA ARE PROHIBITED ON CAMPUS. ALTHOUGH COLORADO LAW ALLOWS THE USE OF MARIJUANA, NO PERSON MAY USE OR POSSESS MARIJUANA ON CAMPUS PROPERTY. POSSESSING A MEDICAL MARIJUANA CARD/LICENSE DOES NOT CREATE AN EXCEPTION.

## ▶ Missing Student Policy

The following policy has been established to address missing student notification for University students living in University owned or leased housing and to identify procedures that University will follow if any of those students are determined to be missing for 24 hours.

All concerns of a possible missing student should be immediately reported to ANY of the following:

- The Pueblo County Sheriff's Office at CSU Pueblo at (719) 549-2373
- The Senior Associate Vice President of Student Affairs at (719) 549-2586
- The Professional Staff on-call at (719) 549-2601

Upon receiving a report of a missing student, the aforementioned individual must immediately notify the Pueblo County Sheriff's Office at the University by calling (719) 549-2373.

Every student who resides in on-campus housing shall have the option to identify an individual that needs to be contacted by the University in the event that the student is determined missing. That contact information will be kept confidential and accessible only to authorized campus officials. The University may only disclose that confidential contact information to law enforcement officials for the purpose of a missing student investigation. If a missing student is under the age of 18 and is not emancipated, the University must notify the student's parent or guardian as soon as reasonably possible.

Upon receiving information that a student cannot be located and that may be missing, the Pueblo County Sheriff's Office at the University will begin an investigation to determine whether the student is missing and may contact the student's confidential contact person as part of the investigation.

Once it has been determined that a student living in University owned or leased housing has been missing for 24 hours, the University will notify the student's confidential contact person within 24 hours; however, the University may act sooner. If the missing student is under the age of 18 and is not an emancipated individual, the University will notify the custodial parent or legal guardian as soon as reasonably possible.

## ▶ How to Be an Active Bystander

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

The CSU Pueblo promotes a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. Active bystanders may not know what to do even if they want to help.

### **Below are some suggestion**

1. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.
2. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
3. Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
4. Speak up when someone discusses plans to take sexual advantage of another person.
5. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
6. Refer people to on- or off-campus resources such as this document for support in health, counseling, or legal assistance.

## Risk Reduction

While the only person responsible for a crime of violence is the one who commits the crime (and never the victim), the following is a list of some strategies that may assist in reducing one's risk (taken from Rape, Abuse, & Incest National Network, [rainn.org](http://rainn.org)):

1. Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to avoid isolated areas. It is more difficult to get help if no one is around.
3. Walk with purpose. Even if you don't know where you are going, act like you do.
4. Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. Try not to load yourself down with packages or bags, as this can make you appear more vulnerable.
6. Make sure your cell phone is with you and charged and that you have cash money.
7. Don't allow yourself to be isolated with someone you don't trust or someone you don't know.
8. Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
9. When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
11. Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
12. Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
13. Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
14. If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
  - a. Recognize that being in this situation is not your fault. You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
  - b. Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
  - c. Have a code word with your friends or family so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse
  - d. for you to leave.
  - e. Make up a reason to leave, rather than stay and be uncomfortable, scared, or worse. For example you could say you need to take care of a friend or family member, or that you are not feeling well, or have to be somewhere else.
16. Make an escape plan for how to make a quick exit. Take note of other exits/entrances and whether there may be people or other emergency services nearby. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
17. If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.





# ▶ FIRE SAFETY



## Fire Safety

### Reporting a Fire

If any person sees a fire in progress, the person should immediately call 911. If a person is aware of a fire that occurred anywhere on campus, the person should report that incident to the Pueblo County Sheriff's Office at CSU Pueblo, (719) 549-2373.

### Evacuation Procedure

When an alarm sounds, all persons' should immediately begin to evacuate the building and take the following measures:

1. Leave the room immediately.
2. Close the room door.
3. Walk quietly and quickly to the nearest exit. Do not use the elevators.
4. Remain outside until the signal is given to return to their room.

All persons' are required to obey all fire regulations. A person who fails to evacuate a residence hall when an alarm sounds will be subject to disciplinary action. Residence Hall staff, CSU Pueblo Sheriff's staff, other appropriate University staff and the Pueblo Fire Department reserve the right to enter student rooms to locate the source of any potential fire or smoke hazard and to ensure that everyone has evacuated that building.

### Fire Protection Services

Fire protection for the Colorado State University Pueblo campus is provided by the Pueblo City Fire Department. All Pueblo City Firefighters carry a minimum of an EMT-Basic and Firefighter 1 designations. Additionally, at least one member of each engine company is certified as an EMT Paramedic. More information on the Pueblo Fire Department may be accessed at:

[pueblo.us/index.aspx?NID=235](http://pueblo.us/index.aspx?NID=235)



### Fire Suppression and Detection Systems

A fire alarm system is available in each on-campus residence hall that includes Crestone, Culebra, and Greenhorn halls. Each building and its corresponding fire alarm system contains a Siemens' main control panel and initiating and notification devices. Examples of initiating devices are: smoke detectors, heat detectors, pull stations, and fire sprinkler control valves. Examples of notification devices are: horns, strobes, and speakers. In addition to monitoring the status of these devices, it also monitors the status of field wiring, annunciators, back-up batteries, and internal operations. When a condition occurs from any one of these devices or a problem is detected within the control panel itself, the main control panel transmits a signal—alarm, trouble, or supervisory—to a Digital Alarm Communicator Transmitter located at the Heating Plant.

Fire Suppression and Detection Systems						
Building	Fire Alarm	Room Detection	Room Detection Reporting	Central Station Reporting	Automatic Sprinkler System	Stand Pipes
Culebra Hall	Yes	Yes	No	Yes	Yes	Yes
Crestone Hall	Yes	Yes	No	Yes	Yes	Yes
Greenhorn Hall	Yes	Yes	No	Yes	Yes	Yes
Walking Stick Apartments	Yes	Yes	No	Yes	No	No

In addition, all of CSU Pueblo’s fire alarm systems serve the purpose of voice evacuation. Each individual building is equipped with a control panel that can be used to initiate building-wide voice commands. Global (campus wide) voice commands can be initiated from one of two designated buildings—the campus Sheriff’s Office and the Physical Plant building. The control panel located in the Sheriff’s Office serves as the master page panel, and the control panel located in the Physical Plant Building serves as a slave panel to the master page panel. Both panels have the ability to initiate campus wide voice commands, in the event of an emergency.

Smoke alarms are located in individual living quarters in Crestone, Culebra, and Greenhorn halls. Belmont Hall utilizes battery-powered smoke alarms while Crestone, Culebra, and Greenhorn halls utilize 120VAC hardwired units with battery back-up. As noted above, these are used only for local evacuation purposes within the room and are not connected to the building fire alarm system.



## EVACUATION PROCEDURES

[csupueblo.edu/facilities-management/environmental-health-safety/fire-safety.html](http://csupueblo.edu/facilities-management/environmental-health-safety/fire-safety.html)



## FIRE EXTINGUISHER PROCEDURES

[csupueblo.edu/facilities-management/environmental-health-safety/fire-safety.html](http://csupueblo.edu/facilities-management/environmental-health-safety/fire-safety.html)



## FIRE EMERGENCY - Call 911

## Emergency Response and Evacuation Procedures

CSU Pueblo performs semiannual fire system tests and inspections in cooperation with The City of Pueblo Fire Department and Siemens. These tests help identify any deficiencies of the Fire Alarm and Mass notification systems. Each test is documented. This information includes a description, documentation if the test was announced or unannounced, the date, time, and response feedback from the evaluators. All documentation is maintained in the Office of Environmental Health and Safety.

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

Notification Responsibility:

- The Pueblo County Sheriff's Office at CSU Pueblo.
  - Lieutenant,
  - Communications Center Officers
- Colorado State University Pueblo:
  - Parking and Safety Manager
  - Chief of Staff,
  - Director of Marketing Communications and Community Relations
  - Director of Facilities Management and Environmental Health Services

Fire Drills Conducted	
Culebra Hall	2
Crestone Hall	2
Greenhorn Hall	2
Walking Stick Apartments	1

## Tampering with Fire and Safety Equipment

Tampering with fire and safety equipment in the residence halls or in any campus building is prohibited. Tampering includes pulling false fire alarms, discharging fire extinguishers, removing exit signs, and interfering with smoke detectors. Violators will be charged for all damages that occur as a result of tampering with fire and/or safety equipment. In addition, all violators are subject to conduct sanctions and possible criminal prosecution.

## ▶ Electrical Appliances, Smoking, and Open Flame Policies

To help ensure a safe living environment, only the following appliances are permitted in the residence halls: microwave ovens (less than 700 watts), refrigerators (no more than 4 cubic feet), coffee pots, air popcorn poppers, pop-up toasters, hair dryers, electric shavers, radios, TVs, stereos, and irons. Microwave ovens are the only cooking appliances permitted for use in student rooms. No homemade electrical appliance will be permitted. Students who plan to operate appliances in their room must provide an UL-approved power strip with a self-contained circuit breaker. Octopus plugs are not permitted. Additionally, residents must be present when using any cooking appliance or iron in student rooms or in hall kitchens.

Items NOT allowed include but are not limited to: electric heaters, oil popcorn poppers, hotplates, toaster ovens, “George Foreman” or similar type grills, open coiled or open flame appliances, deep fryers, convection ovens, and any appliances with an open heating element and torchiere lamps and neon lights. Only those halogen lights with guards will be permitted.

Candles used with a candle warmer are allowed in the residence hall. Any candles with wicks that have been burned will be confiscated. Incense and any item with an open flame or exposed heat source are potential fire hazards and are prohibited.

Tobacco use and smoking to include, cigarettes, e-cigarettes, vape pens, and chewing tobacco is prohibited in all campus buildings and on all campus grounds whether the property is owned or leased by CSU Pueblo, and in all campus-owned vehicles. Please refer to the University’s Smoking and Tobacco Policy for more information.

Gasoline, kerosene, ether, oil, and any other flammable liquids are prohibited in residence halls.

## ▶ Fire Safety Education

Additionally, the following steps are taken in regards to fire safety education:

- Residence hall students are informed of evacuation procedures at the beginning of the academic year at floor meetings.
- Fire drills involving evacuation are held every semester in the residence halls.
- Residence hall advisors and staff members are trained on evacuation procedures and fire extinguisher use. CSU Pueblo schedules annual fire extinguisher training, table top exercises and Active Shooter/Assailant Response Training.

## ▶ Future Improvements in Fire Safety

CSU Pueblo is currently installing a completely new Edward’s Fire Alarm system with new panels. This will include more effective mass notification across campus. Knox Boxes will be installed on each campus building.



**Fire Statistics**

Fire Statistics												
Building	Fires			Fire-related Fatalities			Fire-related Injuries			Value of Property Damages		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Culebra Hall	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0
Crestone Hall	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0
Greenhorn Hall	0	1	0	0	0	0	0	0	0	\$0	\$0	\$0
Walking Stick Apartment	0	0	1	0	0	0	0	0	0	\$0	\$0	\$200





# ▶ SAFETY CRIME STATISTICS



## Colorado State University Pueblo Crime Statistics

### CATEGORIES OF CRIME STATISTICS AS REQUIRED BY CLERY ACT

#### TYPES OF OFFENSE:

- a. Murder and non-negligent homicide
- b. Negligent manslaughter
- c. Forcible Sex Offenses
- d. Non-forcible Sex Offenses
- e. Robbery
- f. Aggravated Assault
- g. Burglary
- h. Motor Vehicle Theft
- i. Arson
- j. Dating Violence
- k. Domestic Violence
- l. Stalking
- m. Hate Crimes (Disclose whether any of the above-mentioned offenses, or any other crimes involving bodily injury were hate crimes.)

#### HATE CRIMES – REPORTED BY CATEGORY OF PREJUDICE:

- a. Theft
- b. Simple Assault
- c. Intimidation
- d. Criminal Mischief/Property damage
- e. Any other crime involving bodily injury

Hate crime categories of prejudice include race, gender, religion, national origin, sexual orientation, gender identity, ethnicity or disability

#### ARRESTS OR REFERRALS FOR DISCIPLINARY ACTION:

For illegal weapons possession and violation of drug and liquor laws.

#### UNFOUNDED CRIMES:

A reported crime withheld from the statistics due to a full investigation and examination of evidence by law enforcement which determines that the crime is false or baseless.

### DEFINITIONS OF STATISTICS

#### ON-CAMPUS CRIME STATISTICS:

On-campus crime statistics reflect crimes committed anywhere on the CSU Pueblo campus. This includes the residence halls and Walking Stick Apartments.

#### RESIDENCE HALL CRIME STATISTICS:

The residence hall data is a subset of the on-campus data. This data represents only reportable criminal activity that occurred in on-campus housing.

#### NON-CAMPUS BUILDING CRIME STATISTICS:

This data represents crime in non-campus buildings that are being used by the University.

#### PUBLIC PROPERTY CRIME STATISTICS:

This data represents reported crimes that occurred on public property. Public property as defined by the Clery Act is all public property that is within the same reasonably contiguous geographic area of the institution to include public streets and sidewalks.



CSU Pueblo Clery Crime Statistics	On Campus			Campus Housing			Non Campus			Public Property		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
<b>Criminal Offenses</b>												
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Forcible Sex Offense												
Rape	2	0	2	2	0	2	1	0	0	0	0	0
Fondling	1	1	0	0	1	0	0	0	0	0	0	0
Non-forcible Sex Offense	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
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	1	0	0	1	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	3	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
<b>Arrest or Summons</b>												
Illegal weapons	1	0	1	0	0	1	0	0	0	0	0	0
Violations of Drug Laws	9	9	5	9	0	5	0	0	0	0	0	0
Violation of Liquor Laws	8	1	3	8	1	3	0	0	0	0	0	0
<b>Referrals for Disciplinary Actions Only</b>												
Illegal Weapons	1	0	0	1	0	0	0	0	0	0	0	0
Drug Violations	21	9	16	21	9	14	0	0	0	0	0	0
Liquor Violations	24	32	28	17	32	28	0	0	0	0	0	0
<b>Hate Crimes</b>												
Murder / Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Forcible Sex Offense	0	0	0	0	0	0	0	0	0	0	0	0
Non-forcible Sex Offense	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Larceny / Theft	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0
Destruction / Damage / Vandalism of Property	1	0	0	0	0	0	0	0	0	0	0	0
<b>Violence Against Woman Act Offenses</b>												
Domestic Violence	1	1	1	1	0	0	0	0	0	0	0	0
Dating Violence	1	2	0	1	1	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0
<b>Unfounded</b>												
Unfounded Crimes	0	0	1	0	0	1	0	0	0	0	0	0

## Category of Bias

Vandalism - Gender Identity

### Colorado Law Defines Consent as:

Cooperation in act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act

### Hate Crimes include any of the listed criminal offenses which are motivated by the following biases:

Race, gender, religion, national origin, sexual orientation, gender identity, ethnicity or disability

### The following three types of incidents must be reported if they result in an arrest or summons:

1. Liquor Law Violations; 2. Drug Law Violations; and 3. Illegal Weapons Possession

### Non-Campus Property:

CSU Pueblo Extended Studies sites (Fort Carson, and Tower location in Colorado Springs, East High School), CSU Pueblo Athletics practice and competition sites (Runyon Field Sports Complex, City Park Tennis Complex, Walking Stick Golf Course, Pueblo Country Club Golf Course, Colorado State Fair Grounds, Pueblo Tennis Center) and CSU Pueblo School of Nursing instruction sites (Banner Health Facility, Colorado State University Library), Arapahoe Community College.

### Public Property:

The portions of Walking Stick Blvd. and Desert Flower Blvd. which run through and/or adjacent to campus



# Campus Emergency Call Box Map







COLORADO STATE UNIVERSITY  
**PUEBLO**