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University of Colorado Anschutz Medical Campus

2024 ANNUAL SECURITY & FIRE SAFETY REPORT

This report contains statistics for 2021, 2022, and 2023 calendar years in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

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MESSAGE FROM THE CHIEF OF POLICE

The CU Anschutz Police Department is committed to providing a safe community for students, faculty, staff, patients and visitors. This publication is prepared in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, more commonly known as the “Clery Act,” 10 U.S.C. §1092(f) et. seq. The report is designed to inform students, faculty, staff and other interested campus community members about policies, procedures, practices, and programs that CU Anschutz employs to keep people safe and our facilities secure.

This report also contains statistics for certain crimes occurring on campus, public property located on campus or adjacent to the campus, as well as certain non-campus properties for the calendar years 2021, 2022, and 2023.

The Clery Act requires all colleges and universities that participate in federal financial aid programs to maintain and disclose information about crime on and near their respective campuses for the last three years. This information must be published and distributed by October 1 each year to current students and employees. A copy must also be provided to prospective students and employees upon request. The United States Department of Education monitors compliance.

CU Anschutz does not have on-campus student housing, therefore, the requirements for a Fire Safety Report and fire safety disclosures are not applicable to CU Anschutz. Further, missing student notification policies and procedures are also not applicable to CU Anschutz.

The information contained in this report is specific to the CU Anschutz Medical Campus in Aurora, Colorado. For information specific to the CU Denver Campus (downtown), visit <https://www.cuanschutz.edu/police/police/annual-security-report>.



This report was prepared and distributed to all current students, faculty, and staff by the Clery Compliance Manager. The information contained in this report is provided to you as part of the university’s commitment to safety and security on campus.

To request a hard copy of this report, contact Frances Norton, Clery Compliance Manager at 303-724-2215 or frances.norton@cuanschutz.edu.

Sincerely,

A handwritten signature in blue ink that reads "Randy Repola".

Randy Repola
Associate Vice Chancellor & Chief of Police
13309 E. 17th Place
Mail Stop F409
Aurora, CO 80045

THE CLERY ACT

Overview

Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act as amended by the Violence Against Women Reauthorization Act of 2013 (VAWA), including the Campus Sexual Violence Elimination Act (SaVE Act), more commonly known as the “**Clery Act**”, is a federal law that requires colleges and universities, both public and private, participating in federal student aid programs to disclose campus safety information, and imposes certain basic requirements for handling incidents of sexual violence and emergency situations. Disclosures about crime statistics and summaries of security policies are made once a year in an Annual Security Report (ASR), and information about specific crimes and emergencies is made publicly available on an ongoing basis throughout the year.



Jeanne Clery

The Clery Act is named in memory of Jeanne Clery who was raped and murdered in her residence hall room by a fellow student she did not know on April 5, 1986. Her parents advocated for laws requiring the disclosure of campus crime information. The federal law that now bears their daughter's name was first enacted in 1990. It has been amended regularly over the years to keep up with changes in campus safety with the most recent update in 2013 to expand the law's requirements concerning the handling of sexual violence.

Compliance

To comply with the Clery Act, the University of Colorado Anschutz Medical Campus, hereafter referred to as CU Anschutz, must meet certain obligations required by federal law, including:

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

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

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

CU Anschutz does not have non-campus student organization locations (fraternities nor sororities) or non-campus housing facilities; thus, the obligation to report on such is non-applicable.

UNIVERSITY POLICE DEPARTMENT

Overview

The University Police Department maintains a full-service Police Department, staffed by 29 full-time law enforcement officers, to respond to reports of criminal acts and emergencies on the CU Anschutz campus. These officers are certified by the Colorado Peace Officers' Standards and Training board (P.O.S.T) and hold police commissions that authorize them to enforce state laws and municipal ordinances. The Police Department also employs 7 security officers, and 12 full-time Emergency Communications Center personnel in addition to administrative staff. Police services are provided 24 hours a day, 7 days a week.

Mission, Vision, Values

Mission

To provide a prepared, safe, and secure campus environment in support of the educational, research, and patient care missions of the university.

Vision

To be a trusted and engaged department that delivers public safety services to support and complement the campus mission.

Values

The CU Anschutz Medical Campus Police Department strives to partner with our campus communities to be an advocate for the education, research, and patient care missions of the university.

- Service Oriented – Understanding and meeting the safety and security needs of our community with care and empathy.
- Collaborative – Working together respectfully to achieve outcomes that support the needs of our community.
- Accountable – Being answerable and trustworthy for our attitudes, actions, and responsibilities.
- Transparent – Providing consistent, open, and clear communication.
- Inclusive – Cultivating a welcoming and curious environment where all perspectives are valued, heard, and respected.
- Professional – Conducting ourselves in a conscientious and courteous manner that aligns with industry best practices and accreditation standards.

Enforcement Authority

Under Colorado Revised Statute (C.R.S.) § 24-7.5-101, state institutions of higher education, including CU Anschutz, are authorized to employ Police Officers for law enforcement, property protection, emergency planning, community safety, and related administrative functions. The Board of Regents has granted the CU Anschutz Police Department the authority to enforce both university regulations and state laws. University Police Officers have full authority on all university-owned or controlled properties and may exercise their police powers off-campus under C.R.S. § 16-3-110 and through an Intergovernmental Agreement with the City of Aurora. This agreement authorizes University Police to issue summons and complaints for violations of the Aurora Municipal Code.

Arrest Authority

In accordance with C.R.S. § 16-2.5-102, Police Officers employed by state institutions of higher education must meet all standards for peace officers and be certified by Colorado P.O.S.T.

Pursuant to C.R.S. § 16-3-102, University Police are authorized to carry weapons and make arrests. Their arrest authority within the jurisdiction of CU Anschutz includes:

- Executing arrest warrants,
- Arresting individuals when a crime is committed in their presence, or
- Making an arrest based on probable cause that an offense has occurred.

Security Officers employed by the CU Anschutz Police Department, however, do not carry weapons and may only make arrests as private citizens under C.R.S. § 16-3-201.

Police Jurisdiction

All sworn officers of the CU Anschutz Police Department operate under the authority granted by the Colorado Constitution, Colorado Revised Statutes, and the Board of Regents of the University of Colorado. Officers are charged with responsibility to provide police and security services to property owned or controlled by the University of Colorado Anschutz Medical Campus.

The primary patrol boundaries of the CU Anschutz campus are:

- South of the south curb line of 21st Avenue on the north
- North of the north curb line of Colfax Avenue on the south
- East of the west curb line of Quentin Street on the west
- West of the east curb line of Wheeling Street on the east (excluding property owned by the City of Aurora at 13328 Montview Blvd.)

Under the current Intergovernmental Agreements with the City of Aurora, the Department's expanded patrol boundaries are the far curb lines of:

- Fitzsimmons Parkway
- Colfax Avenue
- Peoria Street

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

Inter-Agency Relationship and Intergovernmental Agreements

The University Police Department recognizes the importance of maintaining a close and cooperative working relationship with the City of Aurora Police Department, the Adams County Sheriff's Department, Federal Bureau of Investigations Denver Division, and other municipal, state, and federal law enforcement agencies. The University Police Department meets with representatives from these agencies on a formal and informal basis and

cooperates in law enforcement matters of mutual investigation, concern, and interest to monitor and record criminal activity.

The intergovernmental agreement between the Regents of the University of Colorado and the City of Aurora address their mutual desire to cooperate in providing police and public safety services. The University Police Department and the City have concurrent jurisdiction over criminal matters that occur on the university campus.

Crimes occurring on the CU Anschutz campus are generally investigated by University Police. Incidents occurring inside of University of Colorado Hospital and Children's Hospital Colorado are usually handled by the Aurora Police Department. Law enforcement services for the Veterans Hospital, located at the corner of Colfax Avenue and Fitzsimons Parkway, are provided by the Department of Veterans Affairs.

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

REPORTING CRIMES, EMERGENCIES AND SAFETY CONCERNS

Duty to Report Criminal Behavior

Under Colorado Law, "It is the duty of every person who has reasonable grounds to believe that a crime has been committed to report promptly the suspected crime to law enforcement authorities" (C.R.S. § 18-8-115). Students, faculty, and staff are encouraged to accurately and promptly report all crimes to University Police and appropriate police agencies, when the victim of a crime elects to, or is unable to, make such a report. (University Policy 3002.)

University Police take all reports of crime seriously and accept them in any manner, including in person, by telephone, in writing, and at the University Police Department located on the CU Anschutz Campus at 13309 E. 17th E. Place, Aurora.

Reporting criminal offenses helps the university keep accurate records and statistics on incidents occurring on campus, and property owned or controlled by the university. Prompt reporting aids in identifying crime patterns and assessing the need for issuing alerts to warn the campus community of any imminent or ongoing danger.

Criminal actions or other emergencies occurring on campus should be reported to the University Police Department. Dispatchers are available 24 hours a day, 365 days a year by dialing 9-1-1 from any campus phone for emergencies or x4-4444 for other police assistance. For cellphones and off-campus calls dial 303-724-4444.

Response

When contacting University Police by telephone, campus phone, cellphone, or the CU Anschutz SAFE app, you will be connected to the Emergency Communications Center ("dispatch"). Dispatchers are available 24 hours a day, 365 days a year, to answer your calls.

In response to calls for service, the dispatcher gathers as much information as possible and takes the appropriate action by either dispatching an officer or facilitating response by fire or emergency medical personnel. University Police have access to other campus emergency protocols and departmental emergency contact numbers to

address a variety of emergencies. Additional emergency assistance may be requested from other resources when there is a reasonable belief there is an imminent threat to the safety of officers, or assistance is needed to prevent imminent serious harm to a citizen.

Officers respond to service calls by adhering to state and municipal laws, as well as department policies. When handling emergency situations, officers are expected to use sound judgment and exercise care, with due consideration for life and property.

Reporting Crime and Emergencies on Campus

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

Campus Phones (desk, red, yellow, etc.)9-1-1
Or..... 4-4444
Cellular Phones on Campus..... 303-724-4444

Reporting Non-Life-Threatening Incidents and Safety Issues

University Police Non-Emergency 303-724-4444
Campus Phones (desk, red, yellow, etc.) 4-4444
University Police Comment Line 303-724-0800

Voice messages left at the University Police Comment Line are checked several times each week by the Chief of Police or designee. Concerns are routed to the appropriate responsible parties.

Comments may also be emailed to University.Police@cuanschutz.edu.

CU Anschutz SAFE powered by SafeZone

The University Police Department utilizes the CU Anschutz SAFE app as a personal wellbeing tool to help ensure personal safety and wellbeing while on the CU Anschutz Medical campus. This app and services provided within it are available at no cost for CU Anschutz students, faculty, staff, and affiliates with a cuanschutz.edu email address. The CU Anschutz SAFE app is also a free resource for staff at University of Colorado Health (UCHealth), Children’s Hospital Colorado and the Compositive Primary school.

When a user activates an alert using this app (Medical or Emergency), The CU Anschutz Police Dispatch Center receives the notification within seconds enabling emergency authorities to respond quickly. Additional information about the CU Anschutz SAFE program can be found on the University Police Department’s website at <https://www.cuanschutz.edu/police/divisions/emergencymanagement/cuanschutzsafe>.

Reporting Suspicious Activity

If you encounter any suspicious activity, promptly report it to the police. Examples of such activity may include, but are not limited to:

- Specific threats to inflict harm
- Use of any object to attack or intimidate others

- Witnessing someone committing a crime
- Reporting an old crime
- Observing fire or smelling smoke
- Suspecting a drunken driver
- Having knowledge of a chemical spill
- Noticing someone who is injured or ill
- Seeing anything or anyone behaving suspiciously.

Blue Light Poles

There are emergency "Blue Light" call stations located in hospital lots on campus. UCHealth emergency call stations connect to the hospital's main line and will be routed to the University Police Emergency Communications Center as necessary. The call stations in Children's Hospital Colorado lots connect directly to the Aurora 911 Emergency Communications Center. These call stations may be used to report crimes in progress, suspicious persons, medical emergencies, or to request personal safety assistance.

Activation of the "Blue Light" devices trigger a blue strobe to help police locate you more quickly. These phones may be used in emergencies or to request other assistance.

Reporting Concerning Behavior

The Campus Assessment, Response & Evaluation (CARE) Team and the Faculty and Staff Threat Assessment and Response Team (FaST) focus on addressing the health and safety needs of students, faculty, and staff. It is crucial to report disruptive or concerning behaviors immediately. CARE and FaST intervene as needed, aiming to identify and assist those in need. These teams take a preventative approach to risk assessment by providing resources, referrals, and support to both the individual exhibiting concerning behavior and those affected by it.

Student concerns: If you encounter a student exhibiting concerning behavior, submit information to the CARE Team online at: <https://www.cuanschutz.edu/student/support/care-team>, email StudentAffairs@cuanschutz.edu, or call 303-724-8488

Employee concerns: To report a concern regarding Faculty or Staff, contact FaST by email at: FAST.Team@cuanschutz.edu, or call 303-724-6814

Voluntary Confidential Reporting

Occasionally, victims of crimes may wish to discuss a crime or other incident but do not want to give their name and/or do not want to pursue action through the criminal justice or university judicial systems. Crimes or other safety related issues can be reported using the University's on-line anonymous reporting option at <https://secure.ethicspoint.com/domain/media/en/gui/14973/index.html> or Safe to Tell Colorado at <https://safe2tell.org/>. If you choose an anonymous reporting option, please be aware the information will not be received immediately. If there is an immediate threat to life or safety, please call 9-1-1 from a campus phone, or 303-724-4444 from a non-campus phone or cell phone immediately.

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

CU Ethics Line Link

<https://secure.ethicspoint.com/domain/media/en/gui/14973/index.html> This site does not require your name or other identifying information. It does not track the identity of the computer you use. Use "CU" as the organization name.

You may also call 800-677-5590. For more information regarding CU Ethics Line, please visit:

<http://www.cu.edu/internalaudit%20/frequently-asked-questions>. This reporting method's goal is to ensure you can communicate issues and concerns associated with unethical or illegal activities safely and honestly with university leadership while maintaining your anonymity and confidentiality.

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

Reports submitted through CU EthicsLine are independently reviewed by system administrators in the university's Internal Audit department, who engage responsible university official(s) to investigate concerns and take action as appropriate. Reports will be investigated as quickly and discreetly as possible.

Campus Security Authorities

While it is important for the campus community to report criminal incidents occurring on campus directly to University Police, some crime victims may be more inclined to report a crime to someone other than the police. Another way to report is through a person designated as a Campus Security Authority (CSA) due to their position, role, or responsibilities on campus. CSAs encompass four groups of individuals associated with an institution:

- Police department employees
- Individuals with responsibility for campus security but are not part of a campus police department or a campus security department such as those monitoring entrance points to institutional property
- Individuals or organizations specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses,
- Officials with significant responsibilities related to student and campus activities, including, but not limited to student housing, student discipline and campus judicial proceedings.

Individuals may be designated as CSAs based on whether they perform the following functions:

- Their official job responsibilities involve significant interaction with students and/or campus activities,
- They serve as informal or unofficial mentors to students,
- They serve as a member in an office or of a committee to whom students are instructed and informed to report or discuss crimes, allegations of crime, and other troubling situations, and/or,
- They have oversight of disciplinary procedures.

Once a person is designated as a CSA because of their position, they are required to complete training on their CSA role and responsibilities.

Under the Clery Act, a crime is “reported” when it is brought to the attention of a CSA. If a CSA receives crime information and believes it was provided in good faith, they document it and submit it to the Clery Compliance Manager and/or the University Police for the purpose of determining if a Timely Warning notification is necessary and for inclusion in the annual statistical disclosure and inclusion in the daily crime log.

CSAs can provide the information to the university police, or provide it directly to the Clery Compliance Manager by submitting an online report at: <https://www.cuanschutz.edu/police/csa-report>. The submission of a CSA report will not necessarily result in a police investigation unless requested.

Examples of Campus Security Authorities

- Law Enforcement Officers
- Security Officers
- Emergency Communications Staff
- Deans of Students
- Faculty Advisors to Student Groups
- Program Directors
- International Studies Staff
- Disability Resources and Service Staff
- Department Chairs
- Financial Aid Advisors
- Multicultural/Diversity Staff
- Office of Inclusion and Outreach Staff
- Title IX Coordinators and Office of Equity personnel
- Persons with oversight and enforcement of conduct policies and procedures

Confidential Reporting Exemption for Pastoral and Professional Counselors

There are two types of individuals who, although they may have significant responsibility for student and campus activities, are not Campus Security Authorities under the Clery Act who can provide confidential assistance:

Pastoral counselor: A person who is associated with a religious order or denomination is recognized by that religious order or denomination as someone who provides confidential counseling and is functioning within the scope of that recognition as a pastoral counselor.

Professional counselor: A person whose official responsibilities include providing mental health counseling to members of the institution’s community and who is functioning within the scope of the counselor’s license or certification. This definition applies even to professional counselors who are not employees of the institution but are under contract to provide counseling at the institution.

CU Anschutz does not currently have any pastoral counselors available on campus. Resources for confidential professional counselor services are:

CU Anschutz Student Mental Health
Services 303-724-4716
After Hours..... *303-370-9127

*Identify yourself as a CU Anschutz student and ask for the on-call psychiatrist

A professional counselor is an employee of the University of Colorado whose official responsibilities include providing mental health counseling to members of the institution’s community and who is functioning within the scope of his or her counseling license or certification. Professional Counselors who work with Student Mental Health Services, or Campus Health Center, when acting as such, are not considered a Campus Security Authority. As a matter of practice, they are encouraged, if and when they deem it appropriate, to inform people being counseled of the procedures to report crimes on a voluntary basis for inclusion in the annual crime statistics. Although it is encouraged, pastoral and professional counselors who receive confidential reports of crime are not required to report these crimes to CUPD for inclusion in the annual disclosure of crime statistics or for assessment for the issuance of a timely warning.

Advocates

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

CU Anschutz Advocates:

The Phoenix Center at Anschutz 303-724-9120
24/7 Helpline..... 303-556-2255
<https://www.cuanschutz.edu/student/support/phoenix-center>

Reporting Crimes Occurring at Non-Campus Properties

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

Aurora Police Department

Emergency..... 9-1-1
Non-Emergency..... 303-627-3100

Adams County Sheriff

Emergency..... 9-1-1
Non-Emergency..... 303-288-1535

Arapahoe County Sheriff

Emergency..... 9-1-1
Non-Emergency..... 303-795-4711

Denver Police Department

Emergency..... 9-1-1
Non-Emergency..... 720-913-2000

EMERGENCY COMMUNICATION PLAN

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

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

Emergency messaging (Timely Warning and Emergency Notifications) content may be developed and disseminated by the Chief of Police, Deputy Chief of Police, Patrol Operations Commander, Investigations Commander, Emergency Management Director, Clery Compliance Manager, or their designees. Emergency Communications Technicians, or their designees, may also develop and disseminate notifications. The determination of the appropriate segment or segments of the Campus Community to receive the notification is considered and determined in conjunction with the messaging content.

CU Anschutz may utilize one or more of the following methods to disseminate emergency messaging to the Campus Community:

- *CU Anschutz Alerts!* notification system, which includes:
 - Text
 - Email
- CU Anschutz web page <https://www.cuanschutz.edu/police/cu-alerts/anschutz-alerts>
- CU Anschutz Campus Information Line
877-INFO-070 (877-463-6070)
- In-building public address systems
- Posted notices in key locations throughout the campus

The CU Anschutz Chancellor has mandated all student, faculty, and staff university-issued email addresses be registered to receive emergency alerts and campus closure notifications via the *CU Anschutz Alerts!* system. Campus members cannot opt out of this system.

To receive text alerts from *CU Anschutz Alerts!* students, faculty, and staff should text “CUAnschutzAlerts” to 226787.

STUDENTS: To subscribe to the emergency alerts by text, simply update your profile information in the CU Denver | Anschutz Portal by adding your personal cellphone number. Be sure to select CELLULAR to identify your number.

- [Student Portal Instructions](#)

FACULTY/STAFF: To subscribe to the emergency alerts by text, simply update your profile information on in the CU Denver | Anschutz Portal by adding your personal cellphone number. Be sure to select CELLULAR to identify your number.

- [Faculty Portal Instructions](#)

The larger community (e.g., non-affiliated persons with CU Anschutz, such as hospital employees, vendors, neighbors, parents, etc.) who would like to receive emergency notifications as a text message may also opt-in to receive *CU Anschutz Alerts!* Local media, CU Anschutz web alerts, the information line, in-building public address system announcements, scrolling message boards, posted notices and social media may also be sources of emergency information for the larger community.

To ensure information remains current during an evolving situation, e-mail and text emergency notifications will be concise and may direct readers to the CU Anschutz toll-free emergency information line, 877-463-6070 or <https://www.cuanschutz.edu/police/cu-alerts/anschutz-alerts>. Follow-up information will be provided through these same methods as necessary.

Emergency Notifications

CU Anschutz will immediately notify the Campus Community upon confirmation of a significant emergency or dangerous situation occurring on the campus that involves an immediate threat to the health or safety of students, faculty, staff, or visitors. The following are examples of significant emergencies and dangerous situations that may occur on campus:

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

Prior to emergency notifications, the significant emergency must be confirmed. Confirmation may come from a number of sources, including University Police Department staff, campus constituents and/or partner agencies, depending on the type of emergency. To evaluate the significance of the threat, the university may consult with subject matter experts, for example: Aurora Police Department, Aurora Fire Department, Federal Bureau of Investigations, World Health Organization, Colorado Department of Public Health and Environment, University Health and Safety, National Weather Service, etc. Due to the time sensitivity of emergency alerts, the decision to initiate the *CU Anschutz Alerts!* system will be determined as quickly and thoroughly as possible.

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

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

Timely Warnings

Timely Warnings notify the Campus Community of potentially dangerous criminal situations so that students, faculty, and staff have the time and information necessary to take appropriate personal protection measures. Timely Warnings are issued as soon as possible after pertinent information is available to aid in the prevention of similar occurrences.

The university will consider all the facts surrounding Clery Act Crimes that occur within the University's Clery Geography to determine whether to issue a Timely Warning to the campus community. The determination to issue a Timely Warning is evaluated on a case-by-case basis considering:

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

Timely Warnings will not typically be sent for single incidents of Clery Act property crimes, including motor vehicle thefts and burglaries. The Police Department will use trend factors, including frequency and locations of these property crimes, to determine whether a serious or ongoing threat to the campus exists.

A Timely Warning may be issued for non-Clery Act crimes if it is believed the crime poses a serious or continuing threat to the campus community. Timely Warnings may be issued to the campus community by any of the emergency messaging methods, but most commonly are disseminated by e-mail. The university withholds the names of victims as confidential. Timely Warnings are not required for crimes reported confidentially to a pastoral or professional counselor.

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

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

Typically, a Timely Warning message is not regularly issued for incidents reported more than two weeks (fourteen days) after the date of occurrence, as such a delay may not provide an opportunity to react or respond in a timely manner that would aid in the prevention of similar crimes. If an immediate threat to the health or safety of students or employees occurs on campus, and an Emergency Notification is issued, a Timely Warning based on the same circumstances is not required.

An institution may, in appropriate circumstances, include personally identifiable information in a Timely Warning. Although personally identifiable information is generally protected from disclosure under the Family Educational Rights and Privacy Act (FERPA), such information may be released in an emergency situation. The U.S. Department of Education's FERPA regulations 34 CFR 99.36 describe the rule relating to this disclosure of information in health and safety emergencies.

Community Safety Advisories

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

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

Campus Emergency Response

EMERGENCY

University of Colorado Anschutz Medical Campus

Scan QR Code For Spanish

<p>SEVERE WEATHER Calmly Seek Shelter</p> <ul style="list-style-type: none"> Move to an interior room on the lowest level. Stay away from windows and exterior doors. Follow directives of emergency personnel. After the storm passes, stay clear of damaged areas. Be aware of hazards. 	<p>FIRE Follow A-Race</p> <ul style="list-style-type: none"> ACTIVE: Pull fire alarm. RESCUE: If safe, assist other personnel out of the area. ALERT: From a safe location, Call 303-724-4444. CONFINE: Close doors as you exit. EXTINGUISH: If safe, extinguish the fire. EVACUATE: Follow exit signs. 	<p>ACTIVE HARMER Run, Hide, Fight</p> <ul style="list-style-type: none"> Run: Attempt to evacuate as far as possible on foot. Hide: Seek hiding out of the harmer's view. Fight: As a last resort, attempt to incapacitate the active harmer. Cooperate with all instructions from emergency personnel.
<p>MEDICAL EMERGENCY Take Action</p> <ul style="list-style-type: none"> Call 303-724-4444. Provide location, nature of illness/injury, the current condition of the victim. Do not move the victim unless in immediate danger. If trained, begin first aid/CPR/AED as needed. Send someone to meet emergency responders. 	<p>EMERGENCY</p> <p>Call CU Anschutz Police 303-724-4444</p> <p>Or 911 from a landline</p> <p>Or Use SafeZone</p>	<p>BOMB THREAT Remain Calm</p> <ul style="list-style-type: none"> Call 303-724-4444 from a land line phone. Follow instructions from emergency personnel. If evacuating, assemble at designated rally points. Restrict unnecessary cellphone or radio usage. Avoid area until authorized by emergency personnel.
<p>SUSPICIOUS OBJECT/ACTIVITY See Something Say Something</p> <ul style="list-style-type: none"> Trust your instincts and err on the side of caution. Call 303-724-4444. Report objects out of the ordinary or present a significant concern. Report persons behaving strangely, displaying signs of distress, or erratic behavior. Report sexual misconduct. 	<p>HAZARDOUS MATERIALS Stay Back</p> <ul style="list-style-type: none"> Evaluate the area, closing doors behind you, and assemble at designated rally points. Call 303-724-4444. Provide location and description of hazard and known and any injuries. If non-life-threatening, call CU Anschutz Environmental Health & Safety 303-724-0345. 	<p>ACCESS & FUNCTIONAL NEEDS Think Inclusion</p> <ul style="list-style-type: none"> Support and use a "buddy system" to assist people with mobility or functional needs. If you are unable to assist, notify emergency responders of the location and the number of persons who need help in the area.

Emergency communication and law enforcement services are available 24-hours a day to respond to calls for service, both emergent and non-emergent. Department policies require an immediate response to emergency calls that occur on the CU Anschutz campus. Typically, University Police are not primary responders to emergencies occurring inside Children’s Hospital of Colorado or University of Colorado Hospital. Emergency Communications staff will notify City of Aurora Police, Adams County Sheriff, and other campus emergency officials (Fire and Life Safety, Facilities, etc.) as needed based upon the incident.

The CU Anschutz Comprehensive Emergency Management Plan (CEMP) establishes the basis for providing emergency response resources and assistance to the campus community if impacted by emergencies or disasters. The CEMP and its supporting annexes may be activated by the on-scene incident commander or University Crisis Leadership Team (UCLT) or designees.

Over 2000 emergency preparedness quick-reference guides (above) have been posted near exits in classrooms, conference rooms and other high traffic areas.

The CEMP covers all four phases of emergency management: mitigation, preparedness, response, and recovery. In support of the campus CEMP, university affiliates and stakeholders develop and implement internal response standard operating procedures for their departments, schools, colleges, etc. The procedures define and express how tasks, functions and activities are accomplished as they relate to the CEMP. The procedures may be administrative, routine, or tactical in nature.

Copies of the plan are available at the CU Anschutz Emergency Management Division’s office and on the [Emergency Management Website](#) (base plan only).

Departments, schools, and colleges should utilize and maintain Continuity of Operation Plans (COOP). The Emergency Management Division works with the primary planners from the various units on campus to develop COOP plans for their respective areas that are built to align with the CEMP.

Evacuation

The CU Anschutz Emergency Management Division establishes procedures for immediate emergency response and evacuation. The CU Anschutz Facilities Management Fire and Life Safety Section is responsible for the testing and documentation of these procedures in coordination with the CU Anschutz Emergency Management Division.

The initial decision to close all or a part of the campus emergently will be made by the CU Anschutz Chancellor or designee after receiving confirmation of the seriousness of the emergency or incident.

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

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

If a campus or building evacuation is required on the CU Anschutz campus, occupants will be required to move quickly, but in an orderly fashion to the nearest exit. DO NOT USE ELEVATORS. When available and necessary, use of the overhead public address system will announce the need to evacuate. Information may be made by any of the emergency messaging methods.

It is university policy that all persons shall be required to evacuate the building when a fire alarm sounds.

Once outside of the building:

- Continue to a safe distance (a minimum of 300 feet or more as directed by emergency personnel),
- Keep clear of emergency vehicles,
- Gather at the building's designated evacuation rally point and to try to account for all persons who were in your area; If you know of persons who are injured, trapped, or unaccounted for, report that information to emergency responders; and,
- Do not leave the campus without notifying your supervisor.

The Emergency Management Division will conduct an annual review of the Campus Emergency Management Plan and responses, incorporating a full or partial exercise, tabletop, or command staff discussion.

The University Police Department's Emergency Management Division will test emergency response and evacuation procedures on at least an annual basis during drills and other exercises. The Emergency Management Division retains information related to the various trainings and exercises.

SEXUAL MISCONDUCT PROCEDURES FOR CU ANSCHUTZ

CU Anschutz prohibits sexual assault, dating violence, domestic violence, and stalking. [Administrative Policy Statement \(APS\) 5014](#), the CU system wide Sexual Misconduct, Intimate Partner Violence, and Stalking Policy and the [Office of Equity Resolution Procedures](#) provide CU Anschutz's programs to prevent and respond to sexual assault, dating violence, domestic violence, and stalking.

Definitions Regarding Domestic Violence, Dating Violence, Sexual Assault, and Stalking

Sexual assault, domestic violence, and stalking are criminal offenses in the state of Colorado. Dating violence is not a criminal offense under Colorado Revised Statutes. Definitions of these crimes are included below in an effort to provide a better understanding of what actions constitute violations of the law in Colorado.

Domestic Violence – Colorado Revised Statute § 18-6-800.3 – Domestic violence means an act or threatened act of violence upon a person with whom the actor is or has been involved in an intimate relationship. Domestic violence also includes any other crime against a person, or against property, including an animal, or any municipal ordinance violation against a person, or against property, including an animal, when used as a method of coercion, control, punishment, intimidation, or revenge directed against a person with whom the actor is or has been involved in an intimate relationship.

Intimate relationship means a relationship between spouses, former spouses, past or present unmarried couples, or persons who are both the parents of the same child regardless of whether the persons have been married or have lived together at any time.

Intimate Relationship - An intimate relationship is one between spouses, former spouses, past or present unmarried couples, or persons who are both the parents of the same child regardless of whether the persons have been married or have lived together at any time.

Dating Violence - Dating Violence is included within the broader definition of Domestic Violence. There is not a separate law in Colorado that addresses dating violence separately.

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 sexual intrusion or sexual penetration knowing 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 actor knows that the victim submits erroneously, believing the actor to be the victim's spouse; or
- (d) At the time of the commission of the act, the victim is less than fifteen years of age, and the actor is at least four years older than the victim and is not the spouse of the victim; or
- (e) At the time of the commission of the act, the victim is at least fifteen years of age, but less than seventeen years of age and the actor is at least ten years older than the victim and is not the spouse of the victim; or
- (f) The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over the victim and uses this position of authority to coerce the victim to submit, unless the act is incident to a lawful search; or
- (g) The actor, while purporting to offer a medical service, engages in treatment or examination of a victim for other than a bona fide medical purpose or in a manner substantially inconsistent with reasonable medical practices; or
- (h) The victim is physically helpless, and the actor knows the victim is physically helpless and the victim has not consented.

Unlawful Sexual Contact – Colorado Revised Statute § 18-3-404 (1) - Any actor who knowingly subjects a victim to any sexual contact commits unlawful sexual contact if:

- (a) The actor knows that the victim does not consent; or
- (b) The actor knows that the victim is incapable of appraising the nature of the victim's conduct; or
- (c) The victim is physically helpless, and the actor knows that the victim is physically helpless, and the victim has not consented; or

(d) The actor has substantially impaired the victim's power to appraise or control the victim's conduct by employing, without the victim's consent, any drug, intoxicant, or other means for the purpose of causing submission;

(e) Repealed;

(f) The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or appointing/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.

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.

Consent - Colorado Revised Statute § 18-3-401 (1.5) 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. Nothing in this definition shall be construed to affect the admissibility of evidence or the burden of proof in regard to the issue of consent under this part 4.

University's Definition of Consent - Means *affirmative consent*, which is unambiguous and voluntary agreement to engage in a specific sexual activity.

Consent is clear, knowing, and voluntary words or actions that create mutually understandable clear permission of willingness to engage in, and the conditions of, sexual activity. Consent must be active; silence by itself cannot be interpreted as consent.

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

- Force is the use of physical violence or imposing on someone physically to gain sexual access.

- Threats exist where a reasonable person would have been compelled by the words or actions of another to give permission to sexual contact they would not otherwise have given. For example, threats to kill or harm someone, kill or harm themselves, or kill or harm someone for whom a person cares constitute threats.
- Intimidation occurs when someone uses physical presence to menace another, although no physical contact occurs, or where knowledge of prior violent behavior by an assailant, coupled with menacing behavior, places someone in fear as an implied threat.
- Incapacitation may result from alcohol or other drug use, unconsciousness, or other factors. The use of alcohol or drugs, in and of itself does not render a person incapacitated. Incapacitation is a state beyond drunkenness or intoxication. Incapacitation is a state where a person cannot make a rational, reasonable decision because they lack the ability to understand the who, what, when, where, why or how of sexual interaction. Incapacity can also result from illness, sleep, mental disability, and other circumstances.

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

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

Violence Against Women Act (VAWA) Offenses Definitions

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

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

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

For the purposes of this definition—

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

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

- fear for the person’s safety or the safety of others; or
- suffer substantial emotional distress.

For the purposes of this definition—

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

Sexual Assault is defined as an offense that meets the definition of Rape, Fondling, Incest or Statutory Rape as used in the FBI’s Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is “any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.”

- Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- Fondling: The touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Safe and Positive Options for Ethical Bystander Intervention and Risk Reduction

Bystander intervention refers to safe and positive options that may be carried out by an individual or individuals to prevent harm when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

This information provides a *basic* overview of important considerations from CU Anschutz' Ethical Bystander Intervention education programming.

Steps for Ethical Bystander Intervention: The 5 Ds

Everyone has their unique personality and comfort level when it comes to intervention. Some people naturally prefer one of the 5 Ds over the others. It's also possible to use multiple Ds at the same time, as they often overlap. To request training in bystander intervention, contact the Office of Equity at equitytraining@ucdenver.edu. If someone's safety is in immediate danger, call 9-1-1.

Direct: Intervene directly by confronting/calling out the individual(s) to notify them of their inappropriateness and/or check-in with the person being harassed. Use caution with this intervention tactic. Ensure you and the person being harassed are safe and your engagement will not escalate the harassment.

Distract: Create some form of distraction and interrupt the flow of violence. A key with this step is to engage directly with whom is *being targeted*.

Delegate: Empower other allies to become accomplices as active bystanders by asking for assistance, finding a resource, or receiving help from a third party. Those involved should try to get the victim into more of a public place.

Delay: Follow up with those impacted party after the event. It may not be safe to check-in with the person being harassed in the moment. Comfort the person(s) and provide reassurance that it isn't their fault; accountability is on the person(s) enacting the inappropriate/violent behavior.

Document: Record inappropriate behavior or violence so there is a record available from a third-party witness to provide as evidence if necessary. Use this option **only** if there are others already assisting the impacted person. If the impacted person is not receiving other assistance, the other 4 Ds should be used first. Be sure to 1) film landmarks, state the date and time of the film clearly, descriptions of harasser, descriptions of the event, and 2) record important shots for at least 10 seconds.

There are safe and helpful ways to intervene. One person doesn't need to solve the entire problem or confront someone directly to be an effective Ethical Bystander!

Risk Reduction

Risk reduction programs typically focus on ways that can identify potentially harmful situations and risks. Risk reduction programming sometimes includes self-defense classes and safety programs, which examine the tactics that perpetrators use to compromise situations and force or coerce attacks. While risk reduction programs may

assist in mitigating some known risks, they cannot prevent an attacker from committing acts of violence. Recognizing that the perpetrator of violence or abuse is the sole party responsible for that behavior and that victims are never to blame, the following are some strategies to reduce the risk for perpetration:

- A person who is intoxicated, asleep, or unconscious does not have the capacity to consent to engage in sexual activity.
- If you are unsure whether someone is incapacitated due to alcohol or drugs, do not engage in sexual activity.
- Consent for sexual activity must be free of force, threat, intimidation, or coercion.
- Neither silence nor a prior relationship is sufficient to indicate consent.
- If a person is non-participatory or states that they want to be doing something else, stop. If you are unsure, stop.
- If someone talks about planning to target another person at a party, confront them or get help from a friend, parent or other trusted person to intervene.
- Be active in supporting a safe and respectful community. If you see others engaging in disrespectful or inappropriate actions, speak up and get involved, or contact someone else to assist. If someone looks like they may need help, ask if they're okay. Enlist a friend, RA, bartender, or host to help you step in if needed.
- Trust your instincts. If something feels wrong, it probably is; intervene if it is safe to do so.

The CU Anschutz Office of Equity engages in comprehensive educational programming to prevent and raise awareness about sexual assault, domestic violence, dating violence, and stalking.

These programs are:

- Culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, or outcome; and
- Tailored to each campus and educational environment in order to foster an environment that is welcoming to all faculty, staff, students, volunteers, and affiliates with consideration of environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Students: The OE provides prevention and awareness presentations during new student orientation, for all incoming first year, transfer, and graduate students. The OE also invites all incoming students to complete their online *Respect Expected* course.

- *Respect Expected* Canvas Course Description: This training covers policies and procedures administered by the OE, how to respond and report misconduct to the OE, tactics to intervene in harmful situations (when safe/appropriate), and available campus support resources for anyone experiencing any form of discrimination, harassment, and/or sexual misconduct. The course is free and not for credit. *New students are auto enrolled into the course which takes 30 minutes to complete.*

Faculty/Staff: The OE provides prevention and awareness presentations during new employee orientation for all new employees. All new employees are also required to complete an online *CU: Discrimination and Sexual Misconduct* course.

- *CU: Discrimination & Sexual Misconduct* Course Description: This training covers policies and procedures administered by the OE, how to respond and report misconduct to the OE, and mandatory reporting obligations for "responsible employees". *Employees are required to complete the training within the first 90 days of employment and must retake the training every three years.*

In addition to the above online trainings that all CU Anschutz students, staff, faculty, volunteers, and affiliates are invited to complete, the following optional trainings are provided when requested by the campus community:

Equity 101: What We Do

Length: 1 – 1.5 hours

Audience: All

Topics: OE’s contact information, role on campus, and how to report
Protected Class Nondiscrimination and Sexual Misconduct Policies
Intro to consent and ethical bystander intervention
Responsible employee reporting requirements
Contact information and campus resources

No Longer on Standby: Ethical Bystander Training

Length: 1.5 hours

Audience: All

Topics: Intro to identity, bias, and micro-aggressions
Bystander effect history and cognitive and behavioral processes
Ethical bystander intervention strategies
Experiential learning (scenarios/role-play)
Responsible employee reporting requirements

Discrimination & Sexual Misconduct Employee Training

Length: 2 hours, online

Audience: Required for all employees

Topics: OE’s contact information, role on campus, and how to report
Sexual Misconduct and Protected Class Nondiscrimination Policies
Retaliation and related violations
Case Studies
Consent, ethical bystander intervention, and prevention
Information for pregnant and parenting employees
Responsible employees reporting requirements

Respect Expected

Length: 30 minutes, online

Audience: Required for all students

Topics: OE’s contact information and role on campus
Reporting process
Sexual Misconduct and Protected Class Nondiscrimination Policies
Consent, ethical bystander intervention, and prevention
Responsible employees reporting requirements

Prevention Together

Length: 1 hour, online

Audience: Students

Topics: OE’s and PCA’s role on campus
Sexual misconduct definitions and prohibited behavior
Interpersonal violence (IPV) definitions
Healthy vs. unhealthy relationships
Techniques for safely intervening as a bystander
How to support a survivor and respond to disclosures of interpersonal violence
Reporting options and processes
Campus support resources

CU Anschutz is committed to providing a safe and non-discriminatory environment for all members of the university community. The university prohibits all forms of Sexual Misconduct, including sexual assault, dating violence, domestic violence, stalking, and all other conduct prohibited by Title IX and other sexual misconduct. These forms of misconduct and Related Violations are defined in APS 5014, Sexual Misconduct, Intimate Partner Violence, and Stalking Policy.

The university uses these Office of Equity Resolution Procedures to investigate and resolve any such allegations and to impose disciplinary sanctions against individuals found responsible for violating the policy. The Office of Equity's administration of the policy is conducted in accordance with Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and other applicable federal and state laws.

PROCEDURES FOR SURVIVORS AFTER EXPERIENCING VIOLENCE

Sexual Assault

Students on the CU Anschutz campus who have experienced sexual assault or harassment can obtain services, guidance, and intervention via the Blue Bench's 24-hour helpline: 303-322-7273.

After an incident of sexual assault, the survivor may consider seeking medical attention as soon as they are able at University of Colorado Hospital (720.848.8451). For a list of all Medical Forensic Exam (MFE, formerly "SANE") locations in Colorado Please visit <https://www1.ucdenver.edu/offices/equity/support-resources/sexual-misconduct-resources>.

In Colorado, physical evidence can be collected through a forensic exam even if the survivor chooses not to make a report to law enforcement. A survivor can choose one of three reporting options: law enforcement report, medical report, or anonymous report. Mandatory reporting laws prevent minors under 18 and adults over 70 from anonymously reporting a sexual assault.

It is recommended that a survivor of sexual assault avoid bathing, showering, using the restroom, combing their hair, douching or otherwise cleaning the vaginal or anal cavity, smoking, washing clothing or clean the bed/linen/area where the assault occurred so that evidence may be preserved to substantiate their report. **If a survivor has done any of the above things, they can still obtain a forensic exam.** Evidence collection may be possible up to 120 hours after the assault. If a forensic exam is not elected, a health care provider can still treat any injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections. No survivor of sexual assault is responsible for the costs associated with obtaining a forensic exam or medical treatment related to experiencing violence. If you need help navigating costs, please contact the PCA or Blue Bench.

Preservation of Evidence

Regardless of whether a complainant wants to report an incident(s), it is important to preserve any evidence of the sexual assault, so that if a complainant decides at any point in time to report the incident, that evidence is still available. Examples of evidence to preserve include but are not limited to: the clothing the individual was wearing, bedding, text message correspondence discussing the incident (either with the respondent or with friends or family), photographs, screenshots, emails, social media correspondence/posts (Facebook, Tinder, Snapchat, Instagram, Grindr, etc.), correspondence via other messaging applications (WhatsApp, Kik, GroupMe, WeChat, etc.).

Regardless of whether an individual wants to report the incident to the police, a medical exam can be requested to preserve evidence. Medical Forensic Exams (MFEs) conducted by a Forensic Nurse Examiner, which include a Sexual Assault Nurse Exam are available in the Emergency Department at Denver Health Medical Center, University of Colorado Hospital, Children's Hospital, Porter Adventist Hospital, Medical Center of Aurora – South Campus, Saint Anthony North Hospital, Saint Anthony Hospital 84th Avenue Location, Littleton Adventist Hospital, are available to conduct a Medical Forensic Exam ("MFE," previously called a Sexual Assault Nurse Exam), ideally within five (5) days of the sexual assault. It is best if an individual does not bathe, shower, eat, drink, douche, or change clothes. However, evidence can be collected if an individual has done any or all of these things. Please note that if some or all evidence is unavailable or does not exist, making a report of sexual assault is still encouraged. The lack of evidence does not preclude an investigation from taking place.

Domestic Violence and Dating Violence

Victims of domestic violence and/or dating violence should go to a safe place, seek medical attention, and contact law enforcement. Tell someone. It is never the victim's fault. No one deserves to be battered or abused. Victims could consider seeking the support of caring family or friends. Too often victims become accustomed to denying the danger they live with. It is hard to accept that their abuser will never change, often focusing on what is good in the relationship. After a time, "normal" is completely skewed in the mind of a victim of domestic violence or dating violence. Contact the **National Domestic Violence Hotline at 800-799-7233**. Seeking a protection order may also be appropriate.

Possible options for those who are currently experiencing dating or domestic violence:

If someone is not ready to leave the relationship: The university understands there are many reasons why someone may not be able to leave their relationship. However, personal safety is the top priority. Victims are encouraged to speak with the Office of Equity at 303-315-2567 to create a safety plan. Whether or not the person responsible is part of the CU Anschutz community, the Office of Equity and Phoenix Center are here to help.

Stalking

Safety plan: Individuals who have experienced stalking are encouraged to develop a safety plan. This may involve altering daily routines and having a friend along when going out. It is crucial to avoid communicating with the stalker and preserve all evidence. It is helpful to maintain a log recording the date/time of calls, keep e-mails, texts, and letters, and photograph any damage and/or injuries. Witnesses should be asked to document what they observed. It is never the victim's fault. Everyone deserves to be safe and free from fear. Visit www.victimsofcrime.org for tips and information. Seeking a protection order may also be beneficial.

Some options for individuals who have experienced stalking:

Keep documentation: Even if reporting to the university or police is uncertain, documenting all incidents of stalking behavior is helpful. Save text messages, voicemails, emails, and other contacts from the stalker, or documenting any in-person contact, including the date, time, location, and type of contact.

File for a protection order: A protection order is issued by a court to restrict a person from certain behaviors. A protection order can be requested requiring the stalker to cease contact. Often a protection order can include

certain locations that the person is not allowed to go to, such as the victim's home, work, or school. Contact the Office of Equity for additional information or support for obtaining a protection order.

REPORTING OPTIONS

The procedures set forth below are designed to provide a prompt response to charges of sexual assault, domestic violence, dating violence, stalking, and hate crimes: to maintain confidentiality and fairness in accordance with legal requirements; and to impose appropriate sanctions on individuals who are found to be in violation of the University of Colorado Sexual Misconduct, Intimate Partner Violence and Stalking Policy.

Confidential Reporting

If a victim is not sure about making a police report or initiating a university investigation, the individual can receive free, confidential information, advocacy, and support by calling The Blue Bench, a community partner of The Phoenix Center of Anschutz at 303-329-9922, ext. 302. The Blue Bench also has a free and confidential helpline available 24/7 at 303-329-7273.

Office of Equity

To notify the university of any prohibited conduct under the Sexual Misconduct Policy, Nondiscrimination Policy, or Amorous Relationships Policy, as well as to request supportive measures related to such conduct, or to initiate Office of Equity Resolution Procedures, please contact the Office of Equity directly via email at equity@cuanschutz.edu or via phone at 303-315-2567, or Elizabeth Schrock, Assistant Vice Chancellor and Title IX Coordinator

CU Anschutz Office of Equity, Mailing Address: Fitzsimons Building, Ground Floor, Set Q20-NG018, 13001 E. 17th Place, Aurora, CO 80045. Phone: 303-315-2567, email: [mailto: elizabeth.schrock@cuanschutz.edu](mailto:elizabeth.schrock@cuanschutz.edu).

Law Enforcement

Individuals who have experienced sexual assault, domestic violence, dating violence and stalking are not required, but do have the right, to file a criminal complaint with law enforcement and the University/Office of Equity simultaneously. The Office of Equity can assist individuals in making a report to law enforcement.

In some instances, the Office of Equity is obligated to report the alleged conduct to the appropriate law enforcement agency. In those instances, the Office of Equity will make a reasonable effort to notify potential complainants prior to reporting to law enforcement.

Individuals may contact law enforcement to report the incident independently at any time. If an individual wishes to contact law enforcement on their own, they should contact the law enforcement agency where the incident took place; below is information on how to contact law enforcement agencies who may have jurisdiction over areas on, near or around the CU Anschutz campus.

- 9-1-1 (for emergencies)
- CU Anschutz Campus Police (emergencies from campus phone) 4-4444
- CU Anschutz Campus Police (for non-emergencies) 303-724-4444
- Aurora Police (for non-emergencies) 303-627-3100

The statute of limitations in Colorado for reporting sexual assault is 20 years after the assault occurred, unless the person who was assaulted was under 18 at the time. In those cases, there is no statute of limitations.

Reporting to the CU Anschutz Police Department will constitute notice to the University Office of Equity and may result in an Office of Equity resolution process subject to applicable state law.

Involvement of Law Enforcement and Campus Authorities

Although the university strongly encourages all members of its community to report violations to law enforcement (including campus law enforcement or local police), it is the victim's choice whether to make such a report. Furthermore, victims have the right to decline to notify law enforcement. However, the university Title IX Coordinator and Office of Equity Staff will assist any victim with notifying law enforcement if the victim so desires. CU Anschutz Police Department may also be reached directly by calling 303-724-4444 or in person at 13309 E. 17th Place, Aurora, CO 80045. Additional information about the CU Anschutz Police department may be found online at: <https://www.cuanschutz.edu/police>.

Can I report to both the Office of Equity and the Police simultaneously? Absolutely! Individuals can inform the Office of Equity if they also wish to report to the police. The Office of Equity will then contact the appropriate law enforcement unit on their behalf. The Office of Equity may be able to set up a shared meeting to coordinate the reporting to both the university and law enforcement. Understanding that discussing such incidents can be difficult, the Office of Equity and the police often collaborate to make the process easier.

Orders of Protection, Restraining Orders, or Similar Lawful Orders

A protection order is only one part of a safety plan. Having a protection order does not ensure safety. A protection order is only as good as the abuser's or assailant's willingness to obey it. A protection order should not give a victim a false sense of safety.

Individuals who are interested in obtaining an Order of Protection, or any other order issued by a court, must pursue those options on their own behalf. Such orders are obtained through the court with applicable jurisdiction. More information on obtaining a Protection Order in Colorado is located in the State of Colorado County Court Restraining Order Brochure: <https://www.courts.state.co.us/userfiles/File/Media/Brochures/restraining.pdf>.

Staff members of The Blue Bench (in collaboration with the Phoenix Center at Anschutz) can assist individuals free of charge with the process of obtaining a restraining order. CU Anschutz complies with Colorado law in recognizing orders of protection. Any person who obtains an order of protection from Colorado or any other state should provide a copy to the CU Anschutz Police Department and the Title IX Coordinator or designee.

Students and employees may also request a No Contact Order through the Office of Equity which will be subject to a risk assessment and appeal opportunity.

Privacy and Information Disclosure

The university will not release any institutional records related to the investigation of Sexual Misconduct, including sexual assault, dating violence, domestic violence, and stalking or findings of Sexual Misconduct investigations, subject to limited exceptions, or unless otherwise required by law.

CU Anschutz will complete publicly available recordkeeping, including Clery Act reporting and disclosures without inclusion of personally identifying information about the victim.

These recordkeeping protections are also applicable to any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the university to provide the accommodations or protective measures.

CU Anschutz students may request that directory information be withheld from public release by contacting the Office of the Registrar by email Registrar@cuanschutz.edu or by calling 303-724-8000. The Office of the Registrar is located in the Education 2 North Building, 13120 East 19th Avenue #3200, Aurora, CO 80045.

Information Provided to Victims

When a student, faculty, or staff member reports a possible incident of Sexual Misconduct, whether it occurred on or off campus, the campus shall provide the complainant with written notification of the following:

1. Reporting rights and options, including:
 - a. To whom and how to report an alleged offense, including campus authorities and local law enforcement authorities,
 - b. How to file a formal complaint,
 - c. To be assisted by campus authorities in making a report; and
 - d. To decline to notify such authorities.
2. The importance of preserving evidence that may assist in proving that an alleged criminal offense occurred or may be helpful in obtaining a protection order,
3. The method by which the individual can seek orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a court or other competent authority,
4. Counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, availability of forensic nurses to administer forensic sexual assault nurse exams (“SANE”), and other services available for victims within the campus and the community; and
5. Options for, and available assistance in, obtaining supportive measures, including changing transportation and working situations, in addition to any available academic and residential accommodations. This notification shall be made, and supportive measures afforded if they are reasonably available, regardless of whether the person who reported experiencing Sexual Misconduct chooses to participate in any campus grievance process or report the alleged crime to law enforcement.

Resources for Survivors and Victims *Note*: Confidential resources are identified by an asterisk.*

Following are several resources victims/survivors may find helpful after experiencing instances of Sexual Assault, Domestic Violence, Dating Violence and Stalking. The Office of Equity can assist victims in connecting with resources on campus and in the greater community.

CU Anschutz Student and Employee Resources:

CU Anschutz Police Department

<https://www.cuanschutz.edu/police>

24/7 Emergency Line: 9-1-1 from a campus phone
Phone 303-724-4444
Location..... 13309 E. 17th Place

The Phoenix Center at CU Anschutz

The Phoenix Center at Anschutz (PCA) provides events, training, and services through the Office of Student Health Promotions.

Phone 303-724-7674
Email:..... health.promotions@cuanschutz.edu

The Blue Bench in collaboration with the Phoenix Center at Anschutz*

<https://thebluebench.org/>

The Blue Bench offers support services in both English and Spanish.

24/7 (English) 303-322-7273
24/7 (Spanish) 303-329-0031
Resource Line 303-329-9922, Ext. 302

The Ombuds Office (CU Anschutz and CU Denver)*

<https://www.ucdenver.edu/offices/ombudsoffice>

The Ombuds Office is an independent resource, which will provide informal, confidential and neutral services to members of the University community in resolving conflicts, complaints, and disputes.

Phone 303-724-2950
Location..... Fitzsimons Building, Room 7005C

CU Anschutz Student Resources:

Student and Resident Mental Health Service*

<https://medschool.cuanschutz.edu/psychiatry/programs/student-resident-mental-health>

CU Anschutz provides comprehensive and confidential mental health services for all students enrolled in the schools located at the CU Anschutz, as well as Graduate Medical Education (GME) residents and fellows (including Denver Health residents and fellows).

Phone 303-724-4716
For acute crisis care after-hours, on weekends or holidays 1-844-8255
or text "TALK" 38255
Location..... Fitzsimons Building, Level 2

CARE (Campus Assessment, Response, and Evaluation) Team

<https://www.cuanschutz.edu/student/support/care-team>

The CU Anschutz CARE team coordinates with students, faculty, and staff as well as concerned others to identify, assess, and intervene with individuals of concern.

Phone 303-724-8488

Student Outreach and Support Office (Case Management)

<https://www.cuanschutz.edu/student/support/case-management>

The Student Outreach and Support Office collaborates with all CU Anschutz schools and colleges to ensure students have access to resources that help them navigate challenging experience

Phone 303-724-8488
Location..... Education 2 North, Room 3200

Office of Disability, Access, and Inclusion

<https://www.cuanschutz.edu/offices/office-of-disability-access-and-inclusion>

The Office of Disability, Access, and Inclusion partners with students and programs to identify opportunities to create and promote meaningful access.

Phone 303-724-8488

Location..... Strauss Health Sciences Library, V23

LGBTQ+ Hub

<https://www.cuanschutz.edu/offices/diversity-equity-inclusion-community/programs-and-initiatives/lgbtq-hub>

The LGBTQ+ Hub (formerly Women and Gender Center) creates and maintains an inclusive campus environment for LGBTQ+ and allied students, faculty, staff, patients, and visitors on campus and within the Aurora.

Location..... Education 2 North, Room 2101

CU Anschutz Employee Resources:

CU Anschutz Faculty and Staff Mental Health Clinic*

<https://medschool.cuanschutz.edu/psychiatry/PatientCare/faculty-and-staff-mental-health>

The Faculty and Staff Mental Health Clinic provides CU Anschutz faculty, staff and postdocs with comprehensive and confidential mental health services that are readily and easily accessible.

Phone 303-724-4940

Location..... Fitzsimons Building

Office of Faculty Relationship (formerly Office of Professional Excellence)

<https://www.cuanschutz.edu/offices/professionalism> (report an incident at this site)

The CU Anschutz Office of Professionalism is a resource for all matters pertaining to professionalism concerns regarding residents, fellows, staff members, and faculty in any school or college on the CU Anschutz.

Phone303-724-4776

Location..... Fitzsimons Building, 1st floor

CU Anschutz Faculty and Staff Threat Assessment and Response Team (FaST)

<https://www.ucdenver.edu/offices/human-resources>

Provides safety and support for employees who are referred.

Phone 303-724-9687

Employee ADA Accommodations

CU Anschutz is required to provide accommodations to qualified individuals with disabilities who are employees or applicants for employment, and for persons who participate in or apply for participation in the University's programs and activities. Contact HR ADA Coordinator at HR.ADAcoordinator@cuanschutz.edu

Phone 303-724-6813

Employee Real Help Hotline*

The Real Help Hotline gives you access to professional counselors who can offer assistance finding local resources or provide immediate crisis counseling.

24/7 Hotline 833-493-8255

State Employee Assistance Program CSEAP*

24/7 Phone..... 303-866-4314

Request an Appointment

<https://cseap.colorado.gov/contact-us>

Off-Campus Sexual Assault Resources

The Blue Bench*

<https://thebluebench.org/about-us/who-we-are/overview.html>

Denver-area comprehensive sexual assault prevention and survivor support center providing low to no-cost client services including a 24-hour hotline, individual and group therapy, and case management.

Phone (English)..... 303-329-9922 Ext. 302

Phone (Spanish) 303-329-9922 Ext. 338

24/7 Sex Assault Hotline (English)..... 303-322-7273

24/7 Sex Assault Hotline (Spanish) 303-329-0031

WINGS Foundation*

<https://www.wingsfound.org/>

Wings supports adult survivors of childhood sexual abuse to transcend trauma and lead their fullest, healthiest lives.

Phone 303-238-8660

Medical Forensic Exam (MFE) and Sexual Assault Nurse Examination (SANE) Programs

Medical Forensic Exam (MFE) and Sexual Assault Nurse Examiner (SANE) programs have medical professionals trained in sexual assault response and care. These programs provide medical care and evidence collection, if desired, for sexual assault victims.

Individuals can receive a forensic/SANE without first talking to the University or a confidential resource by calling the police directly and telling the dispatcher that they want to report a sexual assault and would like to preserve evidence. The police can provide transportation to the hospital.

View a list of all [SANE Locations in Colorado](https://cdpsdocs.state.co.us/ovp/SARP/SANELocations2016.pdf): <https://cdpsdocs.state.co.us/ovp/SARP/SANELocations2016.pdf>

[Deaf Overcoming Violence Through Empowerment \(DOVE\)*](https://deafdove.org/)

<https://deafdove.org/>

DOVE works with Deaf, Deaf-blind, Deaf-disabled, and Hard of Hearing (DDBDDHH) people of all ages and backgrounds who have experienced abuse. Abuse includes: domestic violence, family violence, sexual assault, child abuse, adult survivors of childhood sexual abuse, bullying, stalking, and teen dating violence.

24/7 Crisis Line 303-731-7874

[RAINN: National Sexual Assault Hotline*](https://www.rainn.org/resources)

<https://www.rainn.org/resources>

Phone 800-656-HOPE (4673)

Chat online at: <https://hotline.rainn.org/online>

Off-Campus Dating and Domestic Violence Resources:

[Rose Andom Center*](https://roseandomcenter.org/)

<https://roseandomcenter.org/>

The Rose Andom Center is a place for domestic violence victims to find the safety, support, and services needed to rebuild their lives and heal their families.

Phone 720-337-4400

Location.....1330 Fox St. Denver, CO 80204

[National Domestic Violence Hotline*](https://www.thehotline.org/)

<https://www.thehotline.org/>

Phone800-799-SAFE (7233)

Chat online: <https://www.thehotline.org/#>

Additional Off-Campus Resources

[2-1-1 Colorado](https://unitedwaydenver.org/)

<https://unitedwaydenver.org/>

211 is a multilingual and confidential service that connects individuals to critical resources including food, shelter, rental assistance, childcare, and more.

24/7 Phone..... 2-1-1

[Colorado Legal Services](https://www.coloradolegalservices.org/)

<https://www.coloradolegalservices.org/>

CLS is a non-profit agency providing free, high-quality civil legal services to eligible low-income Coloradans.

Phone 303-837-1313

[The Center for Trauma and Resilience](http://traumahealth.org/)

<http://traumahealth.org/>

The Center for Trauma & Resilience provides culturally responsive programs, health promotion and crime prevention education. Translation services available.

Phone (English)..... 303-894-8000

Phone (Spanish) 303-718-8289

Phone (Deaf/Hard of Hearing)

..... 711 for Relay Colorado Access

[Colorado Network to End Human Trafficking](https://combathumantrafficking.org/hotline/)

<https://combathumantrafficking.org/hotline/>

24/7 Phone..... 866-455-5075

[Cyber Civil Rights Initiative](https://cybercivilrights.org/)

<https://cybercivilrights.org/>

CCRI's mission is to combat online abuses that threaten civil rights and civil liberties, such as image-based sexual abuse. Phone..... 844-878-2274

State and Federal Civil Rights Compliance Offices

(Report Complaints of Harassment or Discrimination)

[Colorado Civil Rights Division](#) (CCRD)

<https://ccrd.colorado.gov/>

CCRD is charged with enforcement of the Colorado Anti-Discrimination Act (CADA).

Phone 303-894-2997

TTD – Relay..... 711

Email.....<https://ccrd.colorado.gov/>

[Cyber Civil Rights Initiative](#)

<https://cybercivilrights.org/>

CCRI’s mission is to combat online abuses that threaten civil rights and civil liberties, such as image-based sexual abuse.

Phone 844-878-2274

[U. S. Department of Education, Office for Civil Rights](#) (OCR)

<https://www2.ed.gov/about/offices/list/ocr/index.html>

OCR’s mission is to ensure equal access to education and to promote educational excellence through vigorous enforcement of civil rights in our nation’s schools.

Phone 800-421-3481

TDD..... 800-877-8339

Email:<mailto:ocr@ed.gov>

[U.S. Department of Justice Civil Rights Division](#)

<https://civilrights.justice.gov/> (file a complaint at this site)

The Civil Rights Division enforces federal laws that protect you from discrimination based on your race, color, national origin, disability status, sex, religion, familial status, or loss of other constitutional rights.

Phone 202-514-3847

TDD..... 202-514-0716

[U.S. Equal Employment Opportunity Commission](#) (EEOC)

<https://www.eeoc.gov/>

The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy and related conditions, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information.

Phone 800-669-4000

TTY..... 800-669-6820

ASL Video 844-234-5122

Email: <mailto:info@eeoc.gov>

EXPLANATION OF CU ANSCHUTZ PROCEDURE FOR DISCIPLINARY ACTION

The university does not tolerate and will be responsive to any report or complaint of Prohibited Conduct listed below and is committed to providing prompt, fair, impartial, and equitable resolutions of any complaint that the

university knows, or in the exercise of reasonable care should have known, about. The primary concern is the safety of all University community members. The University, through the OE, will take steps to prevent the recurrence of any Prohibited Conduct and remedy any discriminatory effects on the complainant and others if appropriate. The following Procedures will apply to resolution of all reported complaints of Prohibited Conduct related to the CU Sexual Misconduct Policy.

Prohibited Conduct

The CU Sexual Misconduct Policy (APS 5014) prohibits “Sexual Misconduct,” meaning both conduct on the basis of sex specifically prohibited by Title IX as well as conduct that falls outside of Title IX’s jurisdiction. Specifically, the Sexual Misconduct Policy prohibits sexual assault (rape, fondling, statutory rape, and incest), dating violence, domestic violence, Title IX stalking, stalking, sexual exploitation, Title IX hostile environment, hostile environment, Title IX quid pro quo sexual harassment, and quid pro quo sexual harassment. The Sexual Misconduct Policy also prohibits retaliation and other related violations.

Policy Jurisdiction Procedures

The Sexual Misconduct Policy applies to all students, faculty, staff, contractors, patients, volunteers, affiliated entities, and other third parties, regardless of sex, gender, sexual orientation, gender expression or gender identity. Subject to any rights of appeal, any person found responsible for engaging in Sexual Misconduct may be subject to disciplinary action, up to and including expulsion or termination of employment. The university will consider what potential actions should be taken, including contract termination and/or property exclusion, regarding third-party conduct alleged to have violated the Sexual Misconduct Policy, but those options may be limited depending on the circumstances of the arrangement.

The Sexual Misconduct Policy applies to conduct that occurs within an educational program or activity of the University, or if the complainant or respondent are affiliated with the University community. This includes off-campus conduct, including online or electronic conduct.

The Title IX Coordinator or designee is authorized to determine whether the Sexual Misconduct Policy applies to alleged Prohibited Conduct and whether the University has jurisdiction to take any action pursuant to the Sexual Misconduct Policy.

Alleged conduct may be considered either Title IX Sexual Misconduct or Sexual Misconduct, depending on the following jurisdictional requirements:

Title IX Sexual Misconduct

Title IX Sexual Misconduct applies to conduct that occurs in an education program or activity against a person in the United States. If the Prohibited Conduct falls under Title IX Sexual Misconduct jurisdiction and definitions, the Title IX Coordinator or designee must utilize the Title IX Sexual Misconduct Procedures as prescribed by the Title IX Regulations.

Sexual Misconduct (A)

Sexual Misconduct applies to conduct that does not otherwise meet the jurisdictional standard or definition of Title IX Sexual Misconduct, but where the conduct occurred in the context of an employment or education program or activity of the University or where both the complainant and respondent are affiliated with the University.

Sexual Misconduct (B)

For all allegations of Sexual Misconduct not falling under Sexual Misconduct (A) in Section VI(B)(2), the Title IX Coordinator or designee will consider the degree of the University's control over the respondent and the relationship between the complainant and respondent, and assess the surrounding circumstances of the alleged conduct for the presence of the following factors:

- Targets or causes harm to an individual connected with the university,
- Threatens further sexual or other violence against the complainant or others and there is reasonable fear that such further conduct could target or cause harm to someone connected to the university,
- Is of a violent nature or was frequent or severe,
- Prior or current similar, misconduct complaints about the respondent, or if the respondent has a known history of records from a prior school indicating a history of sexual or other violence,
- Use of, or threat to use, a weapon, access to or attempts to access weapons, or a history of bringing weapons to the university,
- Multiple alleged complainants or respondents,
- Facilitation by the incapacitation of the complainant through alcohol, drugs, disability, unconsciousness, or other means,
- The complainant is a minor,
- Whether the alleged Sexual Misconduct reveals a pattern of perpetration at a given location or by a particular group; or
- Any other signs of predatory behavior.

If the Title IX Coordinator or designee determines that at least one of the above factors is present, then the Title IX Coordinator or designee may determine that the University may exercise jurisdiction, and the Sexual Misconduct Policy standards apply.

The Title IX Coordinator or designee is authorized to determine whether the Sexual Misconduct Policy applies to alleged Prohibited Conduct and whether the University has jurisdiction to take any action pursuant to the Sexual Misconduct Policy.

Supportive and Safety Measures

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent that are designed to restore or preserve equal access to the university's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the university's educational or work environment, or deter Prohibited Conduct. Supportive measures should be individualized and appropriate based on the information available to the Title IX Coordinator or designee.

Some safety measures involve restricting a respondent's access to university programs and activities and may not become available until after the completion of Formal Grievance Process, unless emergency removal action is determined to be appropriate.

Whether supportive or safety measures are appropriate is determined after an individualized assessment by the Title IX Coordinator or designee and every effort should be made to avoid depriving any student of educational access. Supportive or safety measures may be kept in place, lifted, or modified as additional information is obtained, or may be extended permanently, as appropriate.

Complainants and respondents may request supportive or safety measures from the Title IX Coordinator or designee. Supportive measures should be provided to complainants or respondents whether the complainant files a formal complaint or engages in another resolution process. Witnesses or other participants in a Formal Grievance Process may also request supportive or safety measures. The Title IX Coordinator or designee will maintain oversight of these requests and the provision of any such measures.

The university will keep confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality will not impair the university's ability to provide the supportive measures.

Types of supportive and safety measures:

- Academic support measures (arranging for a party to retake a course, excusing related absences, requesting extensions on assignments or exams, changing sections when available or withdrawing from a class without penalty),
- Assistance accessing medical services,
- Assistance accessing counseling services,
- Employment modifications,
- Transportation changes,
- Campus safety escort services and/or increasing security and monitoring of certain areas of campus,
- No-contact orders enforced by the university,
- Discussing options for obtaining criminal or civil orders of protection or restraining orders, or
- Residential relocations in CU Denver Housing and Dining and/or offering resources for housing off-campus.

Emergency Removals

The Office of Equity may remove a respondent from an educational program or activity on an emergency basis after the university (1) undertakes an individualized safety and risk analysis, (2) determines that an immediate threat to the physical health or safety of any students or other individuals arising from the allegations of Sexual Misconduct justifies removal, and (3) provides the respondent with notice and an opportunity to challenge the decision immediately following the removal.

The Office of Equity must initiate the Formal Grievance Procedures before or within a reasonable timeframe after an emergency removal is initiated.

Types of Emergency Removals

- Interim student suspension
- Interim exclusion order for parts of or entire campus, residence halls, classes, etc.
- Administrative Leave (Decisions to place a non-student employee on administrative leave during the pendency of a Formal Grievance Process are made in consultation with Assistant Vice Chancellor of the OE or designee and Chief Human Resource Officer or designee and appointing/disciplinary authority.)
- Temporary suspension of supervisory or evaluative authority for employees in consultation with Associate Vice Chancellor and Chief Human Resource Officer or designee and appointing/disciplinary authority.

Individualized Safety and Risk Analysis

When considering an emergency removal, the OE will conduct an individualized safety and risk analysis and may consult with other University offices, such as the CARE Team and FaST Team, when conducting the individualized safety and risk analysis. The factors considered in an emergency removal decision include:

- Seriousness of the alleged conduct,
- Location of alleged incident(s),
- The risk that the alleged *respondent* will commit additional acts of sexual or other violence,
- Whether the alleged *respondent* threatened further sexual or other violence against the alleged *complainant* or others,
- Whether there have been other misconduct complaints about the same alleged *respondent*
- or whether the *respondent* has a known history of sexual or other violence,
- The existence of multiple alleged *complainants* and/or *respondents*,
- Whether the conduct was facilitated by the incapacitation of the *complainant* (through alcohol, drugs, disability, unconsciousness, or other means);
- Whether the alleged conduct was perpetrated with force, violence, or weapons,
- Whether the alleged *complainant* is a minor,
- Whether the alleged conduct reveals a pattern of perpetration (by the alleged *respondent* or group or organization, around a particular recurring event or activity, and/or a particular location); and/or
- Whether any other aggravating circumstances or signs of predatory behavior are present.

Opportunity to Challenge an Emergency Removal Decision

In the case of an emergency removal, the respondent will be provided written notice of the alleged Prohibited Conduct and the opportunity to meet, if the respondent chooses, with the Assistant Vice Chancellor of the Office of Equity or designee. The Assistant Vice Chancellor of the Office of Equity or designee will ensure that the student is afforded the opportunity to meet within ten (10) business days of the notice of emergency removal. This does not preclude additional meetings after the ten (10) business days have passed to review the emergency removal.

It is the responsibility of the respondent to schedule the meeting if requested. After providing the respondent with notice of the allegations and an opportunity to be heard, the Assistant Vice Chancellor of the Office of Equity or designee may decide to lift or continue the emergency removal, potentially until the completion of the Formal Investigation. The Assistant Vice Chancellor of the Office of Equity or designee may also determine whether any exceptions may be appropriate. The emergency removal may be re-evaluated during the course of the Formal Grievance Process if new information is presented that mitigates the threat to health and physical safety of the complainant or campus safety.

In the case of an emergency removal that includes campus exclusion, Procedures outlined in the CU Denver | Anschutz Exclusion of Persons from University Property will be concurrently followed, including the right to a hearing by the Chief of Police or designee within five (5) business days and the right to a written Appeal within thirty (30) calendar days. Please see the Exclusion of Persons from University Property policy for more details.

The following procedures will apply to resolution of all reports of complaints of Prohibited Conduct:

The university has authority to conduct at least a preliminary inquiry upon receiving a report or complaint alleging Prohibited Conduct. A preliminary inquiry may include, but is not limited to, evaluating whether the report or

complaint implicates a policy enforced by the Office of Equity, whether the complaint and parties are within the jurisdiction of the Office of Equity, and whether the report or complaint presents a safety threat such that the Office of Equity must report the concern to law enforcement. The Office of Equity shall then determine the most appropriate means for addressing the report or complaint. Options include, but are not limited to:

1. Formal Grievance Process.
2. Policy Education Remedies.
3. Determining that the facts of the complaint or report, even if true, would not constitute a violation of the Policy and closing the matter following a preliminary inquiry.
4. No limitation on existing authority: Referring the matter to an employee's appointing/disciplinary authority or supervisor. These Procedures do not limit the authority of a disciplinary authority to initiate or impose disciplinary action as necessary.
5. Other referral: Determining a complaint does not fall within the jurisdiction of the Policy and referring the complaint to appropriate office(s) on campus best suited to address the reported concerns.

OVERVIEW OF RESOLUTION PROCEDURES AND OPTIONS

The University has authority to and will conduct at least a Preliminary Inquiry upon receiving a report or complaint alleging Prohibited Conduct. A Preliminary Inquiry may include, but is not limited to, evaluating whether the report or complaint implicates a policy enforced by the OE, whether the complaint and parties are within the jurisdiction of the OE, and whether the report or complaint presents a safety threat such that the OE must report the concern to law enforcement. After a Preliminary Inquiry is conducted, the OE shall then determine the most appropriate means for addressing the report or complaint. Options include, but are not limited to:

- Educational Policy Compliance Remedies
- Informal Resolution Process
- Formal Grievance Process
- No Limitation on Existing Authority: Referring the matter to an employee's appointing/disciplinary authority or supervisor. These Procedures do not limit the authority of a disciplinary authority to initiate or impose disciplinary action as necessary.
- Other Referral: Determining a complaint does not fall within the jurisdiction of the Policy and referring the complaint to appropriate office(s) on campus best suited to address the reported concerns.

Educational Policy Compliance Remedies

The Office of Equity may determine that the most prompt and effective way to address a concern is through an Educational Policy Compliance Meeting. For example, the Office of Equity may resolve a report or complaint through an Educational Policy Compliance Meeting if the alleged conduct, even if true, would not be considered Prohibited Conduct under the Policy.

The primary focus during an Educational Policy Compliance Meeting remains the welfare of the parties and the safety of the campus community, but this process does not involve a written report or a determination as to whether the Policy has been violated. This type of approach provides the University with a "remedies-based" resolution option that allows the university to tailor responses to the unique facts and circumstances of an incident, particularly in cases where there is not a broader threat to individual or campus safety. In these cases, the OE may do one or more of the following:

- Provide interim or long-term supportive measures to the complainant and the respondent,

- Provide a referral to other campus-based resolution processes as appropriate based on the specific facts of the complaint,
- Provide targeted or broad-based educational programming or training; and/or
- Conduct an Educational Policy Compliance Meeting with the respondent to (1) discuss the behavior as alleged and provide an opportunity to respond; (2) review Prohibited Conduct under the Sexual Misconduct, Intimate Partner Violence, and Stalking Policy; (3) identify and discuss appropriate future conduct and behavior as well as how to avoid behavior that could be interpreted as retaliatory; (4) inform the complainant of the respondent's responses if appropriate; and (5) notify Student Conduct and Community Standards or the respondent's appointing or disciplinary authority of the allegations and responses if necessary, who will determine whether any other disciplinary action is appropriate.

The Office of Equity retains discretion to conduct an Educational Policy Compliance Meeting. Additionally, the Office of Equity retains discretion to proceed with a Formal Grievance Process for allegations that, if proven true, would violate the Sexual Misconduct Policy. OE will notify the complainant of the need to end the Educational Policy Compliance Meeting process at any time and to commence or resume a Formal Grievance Process.

Informal Resolution Process

After a Preliminary Inquiry, the Assistant Vice Chancellor of the Office of Equity, or designee, may initiate the Informal Resolution Process instead of the Formal Grievance Process. The Informal Resolution Process is designed to resolve complaints while meeting the needs and interests of the parties. The Informal Resolution Process is entirely voluntary and will not occur unless the complainant and respondent agree in writing to participate. A complainant or the Title IX Coordinator or designee must file a document alleging a violation of misconduct under the Sexual Misconduct Policy against the respondent for the University to initiate the Informal Resolution Process. The Formal Complaint must contain the complainant's or the Title IX Coordinator or designee's physical or digital signature. The Formal Complaint form is available upon request.

The Informal Resolution Process may not be facilitated by the investigator of the Formal Complaint within the Formal Grievance Process and new information provided by the parties during the Informal Resolution Process will not be used if the complaint is referred back to the Formal Grievance Process. The Assistant Vice Chancellor of the Office of Equity or designee will oversee the Informal Resolution process, conduct an initial and on-going assessment as to whether the Informal Resolution Process should continue, and make the final determination on all Informal Resolutions facilitated by the Office of Equity regarding whether the terms agreed to by the complainant and respondent are appropriate in light of all of the circumstances of the complaint.

In some circumstances, depending on the nature and/or severity of the allegations, an Informal Resolution may not be appropriate, and the Assistant Vice Chancellor of the OE or designee will not approve an Informal Resolution. The Informal Resolution Process is not available when a complaint alleges that a university employee sexually harassed a student.

Notice of Agreement to Engage in Informal Resolution

Prior to engaging in an Informal Resolution Process, the campus will obtain the complainant's and respondent's voluntary, written consent. For employee respondents, their appointing/disciplinary authority must also provide their voluntary, written consent.

Parties who choose to participate in the voluntary Informal Resolution Process will be sent a Notice of Agreement to Engage in Informal Resolution. The Notice will include the following:

- The allegations,
- The requirements of the Informal Resolution Process including the circumstances under which it precludes the parties from resuming a Formal Grievance Process arising from the same allegations, provided however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the Informal Resolution Process and resume the Formal Grievance Process,
- Any consequences resulting from participating in the Informal Resolution Process, including the records that will be maintained or could be shared,
- The parties' right to consult with an advisor,
- That any resolution must be in writing and signed by both parties and the Assistant Vice Chancellor of the OE or designee; and
- That once the Informal Resolution process is finalized, neither party is permitted to file another complaint arising from the same allegations.

Timeframe

The Informal Resolution Process may take place at any time before a determination of responsibility is made, but typically within 90 days after both parties provide voluntary, written consent to participate in the Informal Resolution Process, unless the parties and the Assistant Vice Chancellor of the OE or designee agree to an extension.

Informal Resolution Options

The Informal Resolution Process may include:

- Mediation,
- Restorative Justice (when available),
- Separating the parties,
- Safety and supportive measures,
- Referring the parties to counseling,
- Disciplinary sanctions,
- Conducting targeted preventive educational and training programs; or
- Conducting a follow-up review to ensure that the resolution has been implemented effectively.

Effect of Informal Resolution

Any agreed-upon remedies and disciplinary sanctions agreed to in an Informal Resolution have the same effect as Remedies given and sanctions imposed following an investigation or hearing.

Final Written Agreement

The terms of any Informal Resolution must be in writing and signed by the parties, any appropriate appointing/disciplinary authorities, and the Assistant Vice Chancellor of the OE or designee. Use of electronic signatures is permitted. A signed agreement to an Informal Resolution is enforceable, final, and is not appealable by either Party.

Formal Grievance Process

An individual (referred to as the complainant) or Title IX Coordinator or designee must file a Formal Complaint document alleging a violation of misconduct under the Policy against an individual (referred to as the respondent) for the university to initiate a formal grievance. The Formal Complaint must contain the complainant's or Title IX Coordinator's physical or digital signature. The Formal Complaint form is available from the Office of Equity. A complainant who reports allegations of misconduct with or without filing a Formal Complaint may receive supportive measures.

Who May File a Formal Complaint?

To initiate the grievance process under the policy, either the complainant or the Title IX Coordinator or designee must file and sign a formal complaint.

1. Title IX Sexual Misconduct: To file a formal complaint, a complainant must be participating in or attempting to participate in the university's education program or activity. "Attempting to participate" can include a complainant who (1) is applying for admission or employment; (2) has graduated from one program but intends to apply to another program and/or intends to remain involved with the university's alumni programs or activities; or (3) has left school because of Sexual Misconduct but expresses a desire to re-enroll. A complainant who is on a "leave of absence" may also be participating or attempting to participate in a university education program or activity.
2. Sexual Misconduct: To file a formal complaint, a complainant may or may not be a member of the university community who alleges to be a victim of conduct that would violate the policy. Complainants are encouraged to meet with an investigator(s) prior to filing a formal complaint but are not required to do so.

Evaluation of a Formal Complaint

Once a formal complaint has been filed, the Title IX Coordinator or designee will evaluate whether the conduct alleged in the formal complaint, if proved, would constitute a violation of the policy. If additional information is needed to evaluate jurisdiction, the Title IX Coordinator or designee will make reasonable efforts to obtain that information.

The Title IX Coordinator or designee will notify the complainant if additional time is needed to consider the complaint, such as when gathering additional information is necessary to determine whether dismissal is appropriate.

The Office of Equity may, but is not required to, dismiss a formal complaint at any time during the investigation if the complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein, if the respondent is no longer enrolled or employed at the university, or if specific circumstances prevent the university from gathering evidence sufficient to reach a determination as to the formal complaint or the allegations therein (discretionary dismissal).

1. Title IX Sexual Misconduct: The Title IX Coordinator or designee must dismiss a formal complaint, subject to appeal, if the alleged conduct would not constitute Title IX Sexual Misconduct or the university lacks jurisdiction under the requirements of Title IX. If the Title IX Coordinator or designee dismisses a formal complaint pursuant to these Procedures, the Title IX Coordinator or designee will consider whether the conduct alleged in the formal complaint violates other provisions of the Policy and any other university or campus policies, procedures, or conduct codes.

2. Sexual Misconduct: The Title IX Coordinator or designee must dismiss a formal complaint, subject to appeal, if the alleged conduct would not constitute Sexual Misconduct or the university lacks jurisdiction to pursue the matter. If the Title IX Coordinator or designee dismisses a formal complaint pursuant to these Procedures, the Title IX Coordinator or designee will consider whether the conduct alleged in the formal complaint constitutes a violation of any other university or campus policies, procedures, or conduct codes.

If the alleged conduct would not violate the Policy, the Title IX Coordinator or designee will dismiss the formal complaint with regard to that conduct (mandatory dismissal).

The Title IX Coordinator or designee will notify both the complainant and the respondent of the complaint either by issuing a Notice of Allegations and Investigation, or a Notice of Complaint and Dismissal, which will include a summary of the allegations reported and an explanation as to the reason for the dismissal from the Formal Grievance Process.

Appeal of Dismissal of Formal Complaint

If a formal complaint is dismissed, either party may appeal. To file an appeal of the dismissal, the complainant or respondent must submit the written appeal to the Title IX Coordinator or designee within five business days of the Notice of Complaint and Dismissal. The appeal must include an explanation as to why the alleged misconduct, if true, would violate the Policy and why the formal complaint should not be dismissed.

An administrator within the Office of Equity, separate from the Title IX Coordinator or decision-maker for the initial dismissal, will consider the appeal and issue a determination in writing to both parties either upholding the appeal or overturning the dismissal within five business days.

Notice of Allegations and Investigation

If a formal investigation is commenced, the respondent and complainant shall receive a Notice of Allegations and Investigation. The written notice may be sent to the respondent and complainant by email or via U.S. mail to the permanent address appearing in the university's information system or the address appearing in a police report, or may be physically delivered. Notice will be considered furnished on the date of physical delivery or on the date emailed. For employee respondents, the employee's supervisory up-line may receive a copy of the written Notice of Allegations and Investigation. This may include the Chancellor and the employee's appointing/disciplinary authority, as well as Human Resources.

The Office of Equity requests that the respondent contact the investigator(s) within five business days of the issuance of the notice to schedule a meeting.

If, in the course of an investigation, a complainant alleges additional violations or the Title IX Coordinator or designee decides to investigate additional allegations about the complainant or respondent that are not included in the initial Notice of Allegations, the Office of Equity will issue an Amended Notice of Allegations to both parties.

The Notice of Allegations and Investigation (and any Amended Notices of Allegations and Investigation) will include:

1. The identity of the parties involved in the incident,
2. The specific section(s) of the Policy allegedly violated,
3. The conduct allegedly constituting Prohibited Conduct,

4. The date and location of the alleged incident, to the extent known and available,
5. Information about the university's grievance process,
6. A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process,
7. Information about the provisions that prohibit knowingly making false statements or knowingly submitting false information during the grievance process,
8. Information that the parties have equal opportunity to inspect and review evidence; and
9. Information that the complainant and respondent may have an advisor of their choice, including an attorney. The advisor may not engage in any conduct that would constitute harassment or retaliation against any person who has participated in an investigation and may be denied further participation for harassing or retaliatory conduct.

The Notice of Allegations and Investigation may also include information concerning any interim protective measures, which may include no-contact orders or location or campus exclusions, as well as other supportive measures.

General Investigation Process

The Office of Equity's grievance process and Procedures provide for equitable resolution of any formal complaint of Prohibited Conduct within an average of 90 days, except that such time frame may be extended for good cause with prior written notice to the complainant and respondent of the delay and reason for the delay. The Office of Equity will also provide the complainant and respondent with regular written updates on the status of the investigation throughout the process until conclusion.

A formal grievance process includes four major stages:

1. filing and evaluation of the formal complaint,
2. investigation, investigative report,
3. hearing and determination regarding responsibility (including sanctions, if applicable), and
4. appeal, if applicable and described below.

Investigators

The investigative process will be conducted by trained officials who do not have a conflict of interest or bias for or against complainants or respondents. An official shall recuse themselves from any role in the grievance process in those instances where the official believes that their impartiality might be reasonably questioned by an independent, neutral observer due to the official's personal bias or prejudice against the complainant or respondent, or against complainants or respondents generally, or where the official has a personal or professional relationship with one of the parties that would adversely affect the official's ability to serve as an impartial finder of fact.

Investigations will be conducted by staff who are appropriately trained and have qualifications and experience that will facilitate a prompt, fair, equitable and impartial resolution. The Title IX Coordinator or designee shall ensure that OE Investigators and other members involved in the Formal Grievance Process will receive annual training on issues related to sexual assault, intimate partner violence, stalking, sexual harassment, and retaliation. The Title IX Coordinator or designee shall determine if one or more Investigators shall be assigned to each case depending on the specific circumstances and as warranted.

Outside Investigators

The Title IX Coordinator or designee may also designate other individuals (either from within the University, including an administrator, or from outside the University) to conduct or assist with an investigation. Circumstances which may warrant such outside resolutions include, but are not limited to, conflict of interest, allegations of bias, or workload. The Title IX Coordinator or designee retains the discretion to determine whether the use of outside investigator(s) is warranted and reasonable given the circumstances and information known at the time.

Outside investigator(s) shall have adequate training, qualifications, and experience that will, in the judgment of the Title IX Coordinator or designee, facilitate a prompt, fair, and impartial resolution. Any outside investigator(s) designated to address an allegation must adhere to the requirements of these Procedures and confer with the Title IX Coordinator or designee on a regular basis about the progress of the investigation.

Formal Investigative Process

The formal Investigative process is the procedure the Office of Equity uses to investigate allegations of Prohibited Conduct and to determine whether an individual more likely than not engaged in conduct that violates the Policy. Individuals found responsible for violating the Policy are subject to sanction, up to and including expulsion or termination of employment.

Information Gathering During Investigation

After the Notice of Allegations and Investigation has been issued to the parties, the Office of Equity's investigator(s) will seek to obtain all available evidence directly related to the allegations at issue.

During the course of the investigation, investigator(s) interview the complainant(s), respondent(s), and witness(es) separately.

The parties and witnesses may have an advisor of their choosing, including an attorney, advocate, or other person, to provide support and advice throughout the formal grievance process, including but not limited to, being present for any meetings with the Office of Equity personnel. The advisor is not authorized to participate instead of the complainant or respondent. The advisor may not engage in any conduct that is disruptive to the meeting or interview, or that would constitute harassment or retaliation against any person who has participated in an investigation. Advisors may be denied further participation for harassing or retaliatory conduct.

The complainant, respondent, and witnesses are expected to respond to the investigator(s) request to schedule an interview or to provide other evidentiary materials within a timely manner, generally within five business days of the investigator's request. If a party or witness fails to respond within a reasonable time, the investigator may continue the investigation without the benefit of information the party or witness might have provided.

The Office of Equity will provide, to a complainant, respondent, or witness whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all investigative interviews, or other meetings, with sufficient time for the party to prepare to participate.

Parties may suggest questions to be posed by the investigator(s) during interviews with other parties and/or witnesses during the course of the investigation. The investigator(s) may decline to ask a question when the question is not reasonably calculated to lead to the discovery of probative evidence, when the probative value is

outweighed by the danger of unfair prejudice, or in consideration of undue delay or needless presentation of cumulative evidence. Questions about a complainant's prior sexual history are normally not probative and will be asked only when directly relevant to the incident where the alleged Prohibited Conduct occurred.

The university, and not the parties, holds both the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility for Prohibited Conduct.

Both parties may present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence. Neither party is restricted from discussing the allegation under investigation or from gathering or presenting relevant evidence. The Office of Equity will also contact individuals who may have potentially relevant information related to allegations under investigation even if these individuals are not proposed by the parties.

The Office of Equity will not use any party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the university obtains that party's voluntary, written consent to do so for a grievance process.

The investigator(s) will prepare a written summary of each interview taken to include complainant(s), respondent(s), and witness(es). The investigator will send the summarized interview to the individual party or witness for a review of accuracy. Unless the complainant(s), respondent(s), and witness(es) requests additional time, the summarized interview will be deemed accurate if the party or witness does not provide feedback on the statement within two business days of the investigator emailing it to the party or witness.

Information may be developed during the course of the investigation that indicates additional Policy violations to those initially identified in the Notice of Allegations and Investigation. In such circumstances, the investigator shall review such additional potential violations with the Title IX Coordinator or designee, who shall assess whether reasonable cause exists to believe the respondent engaged in the newly discovered Prohibited Conduct. If so, the Title IX Coordinator or designee shall send a written Amended Notice of Investigation which includes relevant additional information.

Preliminary and Final Investigation Reports may be submitted to the Office of University Counsel to review for legal sufficiency.

Preliminary Investigative Report

When the investigator determines that the investigation is reasonably complete, the investigator will prepare a preliminary investigation report that includes the directly related evidence. The investigator will also prepare the full investigative file that includes the evidence. The evidence subject to inspection and review in an electronic or a hard copy, along with the preliminary investigation report will be available for review by the complainant(s), the respondent(s), and each party's advisor. The preliminary investigation report will include:

- A description of the allegations
- Procedural history and jurisdiction
- Factual agreements and disputes
- Summaries of the interviews conducted
- Summaries of other relevant evidence and information
- A list of all relevant Exhibits

- Witness identities via witness name key

The full investigative report will include:

- Interview notes and summaries
- Documentary evidence
- Email communication relevant to the investigation

The complainant(s) and respondent(s) will have the opportunity to respond to the information in the preliminary investigation report with further information, but only as it pertains to factual disputes or clarifying information they provided. Parties are unable to change the information provided by other parties or witnesses; rather, they may respond to the information. If either the complainant(s) or respondent(s) are reminded of further evidence they have, they may provide this to the investigator(s). Additionally, the parties may:

- Provide any additional information that they believe is relevant to the investigation or to seek clarification from the investigator on aspects of the draft investigation report,
- Identify any new witnesses who should be interviewed (including a description of what topics/issues the witness should be asked to address and why this is necessary for the investigation),
- Identify any additional evidentiary materials that should be collected and reviewed to the extent that such items are reasonably available (e.g., text messages, social media postings, etc.), understanding that the investigator lacks the power to subpoena evidence; and,
- Identify any information that they believe was inappropriately included or excluded in the draft report.

While the university will not restrict the ability of the parties to discuss the allegations or gather evidence, the university will seek to ensure that the parties and their respective advisors, advocates, or support persons as applicable maintain the privacy of disclosed information, particularly in electronic and/or hard copy format. Parties receiving such private information should only distribute it to those individuals with a legitimate need to know. The university will continue to enforce prohibitions against harassment and retaliation.

The parties will have at least ten (10) business days to submit a written response to the preliminary investigation report to the investigator(s). The investigator(s) will consider the parties' responses, if any, prior to completing the final investigative report.

Where the investigator(s) receives information that warrants further investigation or review, the investigator(s) may extend the investigation in order to collect additional information. If an investigation is extended for this purpose, the parties will be notified in writing. Following such an extended investigation, the investigator(s) will issue an amended preliminary investigation report to include newly gathered information being considered.

The decision to extend the investigation shall be at the discretion of the investigator(s) and made in consultation with the Title IX Coordinator or designee.

Extension Request – Response to Preliminary Investigation Report

Should a complainant or respondent, intending to provide a response to the preliminary investigation report, believe they do not have adequate time to prepare their written response, a written request for extension of time may be submitted to the investigator(s). The request must be submitted within the 10-business day deadline for responding to the preliminary investigation report and should include the rationale for requesting the extension along with the proposed date by which all response documents will be submitted. Requests for extension of time will be considered on their merits and will not automatically be granted. When an extension is granted, other parties will be notified and provided the same extension, if granted.

Requests to Inspect the Investigative File

Requests to inspect directly related information gathered by the investigator(s) can be made at any time during the investigative process. The opportunity to inspect the investigative file will be provided equally to both parties. Requests must be made in advance and in writing (via email) to the investigator(s). The investigator(s) will arrange for the viewing of information contained in the file within a reasonable amount of time following receipt of such a request. Access to information contained in the investigative file shall be made available in person or via electronic means.

Final Investigation Report

After the preliminary investigation report has been reviewed by the parties and following the completion of any additional investigation if applicable, the investigator(s) will incorporate any responses to the preliminary investigation report to create the final investigation report. This report will fairly summarize relevant evidence without reaching any findings of fact or conclusions.

The final investigation report will be provided to each party and their advisor and shared with the Title IX Coordinator and Hearing Officer at least ten (10) business days prior to the hearing for the parties' review and written response.

The parties will have at least ten (10) business days to submit a written response to the final investigation report to the investigator(s). The written response will be provided to the Hearing Officer for the purpose of the live hearing and there is no opportunity to provide additional written responses.

Hearing and Determination Regarding Responsibility

A trained Hearing Officer will preside over a live hearing. Nothing precludes the Office of Equity from utilizing a single decision-maker (Hearing Officer) or a panel of decision-makers (including the Hearing Officer) for the hearing and determining responsibility.

Each party may bring one advisor of their choosing to the live hearing to conduct cross examination, with prior notice to the Office of Equity that the advisor will attend and the advisor's name. The Office of Equity will inform both parties of the identity of the other party's advisor. If a party does not have an advisor present at the live hearing, the Office of Equity will provide that party an advisor, without fee or cost.

Upon notice that a party needs an advisor, the Office of Equity will endeavor to assign an advisor at least ten business days prior to the scheduled pre-hearing conference so the advisor may prepare. The advisor provided by the Office of Equity to conduct cross-examination on behalf of that party may be, but is not required to be, an attorney.

Live hearings will be conducted virtually, with parties (and their respective advisors) located in separate locations. Technology will enable the Hearing Officer or panel of decision-makers and parties to simultaneously see and hear the party or witnesses answering questions. Hearings are closed to the public.

The Hearing Officer must create an audio or audiovisual recording, or transcript, of any live hearing and the university must make it available to the parties for inspection and review.

Pre-Hearing Conference

To effectuate an orderly, fair, and respectful hearing, the Hearing Officer will convene a prehearing conference with each party and party's advisor to plan for the hearing. Attendance is required, at minimum, by each party's advisor. The parties will be provided the name(s) of the Hearing Officer and panelists, if applicable, prior to the pre-hearing conference.

Prior to the pre-hearing conference, the parties will provide the Hearing Officer with a list of witnesses they may call and evidence they may use during the hearing.

At the pre-hearing conference, the Hearing Officer and the advisors will discuss, at minimum, the following topics:

- Identification of each party's advisor who will be attending the live hearing,
- The procedures to be followed at the hearing;
- Identification of witnesses who will appear at the hearing; and
- Identification of exhibits that will be presented for the cross-examination process.

Hearing Decorum

The Hearing Officer is responsible for maintaining an orderly, fair, and respectful hearing. The Hearing Officer will direct the order of the proceeding and may engage in direct questioning of parties and witnesses during the hearing.

The Hearing Officer has broad discretion and authority to respond to disruptive or harassing behaviors, including adjourning the hearing or excluding the offending individual. The following rules apply:

- Advisors must be respectful of all participants and the hearing process. Abusive, intimidating, and harassing conduct will not be tolerated.
- Advisors may only make objections to questions on the grounds of relevance or to assert a privilege. Advisors must signal for the Hearing Officer's attention, calmly state their objection, and wait for a determination.
- Repetitive or redundant questioning may be deemed both lacking in relevancy and harassing.
- Should an advisor need to confer with their party, they may request that the Hearing Officer grant them a recess. A mid-hearing conferral may not exceed 10 minutes. Every effort should be made to conduct conferrals privately and to not be overly disruptive.
- Parties and advisors may not create audio or audiovisual recordings of the hearing.
- Advisors and parties must acknowledge the rules of decorum in advance of a hearing, including an acknowledgement that failure to abide by the rules may result in adjournment of the hearing and a postponement until the party whose advisor failed to abide by the rules may secure a new advisor.

Cross-Examination Procedure

At the live hearing, the Hearing Officer must permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Each party's advisor must ask questions directly, orally, and in real time. A party's advisor may only ask a party or witness relevant questions.

A relevant question seeks information that has any tendency to make the existence of any fact that is of consequence to the determination of the action more probable or less probable than it would be without the information sought in the question.

Before a complainant, respondent, or witness answers a cross-examination or other question, the Hearing Officer must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.

Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

Submission to Cross-Examination

Any individual (complainant, respondent, or witnesses) may choose to not participate in the live cross-examination hearing. If a complainant or respondent declines to submit to cross-examination, the party's advisor may still ask questions on their behalf. The Hearing Officer cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions. The Hearing Officer may consider any relevant prior statement of a party or witness, whether or not they submit to cross-examination at the live hearing. The Hearing Officer may decide how much weight to give the prior statements, considering all the evidence in the case and the issues to be decided.

Determination Regarding Responsibility

Consistent with the standard of proof in other conduct proceedings, the Hearing Officer and panelists, if applicable, must apply the preponderance of the evidence standard when making findings and conclusions as to whether the Sexual Misconduct Policy violations has occurred. A preponderance of the evidence exists when the totality of the evidence demonstrates that an allegation of Prohibited Conduct is more probably true than not. If the evidence weighs so evenly that the Hearing Officer and panelists, if applicable, is unable to say that there is preponderance on either side, the Hearing Officer and panelists, if applicable, must determine that there is insufficient evidence to conclude there has been a violation of the Sexual Misconduct Policy.

In applying the preponderance of the evidence standard, the Hearing Officer and panelists, if applicable, may consider both direct and circumstantial evidence. The Hearing Officer and panelists, if applicable, may determine the credibility of parties and witnesses and the weight to be given their statements, taking into consideration their means of knowledge, strength of memory and opportunities for observation, the reasonableness or unreasonableness of their statements, the consistency or lack of consistency of their statements, their motives, whether their statements are contradicted or supported by other evidence, any evidence of bias, prejudice or conflict of interest, and the person's manner and demeanor when providing statements.

It is the responsibility of the Hearing Officer, not the parties or the investigators, to make a determination based on the totality of the available information to determine whether or not the preponderance of the evidence has been met. Neither party bears a burden of proof. The ultimate determination of factual findings and responsibility rests with the Hearing Officer after full consideration of all available evidence.

The Hearing Officer must issue a written determination regarding responsibility that will be sent to the Office of Equity. The written determination regarding responsibility may be submitted to the Office of University Counsel to review for legal sufficiency prior to being issued to the parties.

The written determination must include:

- Identification of the allegations potentially constituting Prohibited Conduct.
- A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held.
- Findings of fact supporting the determination.
- Conclusions regarding the application of the Sexual Misconduct Policy to the facts.
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the university imposes on the respondent, and whether remedies designed to restore or preserve equal access to the education program or activity will be provided by the university to the complainant; and
- The university's Procedures and permissible bases for the complainant and respondent to appeal.

In cases resulting in no Sexual Misconduct Policy violation, the Office of Equity will provide the written determination to the parties simultaneously after it is prepared by the Hearing Officer. Both parties have the opportunity to appeal the written determination regarding responsibility.

In cases resulting in a Sexual Misconduct Policy violation, prior to the issuance of the written determination to the parties, the Hearing Officer will refer the matter to the appropriate sanctioning authorities (for either a student or employee respondent) for a disciplinary sanction to be determined. After the sanction has been incorporated into the written determination regarding responsibility, the Office of Equity will provide the written determination and sanction to the parties simultaneously. Both parties have the opportunity to appeal the written determination, including the sanction, if applicable.

If the respondent is a student employee and the alleged misconduct occurs outside the employment capacity, the Office of Equity may determine that the respondent's supervisory up line has a legitimate need to know information related to the grievance process.

The determination regarding responsibility becomes final either on the date that the university provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

The Office of Equity will also provide any applicable notices to the complainant following the conclusion of any subsequent corrective or disciplinary action pursuant to the State Personnel Board Rules for respondents who are classified employees and the Professional Rights and Duties procedure and Privilege and Tenure process for respondents who are faculty.

In the event that no Sexual Misconduct Policy violation is found, there is no preclusion of discipline for other student or employee misconduct under applicable university policies, procedures, or codes of conduct.

Opportunity for Optional Impact Statement

Following the hearing, but prior to the issuance of the determination regarding responsibility, both parties will be separately invited by the Title IX Coordinator or designee to submit an optional impact statement for the sanctioning decision maker(s) to consider regarding the incident(s) under investigation. This opportunity will be

made available to both parties regardless of whether either party participated in the live cross-examination process. The Title IX Coordinator will review any submitted information and include it in the case file but will not share this information with the Hearing Officer as it does not have any bearing on the factual findings. Optional impact statements will only be shared with the sanctioning decision maker(s) if the Hearing Officer determines that a policy violation has occurred so that the sanctioning decision maker(s) may consider it in making the sanctioning determination.

The optional impact statement should contain information about the factors considered in sanctioning. The optional impact statement may include reasons why the sanction should be increased (aggravating circumstances) or decreased (mitigating circumstances).

Sanctioning Process for Student Respondents

In cases where the Formal Grievance Process results in a determination that a student respondent is responsible for a Sexual Misconduct Policy violation, the matter will be referred, with the written determination (prior to the inclusion of the sanction), to the Sanctioning Board prior to the issuance of a final written determination.

Student Sanctioning Board

The Sanctioning Board is composed of three (3) members who are collectively authorized to impose sanctions for student respondents and to remedy the effects of discrimination and/or harassment. The Board shall decide sanctions and/or remedies by unanimous decision and simultaneously notify the complainant and the respondent of any sanctions and/or remedies. A representative from the OE is a member and the Chair of the Sanctioning Board for student respondents and will appoint two additional University employees who are not affiliated with the OE and do not have a conflict of interest to serve on the Sanctioning Board. For cases involving CU Anschutz student respondents, one member will be appointed by the Dean or designee from the CU Anschutz school or college that the respondent attends and the other member will be a CU Anschutz employee. University employees who serve on the Sanctioning Board will have received appropriate training regarding the Applicable Policies and factors pertinent to the sanctioning decision.

Factors Considered in Sanctioning

The Sanctioning Board members conduct an individualized review, including a review of the Hearing Officer's written Determination Regarding Responsibility, similarly situated cases, assessment of the factors below, and may review the entire file and consult as necessary with Office of Equity staff, Student Conduct and Community Standards, or any other University staff as needed in making a sanctioning determination.

Factors pertinent to a sanctioning decision may include, as applicable:

- Severity and/or pervasiveness of conduct and whether it escalated during the incident.
- The impact of separating a student from their education.
- Whether the complainant was incapacitated at the time of the conduct.
- Relationship between the parties, including degree of control of one party over another.
- Whether there was force/violence, weapons, or threats of force/violence.
- Any prior history of related criminal, conduct, or policy violations; including but not limited to the University Code of Conduct and any active disciplinary sanctions in place at time of the conduct.
- Impact of incident on complainants.
- Acceptance of responsibility by respondent.
- On-going safety risk to complainant or community.

Possible Sanctions

Sanctions may include one or more of the following:

- **Warning/Written Reprimand:** A warning/written reprimand is a written statement from the Board or designee that the behavior was inappropriate and that more serious action will be taken should subsequent infractions occur.
- **Educational Sanctions:** The student may be required to attend a class, evaluation, or program (e.g., alcohol or anger management classes or training on sexual misconduct or protected-class discrimination and harassment). This is not an exhaustive list but should serve as a reference for the types of educational sanctions that may be imposed.
- **Meeting with the Assistant Vice Chancellor of the Office of Equity or designee:** The student may be required to meet with a university official to review the terms of the sanction and ensure compliance prior to eligibility to apply for readmission, as applicable.
- **Residence Hall Reassignment:** A student who resides in a residence hall is assigned to a different residence hall room or floor.
- **Residence Hall Termination:** A student's residence hall agreement is terminated through the Office of Equity process, and the student is prohibited from residing in any university residence on either a permanent or temporary basis. Specific exclusion from the residence halls may also be imposed.
- **Probation:** A student is placed on probation. Probation lasts for a specific period of time and is implemented by semesters. Any violation of university policies or the conditions of probation committed during the probationary period will result in further disciplinary action.
- **Restriction or Denial of University Services:** The student is restricted from using or is denied specified university services, including participation in university activities.
- **Suspension:** The student is required to leave the university for a specific period of time. A suspension notation appears on the student's transcript until the period of suspension has expired and all other sanctions are complete. The student is required to apply for readmission to the university after their suspension period. Suspension from the University includes an exclusion from university property during the period of suspension. A suspension decision results in the student being suspended from all campuses of the University of Colorado system.
- **Exclusion:** The student is denied access to all or a portion of university property. When a student is excluded from university property, that student may be permitted on university property for limited periods and specific activities with the permission of the Assistant Vice Chancellor of the Office of Equity or designee. Should the student enter university property without permission, the police may charge the student with Trespass and the student may be charged with additional policy violations. For Student Sanctioning Boards making recommendations for CU Anschutz respondents, recommendations for exclusions will be made to the Chief of Police, who makes the final determination regarding exclusions.
- **Expulsion:** The student is required to permanently leave the University. A notation of expulsion remains permanently on the student's transcript. Expulsion from the University typically include an automatic exclusion from University of Colorado property. However, for Student Sanctioning Boards making recommendations for CU Anschutz respondents, an exclusion recommendation shall be made to the Chief of Police, who makes the final determination regarding exclusions. An expulsion decision at CU Denver results in the student being expelled from all campuses in the University of Colorado.
- **Disciplinary Hold:** A disciplinary hold shall be placed on a student's record if they are suspended as the outcome of the OE proceedings. A disciplinary hold is honored by all University of Colorado campuses and prohibits a student from being admitted to any of the campuses and from registering for classes until the suspension period is over and the student has reapplied and has been re-admitted. A disciplinary hold may also be placed if a

student fails to complete assigned sanctions, which has the same impact on a student's records and registration as described above. The disciplinary hold will not be removed until all sanctions are completed.

- Additional Sanctions: The Board has the discretion to impose any additional sanctions that may be warranted and appropriate given the circumstances of the case.

Sanctioning Process for Employee Respondents

In cases where the Formal Grievance Process results in a determination that an employee respondent is responsible for a Sexual Misconduct Policy violation or acted inappropriately or unprofessionally, the matter will be referred, with the written determination (prior to the inclusion of the sanction), to the appointing/disciplinary authority. If the respondent is a student employee and the alleged misconduct occurs outside the employment capacity, the Office of Equity may determine that the respondent's supervisory up line has a legitimate need to know information related to the case resolution.

Any applicable sanctioning meeting pursuant to these Resolution Procedures does not replace any additional meetings that may be required under other applicable personnel processes (e.g., State Personnel Board Rules for classified employees; Professional Rights and Duties procedure and Privilege and Tenure process for faculty).

Office of Equity's Formal Recommendation to Disciplinary Authority

The Assistant Vice Chancellor of the Office of Equity or designee will provide a formal recommendation to the appointing/disciplinary authority as to applicable sanctions. A formal recommendation will be consistent with the factors set forth below.

Factors Considered in Sanctioning

Factors pertinent to a sanctioning decision may include, as applicable:

- Severity and/or pervasiveness of conduct and whether it escalated during the incident.
- Whether the complainant was incapacitated at the time of the conduct.
- Relationship between the parties, including degree of control of one party over another.
- Whether there was force/violence, weapons, or threats of force/violence.
- Any prior history of related criminal, conduct, or policy violations; including but not limited to the University Code of Conduct and any active disciplinary sanctions in place at time of the conduct.
- Impact of incident on complainants.
- Acceptance of responsibility by respondent; and
- On-going safety risk to complainant or community

Sanction Required

In order to remediate the effects of Prohibited Conduct, the appointing/disciplinary authority will impose sanctions. Sanctions for classified staff in the written determination may include either a corrective action or a notice of disciplinary action, issued pursuant to the State Personnel Rules.

The appointing/disciplinary authority will determine the type of sanctions in consultation with the Chief Human Resources Officer or designee, the Assistant Vice Chancellor of Office of Equity or designee, and any other administrative staff with a need to know.

The appointing/disciplinary authority may have access to the formal grievance process records and may consult with the adjudicative staff in order to determine action.

The Title IX Coordinator or designee will notify the hearing facilitators of the determined sanctions so that the facilitators can include the sanction within the written determination.

Potential sanctions include:

- Letter of Expectation/Reprimand: A warning/written letter of expectation or reprimand is a statement from the disciplinary authority that the behavior was inappropriate and that more serious disciplinary action will be taken should subsequent infractions occur.
- Mandatory Training: The employee may be required to attend a training, class, or program as relevant to the misconduct.
- Demotion: The employee is demoted from their current position.
- Job Duty Modifications: The disciplinary authority may modify the employment responsibilities of the employee.
- Reduction in Salary/Ineligibility for Merit Increases: The employee's salary is reduced either permanently or temporarily, or the employee is not eligible for merit increases either permanently or temporarily.
- Ineligibility for Rehire: The employee is no longer eligible for employment at the university.
- Exclusion: The employee is denied access to all or a portion of university property. When an employee is excluded from university property, that employee may be permitted on university property for limited periods and specific activities with the permission of the university official or designee who imposed the exclusion. Should the employee enter university property without permission, police may charge the employee with Trespass and the employee may be charged with additional policy violations.
- Termination of Employment Contract or Termination of Employment: Pursuant to applicable laws and policies specific to the employee's status, the disciplinary authority recommends or terminates employment.
- Additional Sanctions: The disciplinary authority has the discretion to impose any additional sanctions that may be warranted and appropriate given the circumstances of the case.

Appeals

Either the complainant or respondent may file a written appeal of the determination regarding responsibility. All appeals must be made in accordance with the Procedures outlined in this section.

Basis for appeal of a determination regarding responsibility:

- To determine whether there were procedural irregularities that affected the outcome of the matter.
- If new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the outcome of the matter.
- The Title IX Coordinator, investigators, or Hearing Officer, and panelists, if applicable, 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.

In the appeal, both parties must have a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome.

The decision-maker(s) for the appeal (Appeal Board) may not be the same Hearing Officer that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator. All Appeal Board members must be trained.

The Appeal Board will issue a written decision describing the result of the appeal and the rationale for the result. The appeal decision must be provided simultaneously to both parties.

How to File an Appeal and Timeframe

Appeals must be submitted in writing to the Title IX Coordinator or designee within 10 business days after the determination regarding responsibility is issued. The appeal should indicate the specific basis for the appeal (see above), supporting arguments and documentation, and any other relevant information the appealing party wishes to include. The appealing party should be aware that all appeals are documentary reviews, and no interviews are conducted. Generally, appeals are determined solely on the merits of the documents submitted. Appeal documents therefore should be as complete and succinct as possible. All sanctions imposed in the case will not go into effect until either the deadline for filing an appeal passes and no appeal is filed or, if a timely appeal is filed, the appeal is decided, whichever comes first.

The appealing party may not present any new evidence unless the party can demonstrate that it could not, with reasonable diligence, have been discovered or produced during the course of the investigation.

Extension Request

Should an appealing party, intending to provide a response to the preliminary investigation report, believe they do not have adequate time to prepare their written response, a written request for extension of time may be submitted to the Title IX Coordinator or designee. The request must be submitted within the ten (10) business day deadline for responding to the appeal, and should include the rationale for requesting the extension along with the proposed date by which all response documents will be submitted. Requests for extension of time will be considered on their merits and will not automatically be granted. When an extension is granted, other parties will be notified and provided the same extension, if granted.

Appeal Process and Appeal Board

The Title IX Coordinator or designee will notify the other party to the original complaint (complainant or respondent) in writing, and the party will be provided five business days to respond in writing to the appeal. The response should be sent to the Title IX Coordinator or designee. Neither party is required to respond to an appeal. Not responding to an appeal does not imply agreement with the appeal.

After the submission of all documentation related to the appeal, or the passage of the five-day deadline for response has passed, the Title IX Coordinator or designee will appoint university employees (who may include staff from the CU Boulder and Colorado Springs campuses) who are not otherwise affiliated with the Office of Equity at CU Denver to serve on the Appeal Board.

Appeal Decision

Upon review of the appeal, the Appeal Board may:

- Uphold the initial decision in its entirety,

- Direct that there be reconsideration by the Hearing Officer (or a new Hearing Officer) based on the existing evidence; or
- Direct that there be re-investigation (by the same or different investigators) followed by a second live cross-examination hearing process conducted in accordance with the process outlined above.

The Board members shall not make new findings of fact. The Board shall review all documentation submitted, make the final decision upon appeal, and concurrently provide the parties with a written Notice of Appeal Decision within fifteen (15) business days of its receipt of all final documentation. This deadline may be extended upon good cause by the Board and upon notification to the parties.

THE PHOENIX CENTER AT CU ANSCHUTZ

What is the Phoenix Center at CU Anschutz?

The Phoenix Center at Anschutz (PCA) is a CU Anschutz office that serves students, faculty, staff, and residents affiliated with the campus who are experiencing or have experienced interpersonal violence. Interpersonal violence (IPV) includes relationship violence, sexual violence, and stalking as its three main components. The PCA has partnered with community agency, The Blue Bench for confidential advocacy and support services. The PCA continues to provide campus prevention, education, and awareness trainings and events for the CU Anschutz campus community.

Where is the Phoenix Center at Anschutz?

The PCA is conveniently located in Education 2 North, within the Office of Student Affairs. The Director of Student Health Promotion can be reached in Office 3213, and is available Monday to Friday from 8am-5pm to answer questions regarding The Phoenix Center/Blue Bench Partnership. The Blue Bench offers a 24/7 helpline for those in immediate need of support, as well a resource line for less urgent needs to support our campus community. <https://www.cuanschutz.edu/student/support/phoenix-center>

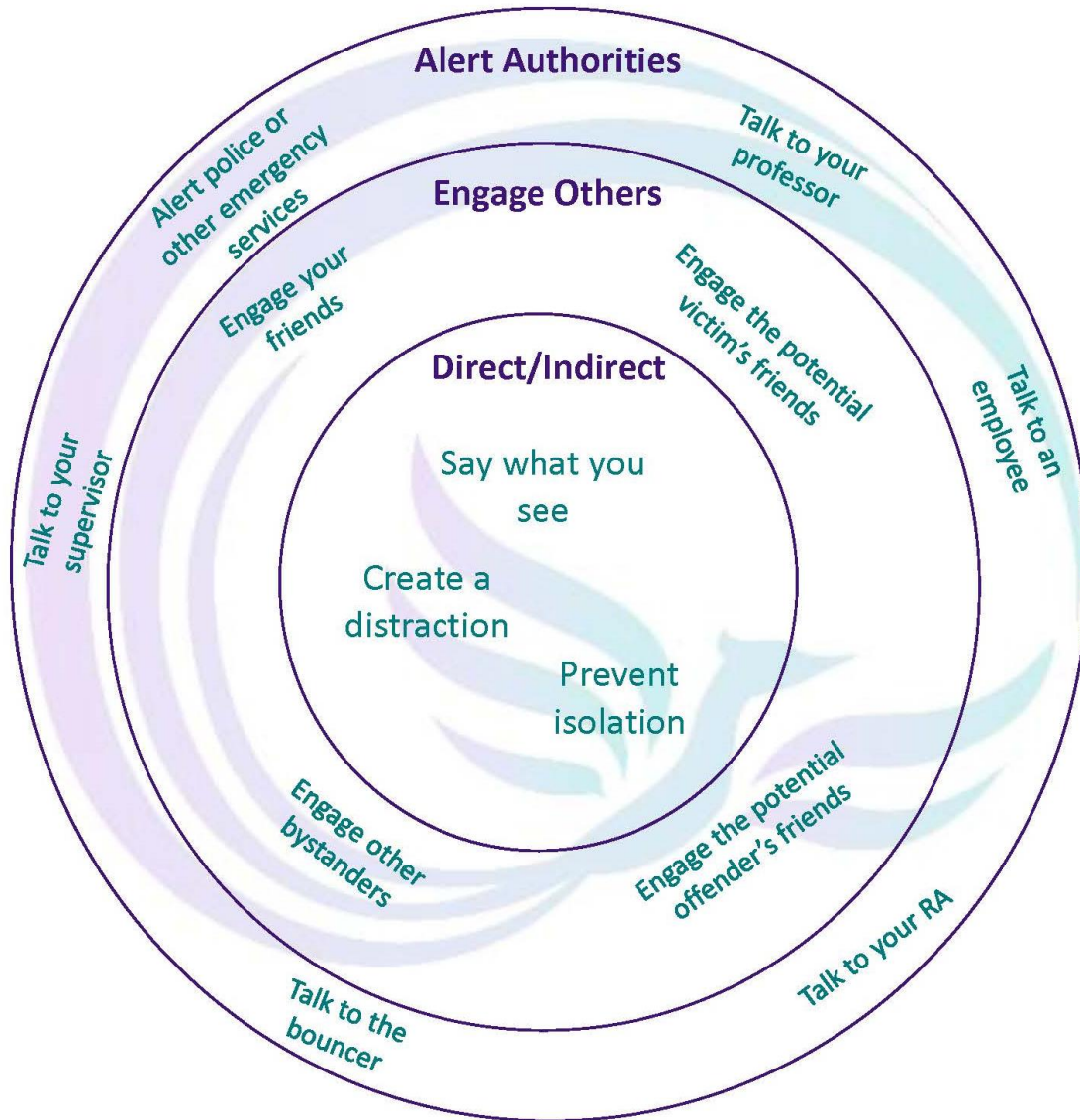
Training, Outreach, and Education

The PCA is committed to preventing instances of relationship or intimate partner violence, sexual violence (including sexual harassment), and stalking through comprehensive education and awareness programming. The available curricula offerings are:

Title	Length	Intended Audience	Description
PCA Overview	15 – 30 minutes	All	The PCA Overview presentations review the services available to students, faculty, staff and residents of CU Denver, CU Anschutz, Metro State University-Denver and Community College of Denver.
Supporting Survivors	1.5-2 hours	All	This skill-building session breaks down myths about survivorship, discusses the origins of victim blaming, and dives into how to respond when receiving a disclosure. This workshop can also be combined with the Office of Equity’s Responsible Employee training.
Interpersonal Violence 101	1-1.5 hours	Students	This session provides a general overview of all aspects of interpersonal violence and includes activities to help participants think about the dynamics of violence and issues such as consent, healthy relationships, and how to help a friend.
Interpersonal Violence 301	2 hours	Graduate students, faculty, staff	Interpersonal Violence (IPV) 301 is a graduate-level curriculum addressing interpersonal violence in our society through collaborative discussions regarding identity and privileges, and the intersections with interpersonal violence, effective bystander intervention, media literacy, and developing professional and empowering responses to survivor disclosures
Healthy Relationships: What’s healthy? What’s hurting?	1-1.5 hours	Students	An interactive discussion in which facilitators and participants work to create a shared definition of healthy relationships (intimate or otherwise) by placing emphasis on the importance of our personal values, boundaries and needs. The group also explores healthy ways love is expressed, harbingers of relationships in trouble, and power and control dynamics. In this way, the course works to empower participants with the knowledge and ability to differentiate among healthy, unhealthy and abusive relationships.
Bystander Intervention	1 – 1.5 hours	All	This workshop discusses bystander intervention and works to develop strategies to intervene in difficult situations. The focus of this workshop is on incidents of stalking, sexual violence (including harassment) and relationship violence; but these principles can be applied to almost any situation requiring active by standing.

Title	Length	Intended Audience	Description
Media Literacy	1 – 1.5 hours	All	This workshop provokes discussion about what interpersonal violence is, and how media and pop-culture messages contribute to the normalization of it in our culture. Through activities, images and video clips, the concepts of sexual objectification and gender construction in the social-media age will be illustrated. The discussion also looks at intersections of race, class and power as they relate to interpersonal violence. This workshop is intended to help participants think critically about media heavy society and how it can affect views on interpersonal violence and what individuals and groups can do to create social change.
Gender Construction	1 – 1.5 hours	All	This workshop is designed to highlight how language and societally constructed gender roles can contribute to sexism and interpersonal violence. Facilitators lead an exploration of how and why a binary gender system contributes to interpersonal violence and how we can help disarm and shift harmful gender stereotypes. This workshop aims to deconstruct the social construction of gender and help attendees think critically about gender privilege, inequality and interpersonal violence.

Circles of Safe Intervention



The Phoenix Center at Anschutz is a 24/7 free and confidential resource for any Anschutz community member who has been impacted by relationship violence, sexual violence, and/or stalking. If you or someone you know is in need of assistance, please stop by our office at **Education 2 North, 3rd floor, Room 3101** or call **(303)724-9120**. For 24/7 crisis support, please call our free and confidential helpline at **(303) 556-CALL (2255)**.

Victim Assistance Program

A victim's healing process is often helped with the intervention of a professional. The City of Aurora Victim Services Unit at 303-739-6087 is available for those who wish to talk with someone about being the victim of a crime.

A victim's advocate is available 24 hours a day, 7 days a week. To contact the on-call advocate, call the Aurora Police Department non-emergency dispatch center at 303-627-3100.

Victim/Survivor Rights, Options and Assistance

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

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

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

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

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

ANNUAL DISCLOSURE OF CAMPUS CRIME STATISTICS

Preparation and Disclosure of Campus Crime Statistics and Security Report

CU Anschutz, in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 U.S.C. 1092(f)), publishes and distributes, to all current students and employees, and to any applicant considered for enrollment or employment, information on how to obtain the Annual Security Report. This report provides information regarding campus crime statistics and campus security policies for CU Anschutz in Aurora. Institutions must disclose *reported* offenses, not the finding of a court, coroner, jury or the decision of a prosecutor.

The Clery Act requires the university to include in this report a statement of policy concerning the monitoring and recording through local police agencies of criminal activity by students at non-campus locations of student organizations officially recognized by the institution, including student organizations with non-campus student-housing facilities. Currently, CU Anschutz does not have any on or off-campus housing facilities.

The university relies on its working relationships with local law enforcement agencies to receive information about incidents involving CU Anschutz students and recognized student organizations on and off campus. The university may become involved in the off-campus conduct of recognized student organizations or individual students when such conduct is determined to affect a substantial university interest.

The Annual Security Report is compiled by the Clery Compliance Manager of the CU Anschutz Police Department in collaboration with local law enforcement agencies around the CU Anschutz main campus and its non-campus locations. Each year, the Clery Compliance Manager contacts relevant law enforcement agencies that oversee non-campus properties owned or controlled by the university to gather crime statistics for the report.

It is the responsibility of the Clery Compliance Manager to ensure that all necessary Clery Act disclosures are appropriately communicated to campus administration and community members, following institutional procedures.

Campus crime, arrest, and referral statistics include those reported to the CU Anschutz Police, by designated campus officials (including but not limited to directors, deans, department heads, designated employees, judicial affairs, and advisors to students/student organizations), and local law enforcement agencies. A procedure is in place to anonymously capture crime statistics disclosed via the CU Ethics Line phone and web-based anonymous reporting systems 800-677-5590 or www.ethicspoint.com.

Each year, an e-mail notification is made to all enrolled students, faculty, and employees, which provides the website address and a direct link to the Annual Security Report. Copies of the Annual Security Report may also be obtained at the University Police Department located at 13309 E. 17th Place, Aurora, CO 80045, or by calling 303-724-2215. All prospective employees may obtain a copy from Human Resources by calling 303-315-2700. The link to the [Annual Security Report](#) is provided at the University of Colorado careers website.

Clery Geography Definitions

On Campus: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) any building or property that is within or

reasonably contiguous to the area identified in paragraph (1) of the definition, that is owned by an institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

CU Anschutz' campus is defined as those properties, private streets, retail operations and facility owned or controlled by the University of Colorado and used by students, faculty, staff, and visitors. On-campus is roughly bounded by Colfax Avenue, Wheeling Street, 21st Avenue Boulevard, and Quentin Street.

Statistical information for on-campus includes University of Colorado Hospital and Children's Hospital Colorado. The hospitals are not owned or controlled by the university, however, they are located on and surrounded by the CU Anschutz campus. Private security companies provide security to the hospitals.

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

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

Reports

CU Anschutz believes a well-informed community is one that is safety conscious. Numerous efforts are made to keep members of the Campus Community informed about campus crime and crime-related problems. Written reports are made of all crimes reported to the University Police Department. Copies of these reports may be obtained through the CU Anschutz Police Department Records Section, Monday through Friday, 8:00 a.m. to 4:00 p.m.

Police reports are maintained by the University Police Department's Records Manager and are used to compile year-end statistics for the Colorado Bureau of Investigations Crime in Colorado report, and the FBI's Uniform Crime Report. In addition, the Police Department prepares annual and daily reports of campus crime related information. Copies of these reports are available by contacting the University Police Department at 303-724-0261.

Definitions of Clery Act Crimes

Criminal Homicide: These offenses are separated into two categories: Murder and Non-Negligent Manslaughter, and Manslaughter by Negligence.

- a. **Murder and Non-negligent Manslaughter** is defined as *the willful (non-negligent) killing of one human being by another. Count one offense per victim.*
- b. **Manslaughter by Negligence** is defined as the killing of another person through gross negligence.

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

- a. **Rape** is the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.
- b. **Fondling** is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- c. **Incest** is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- d. **Statutory Rape** is sexual intercourse with a person who is under the statutory age of consent.

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

Aggravated Assault: Aggravated Assault is an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Burglary: Burglary is the unlawful entry of a structure to commit a felony or a theft.

Motor Vehicle Theft: Motor Vehicle Theft is the theft or attempted theft of a motor vehicle.

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

Weapon Law Violations: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

Drug Abuse Violations: The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics—manufactured narcotics that can cause true addiction (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Liquor Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Hate Crimes

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

programs and activities. The university takes action to increase ethnic, cultural, and gender diversity, to employ qualified disabled individuals, and to provide equal opportunity to all students and employees.

Qualification for the position and institutional need shall be the sole basis for hiring employees, and the criteria for retaining employees shall be related to performance evaluation, assessment of institutional need, fiscal constraints, and/or, in the case of university staff, the rational exercise of administrative prerogative. All students shall have the same fundamental rights to equal respect, due process, and judgment of them based solely on factors demonstrably related to performance and expectations as students. All students share equally the obligations to perform their duties and exercise judgments of others in accordance with the basic standards of fairness, equity, and inquiry that should always guide education.

In accordance with the Americans with Disabilities Act of 1990, no individual shall be discriminated against on the basis of disability in the full and equal enjoyment of the goods, services, facilities, privileges, advantages, or accommodations of the university. Further, no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of the university or be subjected to discrimination by the university. (Regent Law, Article 10)

Statistics for Hate Crimes must also be included in the annual disclosure of crime statistics. A Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim.

Although there are many possible categories of bias, under the Clery Act, only the following eight categories are included in the disclosure: race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, and disability.

For Clery Act crime disclosure purposes, in addition to the previously defined "Clery Act Crimes," Hate Crime identification must also include the crimes of Simple Assault, Larceny-Theft, Intimidation and Destruction/Damage/Vandalism of Property when committed due to a bias motivation.

2021: No hate crimes reported

2022: No hate crimes reported

2023: No hate crimes reported

Unfounded Crimes

A crime is considered unfounded for Clery Act purposes only when sworn or commissioned law enforcement personnel make a formal determination whether the report is false or baseless.

2021: Five unfounded crimes

2022: Seven unfounded crimes

2023: Eight unfounded crimes

CU Anschutz Medical Campus Crime Statistics

Criminal Offenses	On-Campus			Public Property			Non-Campus Locations		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Murder and Non - Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	1	1	0	0	0
Rape	2	0	1	0	0	0	0	0	0
Fondling	3	9	3	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	3	3	1	1	0	1	0	0	0
Aggravated Assault	2	12	4	4	8	2	0	0	0
Burglary	4	4	3	0	0	0	0	1	0
Motor Vehicle Theft	64	169	101	1	7	0	0	0	0
Arson	1	1	2	0	0	0	0	0	0
Domestic Violence	5	10	6	0	2	1	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	4	1	10	0	0	0	0	0	0
Illegal Weapons Possession Arrests	0	2	2	0	3	0	0	0	0
Drug Law Arrests	3	2	7	0	2	0	0	0	0
Liquor Law Arrests	1	0	0	2	0	2	0	0	0
Illegal Weapons Possessions Referrals	0	1	0	0	0	0	0	0	0
Drug Law Referrals	0	0	0	0	0	0	0	0	0
Liquor Law Referrals	0	0	0	0	0	0	0	0	0

FIRE SAFETY AND MISSING STUDENT NOTIFICATIONS

CU Anschutz does not have on-campus student housing, therefore the requirements for a Fire Safety Report and fire safety disclosures are not applicable to CU Anschutz. Missing student notification policies and procedures are also not applicable to CU Anschutz.

SELF-SECURITY AND CRIME PREVENTION

Lighting, Vines, Trees, and Shrubs

Exterior campus lighting is essential to creating a safe campus environment. Parking lots and parking structures are lit after dark. Walkways and most campus building exteriors are lighted during the hours of darkness. Maintenance, custodial, police and parking personnel advise the Facilities Management office of any lighting outages that occur. University Facilities Management replaces lamps as required. You are encouraged to report exterior or interior lighting problems for the CU Anschutz by calling the Facilities Management at 303-724-1777.

Campus groundskeepers trim trees, vines, shrubs, and other vegetation on a regular basis to enhance campus security. Obstructing vegetation is trimmed away from pedestrian walkways, building entrances, windows, and lighting fixtures. You are encouraged to report any specific concerns regarding vegetation on either campus to the Facilities Management at 303-724-1777 from an off-campus phone or x4-1777 from a campus telephone.

Access to Campus Facilities

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

Security Risk Assessments are completed by the Director of Electronic Security or designee to evaluate risks, threats, vulnerabilities, processes, alarm systems, security measures for key and cash control, and physical modifications to enhance the security of particular areas or buildings. University departments wishing to request a facility security survey should contact Electronic Security at 303-724-0014. This service is available for all CU Anschutz buildings.

Security Awareness

Under normal operations, members of the Campus Community have access to campus buildings and facilities during regular business hours (generally 6 a.m. to 6 p.m.), Monday through Friday. University buildings that house clinical operations are open during business hours to facilitate patient access. The CU Anschutz Police Department is responsible for securing designated university buildings and for patrols of the campus. CU Anschutz does not have any on-campus residences.

Students, faculty, and staff are issued a University Access Control card that has the capability of serving as an access card to allow entrance to certain locked buildings and areas on the campus. Security, department heads and school deans determine what, if any, level of access a student, faculty, or staff will be provided with after-hours.

Crime Prevention Programs

The University Police Department offers a number of programs that promote security awareness and crime prevention. Students, faculty, and staff are encouraged to be responsible for their own security and the security of others. Efforts of the University Police Department are oriented toward crime prevention education. In addition

to departmental programs, the University Police Department cooperates with other campus organizations to present security and safety programs.

Weekly

New Employee Orientation - A healthy work and learning environment free from discrimination and harassment is a key value at CU Anschutz. To that end, it is required that employees (faculty and staff) be familiar with discrimination and harassment protections, the types of discrimination and harassment that occur in employment and education environments, understand reporting requirements, and the university employees who address discrimination and harassment. This presentation also includes an overview of the University Police Department, the services it provides, and how and when to call the police. Crime on campus is discussed, and personal safety and security information is presented to new students and employees. Employees are required to complete CU: Discriminations & Sexual Misconduct on-line course within 90 days of hire.

Bi-Monthly

Active Harmer presentation/discussion - This presentation offers information about surviving an active harmer situation on campus. The discussion portion allows for questions and campus specific information.

Semesterly

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

On-Going and Upon Request

Crime Prevention – University Police participate in numerous events on campus throughout the year. Officers present crime prevention and educational material, answer questions and discuss personal safety with participants. Examples include the annual Block Party, and other campus community events.

Programs presented by the University Police Department may be requested by calling 303-724-4444 and talking with the Community Resources Officer or a Police Services Supervisor.

- **Workplace Violence Education and Prevention** - Critical to preventing violence from happening in your workplace is recognizing the warning signs and behaviors that can lead to it. This session provides understanding of the many forms those warning signs can take and the situations that can spawn them. Learn how to assess those indicators and how to appropriately respond to a crisis situation.
- **Alcohol Awareness Seminar** - This program emphasizes the legal ramifications of alcohol abuse.
- **Drug Awareness Seminar** - This program emphasizes the legal ramifications of the possession or use of illegal drugs.
- **Drug Information Seminars** - These talks cover recognition of controlled substances and recommend procedures if someone suspects illegal drug use or sales.
- **Rape Drugs Seminar** - This program covers the most commonly used drugs for drug-facilitated rape, their effects, and how to avoid becoming a victim. This program is presented upon request.

- **Office Watch** - Office complexes, health care areas, and research areas are given a security survey, and the staff is trained to recognize and confront suspicious persons and to notify University Police.
- **Personal Safety, Sexual Assault, Date Rape Awareness, and Prevention On-Campus** - This program addresses ways to be aware of and avoid being a physical or sexual assault victim.
- **Robbery Prevention** - This seminar, given to cashiers, gives tips on how to survive an armed robbery and be a good witness.
- **Security Surveys** - Upon request, a University Police Officer in conjunction with the Electronic Security Division evaluates a facility's physical security and makes recommendations for improvements.
- **Stakeout Program** - When needed, undercover operatives are hired to watch high crime areas and report, by radio, suspicious activity to University Police.
- **Theft and Fraud Seminars** - These presentations are usually given to people working in an area where check and credit card fraud occurs (such as the university bookstore, bursar's office, etc.). The talk usually identifies commonly used scams, how to recognize them and what to do when they happen.
- **New Student/Employee Orientation** - This presentation includes an overview of the University Police Department, the services it provides, and how and when to call the police. Crime on campus is discussed, and personal safety and security information is presented to new students and employees. Topics related to workplace violence are also covered.
- **Escorts** - This personal safety and crime prevention program is intended to improve campus safety for students, faculty, visitors, and staff. Students, faculty, visitors, and staff may request a safety escort to their cars in the campus parking lots or within a 4-block radius of the perimeter of campus (perimeter roads are Colfax Ave., Fitzsimons Parkway, Montview Blvd., and Peoria St.), on the CU Anschutz campus, during the hours of darkness by calling 303-724-4444.

WEAPONS POLICY

The Board of Regents recognizes, in systemwide [Policy 14-I](#), that the unauthorized possession of firearms, explosives, and other dangerous and illegal weapons on or within any University of Colorado campus, leased building, or areas where such possession interferes with the learning and working environment of the University of Colorado is inconsistent with the academic mission of the university.

Article 14.B.3 of the Laws of the Regents authorizes the chancellors of each campus to adopt procedures governing the use of university grounds, buildings, and facilities. Regent Policy 1.C further recognizes that the possession of firearms, explosives, and other weapons on university premises compromises the safety of the university community.

During the 2024 session, the Colorado Legislature passed a law prohibiting the carrying of firearms and deadly weapons on college or university property (excluding parking areas). Following the implementation of this new law, the University of Colorado Denver | Anschutz Medical Campus policy "Campus Weapons Control" was updated to be in alignment with the new law (C.R.S. 18-12-105.5).

Nothing in this policy limits the ability of the University of Colorado to enter into contracts for access to events or facilities that are not generally open to the public that limit the ability of students, employees, guests, or other visitors to the campus to carry a concealed handgun.

SEX OFFENDER REGISTRY

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

Colorado Bureau of Investigation

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

The CBI does not post information concerning (1) sex offenders only convicted of misdemeanor sex offenses, or (2) juveniles adjudicated for sex crimes.

According to the CBI website: You may contact your local Police Department, County Sheriff's office, or the CBI for a COMPLETE list of registered sex offenders that reside in your city, county, or state. Some Police Departments and Sheriff's Offices maintain websites containing information about sex offenders in their jurisdiction, consistent with Colorado Revised Statutes (CRS) 16-22-112. The Information tab on Colorado Bureau of Investigation's website includes links to view specific Colorado Police and Sheriff sex offender websites.

There are no sex offenders registered with the CU Anschutz Police Department as there are no residential facilities located on campus.

POLICIES – ALCOHOL & OTHER DRUGS

CU Anschutz is committed to providing an environment in which learning, and scholarship can flourish, which includes a drug-free educational environment and drug-free workplace.

The possession or use of illegal drugs, or the abuse of those which may otherwise be legally possessed, seriously affects the university environment, as well as the individual potential of our students and employees. The university enforces federal, state, and municipal violations as well as related university policies which prohibit the use and abuse of illegal drugs and alcohol. CU Anschutz prohibits the unlawful manufacture, distribution, dispensation, possession, or use of any controlled substance (illicit drugs of any kind or amount, including marijuana) and the abuse of alcohol by students and employees on university property or as part of any of its activities, as well as providing alcoholic beverages to individuals under 21 or possession or consumption of alcoholic beverages by individuals under 21. This prohibition covers any individual's actions which are part of any university sponsored activities, including those occurring while on university property or in the conduct of university business away from the campus (including officially sanctioned field trips, student-sponsored social activities, club sports travel, recognized student organization activities, professional meetings attended by employees, and institution sponsored activities abroad).

Pursuant to the State of Colorado Constitution and related laws and regulations, possession, and use of marijuana for certain medical conditions, and the possession and use of less than one (1) ounce of marijuana by persons twenty-one years of age or older is legal in limited circumstances. However, the possession, use, and sale of marijuana remains prohibited on university property or as part of any University sponsored activities as defined above.

It is a violation of university policy for any member of the faculty, staff, or student body to jeopardize the operation or interest of CU Anschutz through the use of alcohol or drugs. Individuals found to be in violation are subject to legal sanctions under local, state, or federal law and to disciplinary action consistent with the Student Code of Conduct (at the Downtown Denver Campus), the Student Honor and Conduct/Ethics/Professionalism Codes (CU Anschutz). Sanctions to be imposed on employees and students who are found to be in violation of this policy may include requiring satisfactory participation in a substance abuse treatment, counseling, or education

program as a condition of continued enrollment and/or employment, suspension or termination of employment, and referral for prosecution.

The university strongly encourages students and employees to voluntarily obtain assistance for dependency or abuse problems before such behavior results in an arrest and/or disciplinary referral, which might result in their separation from the University. Help is available both on campus and within the community for students and employees who are dependent on, or who abuse the use of alcohol or other drugs. Students at CU Anschutz may contact the Student Mental Health Service (303-724-4716) and the Campus Health Center (303-724-6242).

Student Sanctions

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

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

Testing for the presence of illegal substances may be a condition of any probationary status imposed by the university for violations of drug-related provisions of this policy.

Students on the CU Anschutz campus will be sanctioned according to their individual school or college's professionalism/ethics or disciplinary codes. Any student with a positive result, as described above, may face disciplinary action by the university up to and including expulsion. CU Anschutz students must comply with their program, school, or college and/or licensing agency's policies and protocols pertaining to drug testing.

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

Employee Sanctions

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

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

Colorado Marijuana Laws

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

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

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

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

Local Drug Laws

Aurora Municipal Laws:

Sec. 94-218 Offenses Related to Marijuana

- a. For the purposes of this section, the term "marijuana" shall include all parts of the plant *Cannabis sativa* L., whether growing or not; the seeds thereof; the resin extracted from any part of such plant; and every compound, manufacture, salt, derivative, mixture, or preparation of such plant, its seeds, or its resins, but shall not include fiber produced from its stalks, oil or cake made from the seeds of such plant or the sterilized seed of such plant which is incapable of germination, if these items exist apart from any other item defined as "marijuana" in this section.
- b. It shall be unlawful for any person under 21 years of age to possess two ounces or less of marijuana.
- c. Unless otherwise provided it shall be unlawful for any person 21 years of age or older to possess more than one ounce and less than two ounces of marijuana.
- d. Unless otherwise provided it shall be unlawful for any person to possess more than two ounces but less than 12 ounces of marijuana.
- e. It shall be unlawful for any person to openly and publicly, consume two ounces or less of marijuana.
- f. Except for a person who lawfully cultivates medical marijuana pursuant to the authority granted in Section 14 of Article XVIII of the State Constitution, it shall be unlawful for a person under 21 years of age to knowingly cultivate, grow or produce six or fewer marijuana plants or knowingly allow six or fewer marijuana plants to be cultivated, grown or produced on land that the person owns, occupies or controls.
- g. Penalties.
 - 1) Any person convicted of subsection (b) or (c) of this section shall be punished by a fine of not more than \$100.
 - 2) Any person who is convicted of subsection (e) of this section shall be punished, at a minimum, by a fine of not less than \$100 or, at a maximum, by a fine of not more than \$100 and 15 days in jail.
- h. It shall not be an offense under subsections (c) and (d) of this section for a person 21 years of age or older to possess, grow, process or transport six or fewer marijuana plants, with three or fewer being mature, flowering

plants, and possession of the marijuana produced by the plants on the premises where the plants were grown, provided that the growing takes place in an enclosed, locked space, is not conducted openly or publicly, and is not made available for sale.

Federal Drug Laws

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

Counseling and Treatment

Short-term alcohol and other drug counseling is available at Student Mental Health Services 303-724-4716 for CU Anschutz students.

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

Treatment Resources

Addiction Research and Treatment Services (ARTS)

University of Colorado Hospital Outpatient Psychiatry Office
3738 W. Princeton Circle, Denver, CO 80236
303-336-1600

www.artstreatment.com

Services: Inpatient and outpatient substance abuse treatment with specialized programs for adolescents, men, women, and the offender population. ARTS is the clinical program of the Division of Substance Dependence, Department of Psychiatry at the University of Colorado School of Medicine. ARTS is on the cutting edge of scientific research, medical education, and clinical care for the purpose of reducing death and dying from addictive disorders.

CeDAR – Center for Dependency Addiction and Rehabilitation

1693 N. Quentin St., Aurora, CO 80045
(720) 848-3000

<https://www.cedarcolorado.org>

Services: Intensive Residential, Intensive Outpatient CeDAR provides a full continuum of care including:

- Intensive, medically managed detoxification and stabilization
- Intensive residential
- Extended residential
- Day treatment
- Intensive outpatient treatment
- Outpatient counseling

- Addiction psychiatry
- Integrated addiction medicine and primary care
- Recovery management and support services

ACI Counseling Services

1301 E. 58th Ave., Unit F, Denver, CO 80216

720-641-9627

Service Type: Outpatient

Services: Offender programs, relapse prevention, groups/classes. Adults/Adolescents/Children

Centennial Peaks Hospital

2255 S. 88th Street, Louisville, CO, 80027

303 673-9990

<https://www.centennialpeaks.com>

Service Type: Intensive Outpatient

Services:

- Adult psychiatric services
- Adult chemical dependency services
- Adult/adolescent chemical dependency including dual diagnosis
- Intensive outpatient treatment -IOP for adults and adolescents including dual diagnosis
- Adult/adolescent mental health intensive outpatient treatment
- Inpatient detoxification

West Pines (Chemical Dependency and Behavioral Health)

3400 N Lutheran Parkway, Wheat Ridge, CO 80033

(303) 467-4080

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

Services: Integrated treatment for people with co-occurring diagnoses who are affected by both chemical dependency and an emotional or psychiatric disorder. A holistic approach to treatment focuses on the physical, emotional, social, and spiritual well-being of each of our patients.

Prevention and Education

As mandated by the Drug-Free Schools and Campuses Act, the Drug and Alcohol Abuse Prevention Program (DAAPP) is distributed to all students, staff, and faculty on an annual basis, and every other year, a biennial review of the comprehensive alcohol and other drug program is conducted. For more information concerning current programs, interventions, and policies, contact the Director of Student Health Promotion 303-724-7674.

A copy of the most recent biennial review report is available by under the Health and Safety section of the university's Student Right To Know webpage at <https://www.ucdenver.edu/docs/librariesprovider254/health-promotion/2021-biennial-review-anschutz.pdf>

Alcohol and Drug education and prevention education at CU Anschutz is managed within the individual schools and colleges. Each addresses these issues differently via orientation programs, licensing requirements, course work, and community-based referral programs.

Clinical programs with the School of Medicine work with the Colorado Physician Health Program (CPHP) on diagnostic evaluation, treatment referral as well as treatment monitoring and support services.

In addition, other clinical programs (Dental Medicine, Nursing, Pharmacy) of CU Anschutz work with Peer Assistance Services (PAS), a non-profit agency that provides quality, accessible prevention and intervention services focused on substance use and related issues.

Additional substance abuse education programs and resources available through the CU Anschutz Student Health Promotion include the following:

Academic Program Orientations: Each year the Office of Student Health Promotion provides an educational overview of student services, supports, and programs designed to promote their success and well-being. The Office of Student Health Promotion is invited to present to each incoming cohort within each of the academic programs. Highlighted within each presentation we include information about the Resiliency & Recover Student Group supporting individuals in recovery, YOU@CUAnschutz wellness tool, HelpCompass support resource navigation tool, and Telus Health Student Support our online mental health counseling and wellness resource. More broadly, the Office of Student Outreach and Support also provides information about services for students who may be struggling, including with substance use.

Tabling Events: Throughout the year, the Office of Student Health Promotion provides educational tabling events around various wellness topics, and to promote student support services. This includes being present at student events and fairs to promote events and services.

Coalition of Colorado Campus Alcohol and Drug Educators (CADE): In 2022, The Office of Student Health Promotion applied and was selected to be a member of the cohort for CADE, an initiative connected with NASPA and CDPHE. Through this coalition, CU Anschutz received funding to support the 2023 National College Health Assessment and will be receiving an additional data report of the cohort schools for comparison. Additionally, in April 2023, CU Anschutz students participated in focus groups, to provide student driven feedback on a social norming campaign being developed for 2023-2024. This campaign will utilize campus data to address behaviors around alcohol and other substances, mental health, and student well-being.

National College Health Assessment: Every two years, CU Anschutz conducts the National College Health Assessment (NCHA) to identify student behavior trends and assess their needs. The NCHA is developed by the American College Health Association and provides campus specific data to inform our educational programs and initiatives. This data is shared with campus leadership, student leadership groups, and will be used in developing educational presentations, social norming campaigns, and enhancing student support services and tools to address student needs.

Resiliency & Recovery: The Resiliency & Recovery student group is organized to support individuals who are in recovery or are allies for recovery. This group provides a weekly meeting to create a safe community to discuss, support and build awareness for students in recovery. This is a student lead group meeting and is supported by the Office of Student Health Promotion.

Wellness Advocacy Training Series: To provide faculty and staff with resources and skills to support students with non-academic needs, Student Health Promotion has developed a training series for faculty and staff. Within the training series, each module will address supporting students with: Mental Health, Distressed Student, Concerns of Suicide and Elevated Mental Health, Disability, Substance Abuse and Recovery, Interpersonal Violence, and Active Military and Veterans. Faculty and staff who complete the series will receive a certificate of completion through Skillsoft.

YOU@CUAnschutz: A personalized wellness hub for faculty, staff, and students. Within this resource, individuals can seek educational articles about alcohol and other drugs, access screening tools, links to resources about problem use and support, and how to help a friend.

Fentanyl Awareness/Naloxone Training: Starting in spring 2023, Student Health Promotion, Occupational Health, and University Police collaborated to apply for the state bulk order process to provide Naloxone on-campus. For distribution, monthly training opportunities about opioid overdose awareness and how-to administer Naloxone are held. Participants will be provided Naloxone and national and community resources for support.