

Table of Contents

A.	How to Utilize this Document.....	2
B.	Authority and Jurisdiction.....	2
C.	Restorative Practice	2
D.	Adaptable Resolution.....	Error! Bookmark not defined.
E.	Rights & Responsibilities of Involved Parties.....	3
F.	Student Conduct Policies	7
G.	Student Conduct Process	13
	<i>Supportive Measures</i>	13
	<i>Interim Suspension</i>	15
	<i>Mutual No Contact and Location Restriction Orders</i>	15
	<i>Case Resolution Procedures</i>	17
	<i>Outcomes</i>	24
H.	Student Conduct Records	26
I.	Refund Policy After Disciplinary Action	27
J.	Definitions.....	28

A. How to Utilize this Document

This document outlines educational policies and processes at the University of Colorado Anschutz Medical Campus (CU Anschutz). While some aspects of these policies could reflect some standards codified by laws, this document outlines the CU Anschutz student conduct process, which is a separate process from any legal standards or proceedings. Words utilized in this document are not based on the legal definition, but instead will be referring to the administrative definition of the word found within this document.

B. Authority and Jurisdiction

Article 7, Part B, of the [Laws of the Regents](#) requires each campus to develop a student code of conduct and related processes. The Associate Vice Chancellor of Student Affairs is the designated authority to establish and enforce the CU Anschutz Student Code of Conduct. Any questions regarding interpretation of this document or any of its provisions should be directed to the Associate Vice Chancellor of Student Affairs or their designee for final determination.

The Associate Vice Chancellor of Student Affairs and/or their designee, in collaboration with the schools and colleges, shall appoint Case Resolution Bodies and Appeal Readers.

The Associate Vice Chancellor of Student Affairs and/or their designee, in collaboration with the schools and colleges, shall develop policies for the administration of the student conduct process and procedural rules. Decisions made by a Case Resolution Body shall be final, pending the appeal process. Proceedings initiated under this policy are separate from civil or criminal proceedings that may exist in connection to the same incident. Investigations or conduct proceedings by the CU Anschutz may not be postponed while criminal or civil proceedings are pending, unless otherwise determined by the assigned Case Resolution Body.

The CU Anschutz Student Code of Conduct shall apply to a student's behavior that violates local, state, federal, or CU Anschutz laws, policies, or regulations, and as a result can adversely affect the CU Anschutz community or damages the institution's reputation or relations with the greater community. A student's behavior may be addressed through the student conduct process if it occurs on campus, off campus, or at University-sponsored programs or activities, including, but not limited to, study abroad programs, alternative break trips, and student organization sponsored events and programming.

C. Restorative Philosophy

At CU Anschutz, we strive to take a restorative approach to support our students in learning how to strengthen interpersonal and community relationships. By strengthening relationships, students learn how to intentionally and thoughtfully interact with each other, communicate, and address any conflict that may arise to repair harm in that individual relationship and understand the impact on the community as whole.

D. Adaptable Resolution

At times, students may make decisions that are violations of the Student Code of Conduct that may negatively impact and/or disrupt the CU Anschutz community. CU Anschutz strives to

promote opportunities for holistic student learning and growth when students take responsibility for their mistakes and decide they would like to repair harm in their community; this is referred to as Adaptable Resolution. The Adaptable Resolution process can only be used if the Respondent accepts responsibility for their actions and choices and the Complainant is able to participate fully as well. During a Adaptable Resolution process, impacted parties have an opportunity to share their perspective, confront the behavior, express the impact of the actions on them, and help develop Outcomes. Throughout this process, Students have an opportunity to reflect on this experience and learn how to move forward in a positive and productive way.

E. Rights & Responsibilities of Involved Parties

The student conduct process is designed to be educational in nature and to fairly determine if a student is responsible for violating the Student Code of Conduct. If the student is found responsible, the goal is to hold the student accountable for violations, assist the student in understanding the impact their behavior has had on others, and provide opportunities to repair harm and restore trust. The process is also designed to provide those who may have been impacted by these actions an opportunity to address an alleged violation of the Student Code of Conduct. Throughout the student conduct process, Respondents and Complainants both have certain rights and responsibilities which include:

Fair Treatment

- The **right** to be treated with dignity and respect.
- The **right** to receive information regarding the student conduct process and their role within this process.
- The Respondent has the **right** to be considered Not Responsible for an alleged violation of the Student Code of Conduct unless found responsible during the student conduct process. This right will not prevent CU Anschutz from taking necessary and reasonable supportive measures during this process.
- The **right** to object to a member of a Case Resolution Body based on demonstrable bias that would affect that member's ability to render a fair decision.
- The **right** for all decisions in the process to be based upon a Preponderance of the Information.
- The **responsibility** to request a reasonable arrangement and/or accommodation (e.g. for disability, language barriers, or location/proximity concerns) to allow their full participation in the student conduct process. Requests must be received by the CU Anschutz as soon as possible and at least two (2) Working Days BEFORE the Case Resolution Meeting. Students seeking accommodations due to a documented disability must seek such accommodations through the Office of Disability Access and Inclusion (ODAI) process and procedures. ODAI review of new accommodation requests may take up to fourteen (14) working days. CU Anschutz will work with students to reschedule Case Resolution Meetings as needed due to timely engagement in the ODAI process.

- The **responsibility** to engage in the process with honesty and appropriate behavior.
- The **responsibility** to promptly notify the Associate Vice Chancellor of Student Affairs if the student believes they have not received fair and equitable treatment.

Privacy

- The **right** to protection of information subject to applicable provisions of the Family Educational Rights and Privacy Act (FERPA).
- The **right** to be free from intimidation and harassment and the **responsibility** to request that the CU Anschutz take reasonable steps such as supportive measures to prevent unnecessary or unwanted contact with Involved Parties.
- The **responsibility** to notify the CU Anschutz or the Associate Vice Chancellor of Student Affairs if the Student believes reasonable steps such as supportive measures are needed to protect these rights.

Presence of a Support Person/Advisor

- The **right** to have one (1) Support Person/Advisor of their choice present throughout the student conduct process. A Support Person/Advisor can be any person chosen by the student, including, but not limited to, a parent, family member, or an attorney. Individuals who are Involved Parties or Witnesses in the Case or a member of the Case Resolution Body shall not serve as a Support Person/Advisor.
- The **right** to consult with their Support Person/Advisor. The Support Person/Advisor may not speak on behalf of the Involved Party nor actively participate in the proceeding. A Support Person/Advisor may not attend a Case Resolution Meeting without the Involved Party they are supporting being present.
- The **responsibility** to complete a Release of Information Form with the CU Anschutz for any involved Support Person/Advisor to address the University's obligations under FERPA. Without a completed Release of Information Form on file, a Support Person/Advisor cannot participate in the student conduct process.
- The **responsibility** to notify their Support Person/Advisor of the time, date, and location of any student conduct proceedings. For virtual Case Resolution Meetings, the Student has the **responsibility** to provide CU Anschutz staff with the name and email of their Support Person/Advisor in order for CU Anschutz to send the information to the Support Person/Advisor. CU Anschutz will not reschedule proceedings to accommodate the schedule of a Support Person/Advisor.
- The **responsibility** to provide CU Anschutz staff notification of the name of their Support Person/Advisor no later than three (3) Working Days before the scheduled start of the Case Resolution Meeting. The Support Person/Advisor's name will be made available to the other Involved Parties (as applicable), and those parties will have an opportunity to submit any objections to the Support Person/Advisor's participation no later than two (2) Working Day before the scheduled start of the Case Resolution Meeting. CU Anschutz has the authority to exclude any individual from participating based on a reasonable objection. Failure to provide a Support

Person/Advisor's name prior to the Case Resolution Meeting may be grounds to exclude that Support Person/Advisor.

Written Notice

- The **right** to Proper Written Notification of any Case Resolution Meeting a student is invited to attend as a result of a Report filed. The notification may include the following:
 - A summary of the incident, copy of the redacted Report, OR the office or agency to contact to request information underlying the Report;
 - The Alleged Policy Violations being considered at the time of the Proper Written Notification;
 - The name of the Reporting Party (as applicable); and
 - The process for not attending the Case Resolution Meeting.
- The **responsibility** to provide CU Anschutz with the most current and accurate address, email, and other contact information to facilitate notification in a timely manner.
- The **responsibility** to check official CU Anschutz email, reported primary phone, mail, and to respond in a timely manner.

Respond to Allegations and Provide Statement

- The **right** to view any relevant supporting documents not already provided in the written notice, such as videos and photos. CU Anschutz will use reasonable efforts to allow the Involved Parties to review those materials in a monitored environment.
- When an administrative Case Resolution Meeting is held, a Student has the **right** to respond to the Alleged Policy Violations, including the **right** to present information directly relevant to the incident.
 - Polygraphs or "lie detector" results are not considered relevant and therefore are not permissible.
 - The **right** to not present information relevant to the incident.
 - The **responsibility** to allow only the presentation of accurate information; the presentation of false or misleading information is not allowed and may be a policy violation.
- When a Student Accountability Board (SAB) is held, additional rights and responsibilities include:
 - The **right** to hear all Witnesses and information presented during a SAB (an Involved Party does not have the **right** to question Witnesses).
 - The **right** to present Witnesses. If an Involved Party wishes to present information from a Witness who is unable to participate in person, the party must provide a written and signed statement from that individual five (5) Working Days prior to the time of the SAB meeting.
 - The student conduct process addresses student behavior and

conduct, not Student character, therefore character witnesses, statements, and reference letters are not considered relevant and therefore are not permissible.

- The **responsibility** to respond to any Witnesses or information when such is presented and prior to the Witness being dismissed. Involved Parties must direct any response to the SAB members and not to the Witness. The SAB may not consider any rebuttal presented after the Witness is dismissed.
- The **responsibility** to provide CU Anschutz prior notification of the names of any Witness the party intends to present no later than five (5) Working Days before the scheduled start of the SAB. CU Anschutz will provide these names to the other Involved Parties (as applicable), and each party will have an opportunity to raise any objections to the Witness' participation prior to the SAB. CU Anschutz has the authority to exclude any individual from participation based on a reasonable objection. Failure to provide the CU Anschutz with the name of a Witness prior to the SAB may be grounds to exclude that Witness from the SAB.
- The **responsibility** to notify CU Anschutz of any Witness to be included in the SAB.
- The **responsibility** to have on hand all relevant evidence/information to be presented at the SAB.
- The **responsibility** to provide CU Anschutz with all evidence/information to be presented at the SAB for evaluation of relevance no later than five (5) Working Days before the scheduled start of the SAB. CU Anschutz will provide Students with the rationale regarding any evidence/information that is deemed not relevant.
 - CU Anschutz acknowledges that, at times, evidence/information may become available after this deadline. Students have the responsibility to alert CU Anschutz immediately and submit the consideration and documentation that the evidence/information was not available prior to the deadline. Evidence/information not submitted to CU Anschutz will not be permissible to present in a SAB.
 - Polygraphs or "lie detector" results are not permissible.

Written Decision and Appeal

- Respondents have the **right** to:
 - Proper Written Notification of the results of their Case Resolution Meeting. The notice will include the following information:
 - The determination of responsibility for the alleged violations of the Student Code of Conduct
 - The rationale for the finding
 - If found responsible for a policy violation(s), the Outcomes imposed
 - Information regarding the criteria for eligibility and steps to appeal the finding(s) and/or Outcomes

- Appeal the finding and Outcomes based on specified criteria.
- Respondents have the **responsibility** to comply with all Outcomes imposed. If either party files an appeal or the appeal is denied, the Respondent must comply with all applicable Outcomes after receiving the appeal decision.
- Complainants have the **right** to:
 - Proper Written Notification of the results of a Case Resolution Meeting convened as a result of a Report they filed if the Complainant is a victim of an alleged crime of violence. In the event that a Complainant dies as a result of the incident, the alleged victim's next of kin has the right to such notification.
 - Proper Written Notification may include the following:
 - The rationale for the finding
 - The specific Student Code of Conduct policies the Respondent has been found responsible for violating
 - The Outcomes imposed
 - Information regarding the criteria for eligibility and steps to appeal the finding(s) and/or Outcomes
 - Appeal the finding(s) and Outcomes based on specified criteria.
- Both Respondents and Complainants have the **responsibility** to submit an appeal through the online Appeal Form, if they choose to appeal the finding.

F. Student Conduct Policies

The following has been developed in accordance with CU Regent Law 7.B.1. and Regent Policy 7.B.1. All behaviors contained in this Student Code of Conduct are subject to the student conduct process.

1. Aiding and Abetting: Attempting to commit, aid, abet, or incite others to engage in behavior prohibited by law, the CU Anschutz Student Code of Conduct, or other CU Anschutz policies
2. Alcohol: Violating any local, state, federal, or CU Anschutz law, policy, or regulation pertaining to alcohol, including, but not limited to:
 - a. Manufacturing, selling, or providing alcohol to an individual(s) under the age of 21
 - b. Possessing or using alcohol while under the age of 21
 - c. Using alcohol on campus, regardless of age, with the exception of responsible use at an authorized restaurant or event and in compliance with the CU Anschutz Alcohol Policy
 - d. Being under the influence of alcohol to the point of causing a disruption to CU Anschutz activities and/or endangering one's own health or safety regardless of age
 - e. Attending classes, clinicals, or CU Anschutz functions under the influence of alcohol

3. Bullying: Any intentional electronic, written, verbal, or physical act or a series of acts of physical, social, or emotional domination that cause physical or emotional harm to another person or group. Bullying conduct is severe, persistent, or pervasive and has the effect of substantially interfering with a community member's education, employment, or full enjoyment of the University; creating a threatening or intimidating environment; or substantially disrupting the orderly operation of the University.
4. Cannabis: Violating any local, state, federal, or CU Anschutzlaw, policy, or regulation pertaining to cannabis, including, but not limited to:
 - a. Manufacturing, selling, or providing cannabis without authorization or to an individual(s) under the age of 21
 - b. Possessing or using cannabis or drug paraphernalia while under the age of 21
 - c. Possessing or using cannabis, including medical cannabis, or drug paraphernalia on campus, regardless of age
 - d. Attending classes, clinicals, or CU Anschutzfunctions under the influence of cannabis
 - e. Being under the influence of cannabis to the point of causing a disruption to CU Anschutzactivities and/or endangering one's own health or safety regardless of age
5. Coercion: Any use of force, threats, manipulation, blackmail, bribery or extortion in order to persuade someone to do something.
6. Dishonesty: includes the following:
 - a. Misleading Information: Intentionally giving false or misleading information to a CU AnschutzOfficial, law enforcement officer, or other emergency service professional while they are performing their duties. This includes, but is not limited to, intentionally omitting information in response to a request from a CU AnschutzOfficial and asking or persuading another individual to give false or misleading information and/or to omit information in response to a request from a CU AnschutzOfficial.
 - b. False Statement: Any written or public statement about another person or group that would cause distress or would cause a reasonable person to fear for their safety and is proven to be false or misleading through the student conduct process.
 - c. Falsified Identification: Purchase, possession, use, manufacture, or distribution of forged or falsified identification, including, but not limited to, use of another person's identification or the possession of any identification that misrepresents one's age, whether

designated as “novelty” identification or otherwise.

- d. Alteration: Any forgery, misuse, misrepresentation, or unauthorized alteration of any CU Anschutz documents, records, or credentials, including, but not limited to, the submission of false information on any official form or document to the CU Anschutz or alteration of CU Anschutz parking passes.

- 7. Disrupting Emergency Response: Engaging in any act(s) that interfere with, obstruct, or disrupt the response or official action of an emergency responder, including, but not limited to:
 - a. Interfering with the performance of police or fire department duties
 - b. Resisting arrest
 - c. Failing to abide by the directions of a police officer
- 8. Disruption: Materially and substantially interfering with, obstructing, or disrupting a normal CU Anschutz activity, including, but not limited to:
 - a. Behavior resulting in injury to persons or damage to property on the campus
 - b. Interference, obstruction, or disruption of the freedom of movement of students or other members of the CU Anschutz community and their guests
- 9. Driving Under the Influence: Driving under the influence of, or while one’s ability is impaired by, alcohol, cannabis, or other illicit or prescription drugs.
- 10. Failure to Report: Failing to report the behavior of another individual/student when that behavior may be a violation of any local, state, federal, or CU Anschutz law, policy, or regulation including, but not limited to, the CU Anschutz Student Code of Conduct or other CU Anschutz policies
- 11. False Information: Providing false or misleading information, including, but not limited to:
 - a. Making a false statement to emergency responders or an employee of CU Anschutz who is performing their duties, regardless of intent
 - b. Using a false identification or the identification of another to gain entrance to a facility or business, regardless of intent
 - c. Forging, altering, falsifying, or misusing documents or records, regardless of intent
 - d. Using or possessing forged, altered, or false documents or records, regardless of intent
- 12. Fire Safety: Violating local, state, federal, or campus fire policy, including, but not limited to:

- a. Intentionally or recklessly causing a fire
 - Tampering with, impairing, disabling, or misusing fire protection systems such as smoke detectors, fire extinguishers, sprinklers, and alarms
- b. Failing to evacuate a CU Anschutzcontrolled building during a fire alarm
- c. Improper use of CU Anschutzsafety equipment

13. Hazing: Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that
- a. (1) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization (e.g., a club, athletic team, fraternity, or sorority); and
 - b. (2) causes or creates a risk, above the reasonable risk encountered in the course of participation in the IHE or the organization, of physical or psychological injury.
14. Illicit Drugs: Violating any local, state, federal, or CU Anschutzlaw, policy, or regulation pertaining to federally illegal drugs other than cannabis, including, but not limited to:
- a. Manufacturing, selling, providing, using, or possessing federally illegal drugs other than cannabis
 - b. Attending classes, clinicals, or CU Anschutzfunctions under the influence of federally illegal drugs other than cannabis
 - c. Being under the influence of any federally illegal drug to the point of causing a disruption to CU Anschutzactivities and/or endangering one's own health or safety regardless of age

NOTE: See Section E.17 for cannabis

15. Inhalants: Using household or industrial chemicals in a manner not intended by the manufacturer with the intention of getting high
- a. Also known as huffing, sniffing, or bagging
16. Intimidation: Any verbal, written, or electronic threats of violence or other threatening behavior and conduct directed toward another person or group that reasonably leads the person(s) in the group to fear for their physical or emotional well-being, or significantly impacts a person's social engagement on campus
17. Noncompliance: includes the following:
- a. Reasonable Request: Any failure to comply with the reasonable request of a CU AnschutzOfficial, law enforcement officer, or other

- emergency service professional in the performance of their duties.
- b. Student conduct process: Any failure to comply with the student conduct process, including, but not limited to, failure to complete sanctions.
 - c. Identification: Any failure to provide one's CU Anschutz badge or any form of legal identification upon the request of CU Anschutz Officials.
 - d. Postings: Any failure to abide by signs, placards, or other official postings.
 - e. Guests & Visitors: Students are responsible for the behavior of their guests and visitors at CU Anschutz. Students are expected to inform their guests and visitors of any and all CU Anschutz policies and applicable laws.

18. Physical Misconduct: includes the following:

- a. Bodily Harm: Any act causing or likely to cause, bodily harm to any person, regardless of intent.
- b. Physical Contact: Any act resulting in physical contact with another person, without their consent

19. Prescription Drugs: Violating any local, state, federal, or CU Anschutz law, policy, or regulation pertaining to prescription drugs, including, but not limited to:

- a. Manufacturing, selling, or providing prescription drugs
- b. Possessing or using prescription drugs prescribed to another
- c. Using prescription drugs in a manner not prescribed
- d. Being under the influence of any prescription drug to the point of causing a disruption to CU Anschutz activities and/or endangering one's own health or safety regardless of age

20. Property Damage: Any act causing or likely to cause damage to the property of another person or entity without the consent of that person or entity, regardless of intent

21. Public Exposure: Deliberately and publicly exposing one's intimate body parts including, but not limited to:

- a. Public urination and defecation
- b. Mooning
- c. Public sex acts

22. Retaliation: Any actions or attempted actions that impose a hardship, loss of benefit, or a penalty on any student, faculty, or staff in response to filing or responding to a Report, appearing as a Witness in the investigation of a Report, or serving as a Conduct Administrator or as a member of a Case Resolution Body.

23. Rioting: Engaging in, inciting, or arming someone for a riot or public disturbance

NOTE: See Appendix 5 – Colorado Law Regarding Riots

24. Theft: includes the following:

- a. Attempted: Attempted acquisition or possession of property (including intellectual property) without the consent of the owner or person legally responsible for that property. This includes, but is not limited to, the attempted possession of property a student should reasonably know is stolen.
- b. Possession: Actual acquisition or possession of property, including intellectual property, of another person or entity without the permission or authorization of that person or entity. This includes, but is not limited to, the attempted possession of property a student should reasonably know is stolen.
- c. Unauthorized Use: Any utilization of labor or services by unauthorized or deceitful methods, including, but not limited to, the misuse of CU Anschutzparking passes.
- d. Unauthorized Procurement: Any attempted or actual acquisition of items offered without charge when that acquisition exceeds reasonable limits or restrictions imposed by the provider of the materials, including, but not limited to, taking excessive numbers of giveaways.

25. Threats: Threatening the health or safety of a person(s) that, based on a reasonable person standard, would cause the impacted person(s) distress

26. Unauthorized Presence: includes the following:

- a. Unauthorized Entry: Entry or presence within enclosed CU Anschutzbuildings or areas including, but not limited to construction sites, offices, other buildings owned or operated by the University, even if unlocked, without the permission or authorization of the owner or person legally responsible for that property, regardless of intent. This includes, but is not limited to, entry in violation of posted hours of operation.
- b. Unauthorized Access: Climbing on, being present on the roof of, or other invalid use or access of any CU Anschutzbuilding or CU Anschutzowned or operated structure or other CU Anschutzproperty.
- c. Unauthorized Access/Alteration of Keys/Entry Devices: Tampering with locks to CU Anschutzbuildings, unauthorized possession or use of CU Anschutzkeys/entry devices, and/or alteration or duplication of CU Anschutzkeys/entry devices.

- d. **Unauthorized Drone use:** the use of Drones to film or survey campus including the hospitals is strictly prohibited without written permission from the hospitals and the appropriate CU Anschutz offices.

27. **Unauthorized Recording:** Making a visual or audio recording of another person without the person's expressed permission when such recording could, based on a reasonable person standard, cause the impacted person(s) substantial emotional distress and the storing, sharing, or distribution of such recordings by any means

28. **Violation of Law, Policy, or Regulation:** Violating any local, state, federal, or CU Anschutz law, policy or regulation; which includes but is not limited to noncompliance with a public health order

29. **Weapon:** Possessing firearms, explosives, fireworks, incendiary devices, ammunition, or other weapons on campus except as permitted by law, or the possession of a harmless instrument designed to look like a firearm, explosive, or dangerous weapon with the intent to cause fear in or assault to another person

G. Student Conduct Process

Formal rules of process, procedure, or evidence as established and applied to the civil or criminal justice system do not apply to this process. Instead, the following procedures will be used for student conduct proceedings when one or more individual students may violate one or more student conduct policies as outlined in Section E of this document or any other local, state, federal, or CU Anschutz law, policy, or regulation. This process could be conducted in consultation with the Office of CU Anschutz Counsel.

Supportive Measures

All students have the right to continue their education free from the threat of harassment, abuse, retribution, or violence. The CU Anschutz may act or offer services to protect the safety, security, or integrity of a Complainant, a Reporting Party, a Witness, the University, or any member of the CU Anschutz Community.

Support measures include, but are not limited to, Mutual No Contact Orders, Location Restrictions, involuntary removal from a course, program, activity, or CU Anschutz Premises pending case resolution, and/or prior to reporting incidents to law enforcement or other non-CU Anschutz agencies.

- The Office of Student Outreach and Support may assign a Case Manager to work with the student on supportive measures that may include, but are not limited to:
 - Access to counseling services
 - Assistance with seeking short-term adjustments, which may include (if

- approved)
 - Rescheduling or extensions on exams and assignments
 - Extra absences
 - Change in class schedule or transferring sections
 - Withdrawing from class without penalty
 - Voluntary Leave of Absence
 - Other adjustments as appropriate
 - Connection to the CU AnschutzPolice to request an escort or other appropriate measures to facilitate safe movement between classes and activities on campus
- Connection to Interpersonal Violence Resources on or off campus
- Connection to the Office of Equity
- Any other measure which can be tailored to the involved individuals to achieve the goals of these procedures
- The Associate Vice Chancellor of Student Affairs or their designee, in consultation with the appropriate faculty and/or administrators, has the authority to implement any supportive measure. The Office of Equity will separately evaluate any supportive measures offered pursuant to the CU Anschutz Equity Policy to determine that the measures are consistent with the requirements of Title IX. The CU Anschutzalso recognizes its obligation to Students who have been accused of a violation of a policy but have not yet gone through the student conduct process. Therefore, supportive measures should not unreasonably burden a Respondent's academic progress except as deemed necessary to protect the University, any member of the CU AnschutzCommunity, or the University's mission.
- The CU Anschutzmay implement supportive measures while the student conduct process is on-going or until a final decision is made. If the supportive measure is assigned through a formal case resolution process, it will become a formal Outcome, which is appealable through the Appeals Process. Should no formal case resolution process occur following the issuance of a supportive measure, the CU Anschutzwill make a determination on the appropriateness of the continuance of the supportive measure and notify the Involved Parties.
- Where the CU Anschutzdeems necessary to enhance safety, prevent retaliation, and/or avoid an ongoing hostile environment, the CU Anschutzmay take administrative action to restrict contact between two or more members of the CU AnschutzCommunity in the form of a Mutual No Contact Order, a Location Restriction Order, or both. Mutual No Contact Orders and Location Restriction Orders expire upon graduation of the students upon which the order is issued,

unless otherwise stated in written notification to parties involved.

Interim Suspension

- The appropriate Academic Dean or their designee in consultation with the Associate Vice Chancellor of Student Affairs or their designee, may suspend a student for an interim period prior to case resolution.
- An Interim Suspension will be effective immediately, without prior notice, whenever the appropriate Academic Dean or their designee determines that the continued presence of the student on the CU Anschutz Premises poses a substantial threat to any member of the CU Anschutz Community or the stability and continuance of normal CU Anschutz operations.
- For investigations and resolutions under the CU Anschutz Equity Policy, the CU Anschutz will consider emergency removal consistent with those procedures.
- During an Interim Suspension, the student is denied access to CU Anschutz Premises and all CU Anschutz activities or privileges for which the Student might otherwise be eligible, as the appropriate Academic Dean or their designee in consultation with the Associate Vice Chancellor of Student Affairs or their designee may determine to be appropriate.
- Whenever a student is subjected to an Interim Suspension, the CU Anschutz will complete case resolution as promptly as possible. The Interim Suspension may remain in effect until a final decision has been reached, including any appropriate appellate process.

Mutual No Contact and Location Restriction Orders

- A **Mutual No Contact Order** is a written directive for the identified parties to avoid all contact and/or communication with one another. Unless expressly stated otherwise in the Mutual No Contact Order, contact is defined as communicating in person, communicating through a third party, and communicating through all forms of written and/or electronic contact (including phone, email, texting, and social media). The Mutual No Contact Order may apply to other forms of contact, as the CU Anschutz deems appropriate under the circumstances.
- A **Location Restriction Order** is a written directive for one or more identified parties not to enter a particular physical space that is owned or operated by the University. The written Location Restriction Order will define the space to be avoided, which may include particular rooms, buildings, outdoor areas, events, or other spaces as described in the Location Restriction Order. The Location Restriction Order may also require a housing reassignment or reassignment to a different section of a course for

one or multiple individuals identified in the Location Restriction Order.

Although these Mutual No Contact Orders and Location Restriction Orders are not considered disciplinary in nature, failing to abide by the terms of the Mutual No Contact Order and Location Restriction Orders will constitute a violation of the Student Code of Conduct.

Mutual No Contact Orders and Location Restriction Orders may be issued as an Emergency Order, Temporary Order, or Standing Order. For more information on Mutual No Contact Orders and Location Restriction Orders, please contact your school or college or the Office of Student Affairs.

Case Resolution Procedures

Report Submission

- Any individual may file a Report with the University. A Report is considered to have been filed when it has been presented in writing to a CU Anschutz staff member, CU Anschutz Police staff member, or Office of Equity staff member. Individuals are encouraged to submit Reports through the CU Anschutz online reporting form.
- Once a Report has been filed, the CU Anschutz may proceed with the student conduct process, even if a Reporting Party or Complainant later chooses to retract, rescind, or recant any or all of the Report or the individual chooses not to cooperate.
- The CU Anschutz will only take action without the consent of a Complainant if, in the Associate Vice Chancellor of Student Affairs or their designee's judgment, such action is necessary to protect the safety, security, or integrity of the CU Anschutz or any member(s) of its community.
- If a Respondent withdraws from the University, the student conduct process may continue.

Assess for Supportive Measures

- The CU Anschutz may implement supportive measures based on the unique circumstances of a specific incident. Please see the Supportive Measures section for further information.

Referral of Incident Report

- Office of Equity
 - CU Anschutz will refer Reports involving allegations of violation of the University's Discrimination and Harassment Policy, to the Office of Equity.
- Other Appropriate Offices
 - CU Anschutz reserves the right to refer Cases to other relevant bodies (such as student promotions bodies or CU Anschutz Police) to take appropriate action under applicable policies and procedures. If the case is referred to another Case Resolution Body, such as promotions, it is the responsibility of the student to be familiar with a school, college or programs specific process.

Determination of Alleged Policy Violations

- CU Anschutz staff will review available evidence/information, assess if Alleged Policy Violations are applicable, and one of the following will occur:
 - No further action will be taken if the CU Anschutz staff determines that the Report is not substantiated. CU Anschutz reserves the right to proceed with the student conduct process for any Report should further relevant

information become available.

- The Report will be referred to a Case Resolution Body if the CU Anschutz staff determines that the Report is substantiated and sufficient documentation already exists to proceed with the student conduct process.
 - If, during the student conduct process, the CU Anschutz staff receives information supporting more Alleged Policy Violations, CU Anschutz staff will review the information and determine whether to add additional Alleged Policy Violations.

Notification of Case Resolution Meeting

- The designated CU Anschutz staff member will outreach the Involved Parties and schedule a Case Resolution Meeting with the appropriate Case Resolution Body.
- The CU Anschutz staff member will send each Involved Party Proper Written Notification.

Case Resolution Bodies

- When the CU Anschutz determines that an alleged policy violation has occurred, CU Anschutz will refer the Case to a Case Resolution Body for responsibility.
- A Case Resolution Body is any person, persons, or groups authorized by the Associate Vice Chancellor of Student Affairs in collaboration with the schools and colleges to determine whether a student has violated the Student Code of Conduct and to impose Outcomes when appropriate.
- All Case Resolution Bodies have the authority to make a determination regarding responsibility for violations of the Student Code of Conduct and CU Anschutz Policies and impose Outcomes as appropriate.
- The **Student Accountability Board (SAB)** has the authority to conduct Case Resolution Meetings involving student Respondents and impose all forms of Outcomes. The SAB may recommend a Dismissal outcome, but the final decision lies with the specific school or college Dean or their designee.
- An appropriate CU Anschutz faculty or staff will be the Chair for the SAB. When possible, the SAB should be comprised of three (3) eligible members the Academic and Student Affairs Leadership Committee (ASAL).
 - Specific guidelines for who may serve are as follows:
 - The SAB may conduct a meeting with only two (2) members, provided the Respondent(s) and Complainant(s) (if applicable) have no objections.

- In order to be eligible to serve on the SAB, individuals must meet the following requirements:
 - Faculty must be currently employed by the CU Anschutz and have taught courses at the CU Anschutz for a minimum of one (1) academic term. Faculty must also have taught at least one (1) course within the most recent two (2) academic terms.
 - Staff must be currently employed part- or full-time, and must have been employed full- or part- time by CU Anschutz for at least one (1) academic term.
 - All members must be neutral and impartial decision-makers, free of any conflicts of interest pertaining to the incident being resolved.
- SAB Procedures
 - The SAB meeting will be recorded. This recording will be kept for a period of no less than seven (7) years from the date of the Respondent's most recent Case and/or completion of all Outcomes, whichever is later.
 - The SAB meeting will be closed, with participation limited to the Respondent(s), the Complainant(s), approved Support Person/Advisors, Witnesses, the Chair, the SAB members, SAB members in training, and any other appropriate CU Anschutz official, as applicable.
 - The designated administrator will notify the Respondent(s) and Complainant(s) (if applicable) of the SAB Members who will be serving. Respondent(s) and Complainant(s) have the right to object to the participation of any member based on a significant, demonstrable bias.
 - The party with the concern must submit such objections, with supporting information, to the administrator designated in the notice within two (2) working days of release of the names.
 - The designated administrator will review any concerns and determine whether the objection has merit. The designated administrator will notify the Respondent(s) and Complainant(s) if any changes to the SAB composition have been made as a result of the objection.
 - If CU Anschutz designates a new SAB member, the

Respondent(s) and Complainant(s) will have one (1) Working Day to submit any objections to the new member to the designated administrator for review.

- All statements will be restricted to matters relevant to the Case.
- The Chair has the authority to set reasonable expectations regarding behavior. Any person disrupting, interfering with or failing to abide by the decisions of the Chair may be removed from the SAB meeting. The SAB will continue in that individual's absence.
- Support Person/Advisors, if present, are restricted to consulting with the party they are there to support. Support Person/Advisors may not address Witnesses or the SAB unless invited to do so by the Chair.
- Deliberations are limited to the members of the SAB and are not recorded.
- The SAB Meeting and the results of the SAB Meeting are protected by FERPA as part of the education records of the Student(s) who participate in the SAB Meeting.
- Respondent(s) and, as appropriate, Complainant(s), will receive information regarding the proceedings of the SAB upon notification of the scheduled SAB.
- The order of proceedings includes the following:
 - Summary of the Incident and statement of the alleged policy violations
 - Opportunity for the Respondent(s) to respond to the alleged violations by accepting or denying Responsibility
 - Opening statements by all Complainant(s) and/or Respondent(s)
 - Presentation of submitted evidence/information
 - Opportunity for the SAB Members to ask questions of all Complainant(s), Respondent(s) and/or Witnesses
 - Closing statements by Complainant(s) and/or Respondent(s)
 - Deliberations

- The Chair has the discretion to vary the specific order of the proceedings, so long as each of the components is included. Additionally, there may be multiple Complainants and Respondents involved in a SAB at one time. All Complainants will speak first, followed by all Respondents.
- **Adaptable Resolution Conference (ADC)**
 - An Adaptable Resolution Conference is an alternative dispute resolution process and will only be considered when: (1) the Student Respondent(s) have taken responsibility for violating the applicable student conduct policies and have an interest in repairing the harm done by their actions; and (2) the Complainant(s) agree to participate in the process.
 - Members of the greater CU Anschutz Community will serve on an ADC, including faculty, staff, students, alumni, neighbors and impacted parties. ADCs use a collaborative process to create an Outcomes Agreement and can impose a variety of Outcomes focused on reconciliation, resolution, and/or the betterment of the CU Anschutz Community.
 - If the members of an ADC successfully create an Outcomes Agreement, the Respondent(s) cannot appeal the Outcomes as this was a mutually agreed upon decision. If the members of an ADC cannot come to an agreement about Outcomes, the ADC is considered unsuccessful, and the Case will be sent back to the Student conduct process for traditional Case Resolution.
 - Failure to complete the Outcomes as specified in the Outcomes Agreement will create a new report to the University.
 - The typical rights and responsibilities provided to Students in the traditional Student conduct process may not be applicable in an ADC.

Attending the Case Resolution Meeting

- The Case Resolution Meeting is an opportunity for the Case Resolution Body to gain the perspectives regarding the incident from the Involved Parties and assess, based on a Preponderance of the Evidence, whether CU Anschutz Policies were violated. If so, the Case Resolution Body and the Student have an opportunity to evaluate the impact of the incident, begin to explore possible alternatives to the behavior and conduct that occurred, and discuss opportunities to repair harm.
- Cases may be referred to the appropriate Case Resolution Body based on the following guidelines:
 - Administrative Case Resolution Meeting with the CU Anschutz staff member in Cases where suspension or dismissal are not the recommended Outcome

- Case Resolution Board, including the Student Accountability Board (SAB) in Cases which:
 - An active Complainant is participating;
 - There is highly disputed information between parties; and/or
 - The recommended Outcome is potentially suspension or dismissal.
- In Cases involving a minor violation of the policies set forth in the Student Code of Conduct, CU Anschutz may send a simple warning letter to the Respondent instead of scheduling a Case Resolution Meeting. However, a Case Resolution Meeting is available upon request from the Respondent.
- CU Anschutz reserves the right to make exceptions to the above guidelines to accommodate scheduling, confidentiality, or other extenuating circumstances.
- Following a Case Resolution Meeting, the Case Resolution Body can take one of the following actions regarding each Respondent:
 - Find the Respondent not responsible of violating CU Anschutz or student conduct policies.
 - Find the Respondent responsible of violating CU Anschutz or student conduct policies and recommend appropriate Outcomes. The Case Resolution Body will only find a Student responsible if a Preponderance of the Evidence presented supports such a finding.
 - Find the Respondent responsible of violating CU Anschutz or School, College or Program Policies and refer the Student to a Restorative Justice Conference (RJC) for Outcomes when the Case Resolution Body determines that this option is appropriate.
 - The Case Resolution Body will only refer a matter to an RJC if the parties can agree on responsibility; the Respondent agrees to seek alternative ways to address the impact of their choice and actions; and the Complainant is in agreement.
 - Refer the Respondent to a new Case Resolution Meeting before a separate Case Resolution Body, if available.

Determinations and Decision Notice

- Once the Case Resolution Body has made a decision regarding responsibility and Outcomes, CU Anschutz will send Proper Written Notification, as applicable.
- The Decision Notice may include, as applicable to the recipient, a rationale explaining the decision, the determination of responsibility per each Alleged Policy Violation reviewed and discovered in the Case Resolution Meeting, any assigned Outcomes with details and due dates for completion, and appeal instructions.

Completing the Appeal Process

- Respondents have the **right** to appeal a decision made by a Case Resolution Body based on specific appeal criteria. In certain incidents, Complainants have the **right** to appeal a decision based on specific appeal criteria.

- Respondents and Complainants (as applicable) wishing to appeal a decision have the **responsibility** to submit a completed appeal form **within five (5) Working Days** of the Proper Written Notification.
- Certain CU Anschutz staff have the discretion to grant a reasonable extension to the appeal deadline based on an appealing party's requests. A reasonable extension is considered to **be two (2) additional Working Days**.
- The Case Resolution Board chair or their designee will refer the appeal to the appropriate Appeal Reader for review.
- If either Party submits an appeal, Outcomes assigned will be considered "on hold" pending a final decision on the appeal, unless otherwise determined or in a case in which the Respondent was previously issued an Interim Suspension.
- If either or both the Complainant or Respondent submits an Appeal Form, within five (5) Working Days of the date on the Decision Notice letter, the other party(ies) involved in the Case will be notified that an appeal has been received.
- In the student conduct process, neither Complainants nor Respondents have the right to view the appeal information that was submitted by the other party(ies). However, the Appeal Reader may reserve the right to forward any and all portions of the appeal to the other part(ies) as needed in order to address matters raised in the appeal. In such situations, the other party(ies) will be given the opportunity to submit a written response by a stated deadline. The appeal must include information to support the specific Appeal Criteria cited in the appeal. **Disagreement with the decision is not grounds for appeal.**
- Appeals will only be considered based on the following criteria:
 - The existence of procedural errors so substantial that they greatly impacted the findings, responsibility determination, and/or the ultimate Outcomes;
 - Presentation of new and significant evidence which was not reasonably available at the time of the initial Case Resolution Meeting and would likely alter the findings, responsibility determination, and/or the ultimate Outcomes;
 - The Outcomes imposed are substantially disproportionate to the severity of the violation.
- The Appeal Reader will review the Appeal Form, CU Anschutz Records, and any other applicable information to determine a decision on the appeal.
- The Appeal Reader may take one of the following actions:
 - Deny the appeal and uphold the original decision based on not satisfying the Appeal Criteria.
 - Accept the appeal in whole or in part based on satisfying the Appeal Criteria and either:
 - Send the Case back to the appropriate Case Resolution Body for a new Case Resolution Meeting; or
 - Dismiss the Case.
- The Appeal Reader may not replace the judgment of the original Case Resolution

Body. The appellate process exists solely to review the procedures used in the CU Anschutz proceedings. The Appeal Reader will transmit a final decision on the appeal **within five (5) Working Days** after receipt of the appeal. If there are extenuating circumstances, the Appeal Reader will notify all parties involved that an extension beyond five (5) Working Days is necessary in making a decision on the appeal.

Case Completion

- The case resolution process is considered completed when either no appeal is submitted by a Respondent or Complainant (as applicable) within five (5) Working Days or an appeal is denied, rendering the decision by the Case Resolution Body as final.
- CU Anschutz staff may notify campus entities of the decision as necessary to move forward with processes impacted by the Outcomes.
- Financial Aid Eligibility is based on the effective withdrawal date. The effective withdrawal date is the first date of notification to the Office of the Registrar or other designated offices that the Student is no longer enrolled.
- The student will receive any applicable tuition refunds according to the posted Tuition Refund Calendar based on the incident date. Other fees may be refunded at the discretion of the applicable office.

Outcomes

The student conduct process is designed to create opportunities for holistic student living, learning, and growth which results in a safe campus community.

Outcomes are intended to be educational and endeavor to encourage student development of self-awareness, social engagement, and a sense of purpose. Individuals found responsible for violating policies will be held accountable and assigned Outcomes which balance the developmental needs of the Respondent and the needs of CU Anschutz to provide equitable process and promote a safe campus community.

CU Anschutz will determine Outcomes for violations of the Student Code of Conduct utilizing criteria, including, but not limited to, the following:

- A student's previous student conduct record
- The intent of the Respondent
- The impact of the incident
- The Respondent's level of demonstrated understanding regarding the impact their choices and actions had
- The influence of alcohol or other drugs
- The circumstances and severity of the violation including behavior and conduct

CU Anschutz assigns Outcomes for the entirety of an incident, not for each violation. All Outcomes typically include a "Status" Outcome and at least one appropriate "Educational"

Outcome.

Status Outcomes

These Outcomes define a student's standing at the University. These include the following:

- **Warning:** A warning is given to notify a Student that their behavior and conduct has been inconsistent with the expectations of the University. A warning has no immediate effect upon a student status at the University. However, once given a warning, Students should expect to receive different Outcomes for any subsequent violations of CU Anschutz policies.
- **Probation:** Probation serves to notify a Student that they must avoid any further violations for a specified period of time in order to remain a Student at the University. Students on probation are not in good standing with the University. As a result, a Student may be prohibited from participating in certain co-curricular activities while on probation. If a Student on probation is found responsible for any further violations of CU Anschutz policies the Outcomes may escalate as noted below.
- **Deferred Suspension:** Deferred Suspension serves to notify a Student that they must avoid any further violations of CU Anschutz Policies for a specific period in order to remain a Student at the University. When a student on Deferred Suspension is alleged to be involved with any subsequent violations of the CU Anschutz Policies, they will likely be issued an Interim Suspension until the CU Anschutz can determine their responsibility in the subsequent incident. Students on Deferred Suspension are not in good standing with the University. As a result, a Student on Deferred Suspension may be prohibited from participating in certain co-curricular activities. If the student on Deferred Suspension is found responsible for any further violations of CU Anschutz Policies, the Student will likely be suspended or dismissed from the University.
- **Suspension:** A Student who has been suspended from CU Anschutz may not participate in any CU Anschutz activities, academic or otherwise, for a specific period of time, and will be restricted from all CU Anschutz Premises and activities. A suspended Student who wishes to re-enroll must apply for readmission to CU Anschutz and must also apply to the appropriate CU Anschutz School or College staff who will determine whether any and all requirements for readmission have been satisfactorily completed. CU Anschutz does not accept courses that the Student may have completed at another institution while on suspension.
- **Dismissal:** A Student who has been dismissed from CU Anschutz is permanently prohibited from participating in any CU Anschutz activities, academic or otherwise, and will be permanently restricted from all CU Anschutz Premises and activities.

Educational Outcomes

- These Outcomes are intended to facilitate the learning process and encourage a student to reflect on the impact of the decisions they have made and help students develop the skills necessary to be successful at the University. If a student fails to

complete any educational Outcome by the specified deadline, CU Anschutz will place a hold on a student's registration account with the University, and the student may be subject to further disciplinary action.

H. Student Conduct Records

1. Student conduct records will be maintained in accordance with the Family Educational Rights and Privacy Act of 1974 (FERPA) and subsequent amendments and the guidelines for implementation. The student and/or those CU Anschutz officials who demonstrate a legitimate educational need for disciplinary information may have access to the student's conduct record.
 - a. Every student may review, upon request, the contents of their conduct record, to the extent permitted by law.
 - i. Students may submit a Request to Inspect Records form.
 - ii. The CU Anschutz Office will comply with a request within a reasonable time frame, not to exceed 45 days.
 - a. Parts of the records may be redacted if the record contains information related to other students or other information which is protected under FERPA or other applicable laws.
 - b. Parent/guardian who provide proof that a student is a dependent as defined in Section 152 of the Internal Revenue Code of 1954 (i.e., a copy of the last Federal Income Tax Return listing the student as a dependent) can have access to the student's conduct record without the student's consent. In this case, guardians may have access to a conduct record even if the student has requested otherwise.
 - c. Parent/guardian may be notified if a student under 21 years of age is found responsible for a violation involving alcohol or other drugs.
 - d. Inquiries, including, but not limited to, inquiries from employers, government agencies, news media, family, friends, or police agencies, require a written release from the student before access to any student conduct records is granted.
 - e. Information may be released pursuant to a lawfully issued subpoena, and as provided by the Campus Security Act as amended by the Higher Education Amendments of 1992. This Act permits higher education institutions to disclose to alleged victims of any crime of violence (murder, robbery, sexual assault, assault, burglary, motor vehicle theft, arson) the results of the conduct proceedings conducted by the institution against an alleged perpetrator with respect to such crime.
 - f. When a student chooses to transfer to other institutions of higher education, FERPA allows reporting of educational records. CU Anschutz will provide conduct records when requested by the other institution for students seeking admittance to other schools, and will not report said requests to the student.

2. The record of disciplinary actions will be kept by the appropriate CU Anschutz office. Records are actively maintained for a minimum period of seven (7) years from the date that the conduct case is concluded.
 - a. Suspension and expulsion records will be kept indefinitely. There is no process to have conduct records expunged prior to this timeframe or to have suspension and expulsion records expunged.
 - b. Suspension is noted on official transcripts until the suspension, including any additional or associated sanctions, is completed.
 - c. Expulsion is a permanent notation on the official transcript.

I. Refund Policy After Disciplinary Action

If a student is suspended or expelled from CU Anschutz, assessment or refund of tuition and fees are made through the student's school or college. Should a student wish to appeal their tuition charges, they may complete the tuition appeal process through the appropriate processes. This is a separate process and will not be initiated by CU Anschutz on the student's behalf. The student is solely responsible for initiating a tuition appeal.

J. Definitions

1. **Alleged Policy Violations:** Policies that a student is notified to allegedly have violated as a result of the incident described in a Report.
2. **Appeal Reader:** CU Anschutz official who has been designated to evaluate an appeal on the Appeal Criteria and to determine which available action should be taken if any Appeal Criteria is met.
3. **Case:** a Report in which at least one (1) Alleged Policy Violation is identified and at least one Respondent is named.
4. **Case Resolution Body:** any person, persons, or groups authorized by the CU Anschutz to determine whether a student has violated the Student Code of Conduct and to impose Outcomes when appropriate, this includes but is not limited to promotions committee, student conduct committees, or Student Accountability Boards.
5. **Case Resolution Meeting:** Time and date during which a student will be invited to present their perspective of an incident with the designated Case Resolution Body
6. **Complainant:** a Reporting Party or an individual who may have been harmed as a result of the incident described in a Report
7. **Conduct Meeting Notice:** Notification sent to a student containing information about alleged violation(s) of the CU Anschutz Student Code of Conduct and meeting date, time, and location
8. **Evidence/Information:** Credible information, including, but not limited to, perspective statements or reports, pictures, screenshots, and documented communication, that is related to the incident being addressed
9. **Involved Parties:** Respondents and Complainants associated with the incident being addressed
10. **Normal CU Anschutz Activity:** Any activity that regularly occurs or can be presumed to occur within a CU Anschutz setting and on the CU Anschutz campus, including, but not limited to, teaching, research, recreation, meetings, public events, and conduct proceedings
11. **Outcomes:** Required CU Anschutz statuses and educational opportunities, restrictions, and/or expectations for a student found responsible for violating the Student Code of Conduct.
12. **Parent:** A student's parent or legal guardian
13. **Peace Officer:** A person designated by the CU Anschutz of Colorado, its agents, or the state or federal government with the responsibility of enforcing laws or policies (C.R.S. 16-2.5-101)
14. **Policy:** The written regulations of the CU Anschutz or a local, state, or federal authority found in documents that include, but are not limited to, the CU Anschutz Student Code of Conduct, Laws and Policies of the Board of Regents, policies of CU Anschutz offices, the CU Anschutz web page and computer use policy, graduate/undergraduate catalogs, expectations, protocols, and public health orders
15. **Preponderance of Information:** The standard of proof used in all conduct

proceedings under the CU Anschutz Student Code of Conduct, which means if it is *more likely than not* that a student engaged in a prohibited behavior, the student will be found responsible during the conduct process

16. **Proper Written Notification:** (1) delivery via electronic mail to the student's preferred email address in the student portal or other approved CU Anschutz process; (2) delivery in person, or (3) delivery by other means to a student's permanent mailing address.
17. **Reporting Party:** Any person who submits a report, orally or in writing, alleging that a student violated the CU Anschutz Student Code of Conduct
18. **Responsible:** A finding which indicates, using a preponderance of the information, that an individual student is accountable for the alleged policy violation
19. **Report:** narrative detailing an incident in which one or more Students may have violated the Student Code of Conduct.
20. **Reporting Party:** any person who has filed a Report against a student, either directly or through a CU Anschutz Official
21. **Respondent:** any student who is alleged to have violated the Student Code of Conduct
22. **Restorative Justice:** framework for case resolution and is considered an alternative dispute resolution option.
23. **Student:** Any person with a current or continuing academic relationship with CU Anschutz, including, but not limited to, a person taking full-time, part-time, non-degree seeking, and concurrent high school enrollment coursework at CU Anschutz, a person active in an academic program, a person pursuing undergraduate, graduate, or professional studies, a person admitted to or in the process of admission to CU Anschutz, and a person attending orientation at CU Anschutz
24. **University:** The CU Anschutz of Colorado Anschutz Medical Campus
25. **CU Anschutz Community:** Any person who is connected to the University, including, but not limited to, a CU Anschutz student, faculty member, CU Anschutz official, any other person employed by CU Anschutz
26. **CU Anschutz Employee:** Full-time, part-time and contract employees, and student workers of CU Anschutz who are performing their duly authorized duties
27. **CU Anschutz Premises:** The Anschutz Medical Campus in Aurora, Colorado and all buildings associated with CU Anschutz
28. **Weapon:** An instrument of offensive or defensive combat, anything used or designed to be used in destroying, defeating, or injuring a person, an instrument designed or likely to produce bodily harm, including, but not limited to, any firearm, slingshot, cross-knuckles, knuckles of lead, brass or other metal, any bowie knife, dirk, dagger or similar knife, or any knife having the appearance of a pocket knife from which the blade can be opened by a flick of a button, pressure on the handle, or other mechanical contrivance
29. **Witness:** Any individual who may have information relating to a conduct case

30. **Working Day:** Any Monday through Friday, except for official CU
Anschutzholidays