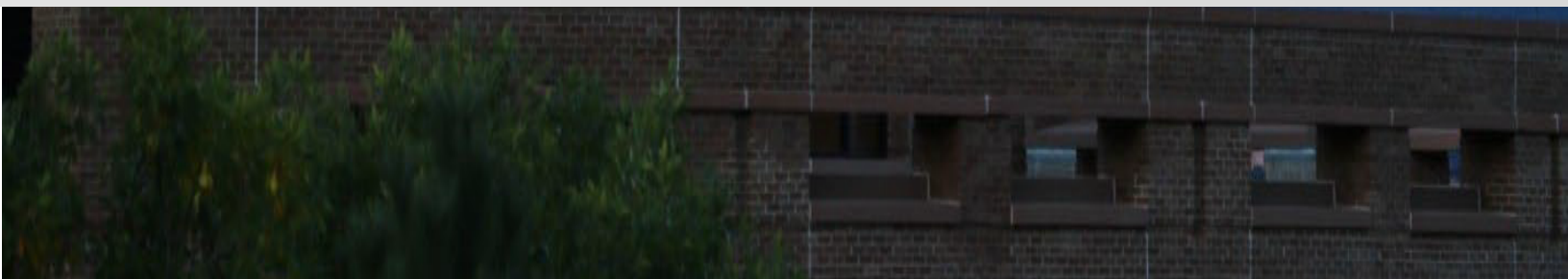




University of Colorado
Colorado Springs



2025 Annual Security and Fire Safety Report



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

This report contains information from calendar year 2024

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Introduction

Message from the Chief of Police

This Annual Security and Fire Safety Report has been produced in accordance with the requirements of the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and provides information you can use to help keep yourself and your property safe. I encourage you to become familiar with this guide. Read it and learn how your police department and so many campus partners have come together to make our campus safer.

Your safety and security are the primary focus of the members of the University of Colorado Colorado Springs Police Department (UCCS PD). We are committed to providing a safe and secure campus where the pursuit of higher education can take place while balancing individual rights, responsibilities, and freedoms. Many positive steps have been taken to reach that objective, including providing a safety app, having well-lit sidewalks and parking lots, and providing safety and crime reduction programs to the campus community.

UCCS Police Department is a full-service police agency providing community-based public safety services to a diverse community of over 12,000 students and over 2,000 faculty and staff members as well as the countless visitors who come to our campus every year. Patrolling the campus by foot, bicycle, motorcycle, and vehicle, UCCS PD works diligently with the UCCS community and surrounding partner agencies to ensure a prompt and coordinated law enforcement response.

We encourage everyone to report criminal actions, emergencies, or suspicious activity immediately to the UCCS Police Department. The UCCS Police Department reports crime statistics to the Department of Education and the Federal Bureau of Investigation yearly, as required by law. These reports are used by the University to identify areas of concern and develop plans to address those concerns. The University also strives to make these statistics easily available to the public so that prospective and current members of the University community can make informed decisions about their personal safety.

Our website, [UCCS Department of Public Safety](#) serves as an excellent resource on emergency preparedness and crime prevention.

UCCS PD is here to serve and protect you. We want to hear your questions and concerns. Together, we can ensure that our campus community remains safe.

You may request a printed copy of this report by calling UCCS PD at 719-255-3111.

Sincerely,



Diana Cooley
Chief of Police

How to reach the UCCS Police Department



Emergency:	911
UCCS PD (non-emergency):	719-255-3111
Emergency Management:	719-255-3106
Records:	719-255-3139
Website:	UCCS Department of Public Safety

On Facebook, X & Instagram as UCCSPolice.



Clery Act Background



In April 1986, Jeanne Clery's life ended tragically when another student raped and murdered her in her residence hall room. Alarmed at the lack of transparency around crime and violence on college campuses, Jeanne's parents, Connie and Howard, committed themselves to create enduring change.

Signed into law in 1990, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) is a federal law that requires colleges and universities to disclose certain timely and annual information about campus crime and security policies. All post-secondary public and private institutions participating in federal student aid programs must adhere to these regulations.

To ensure compliance with the Clery Act, UCCS PD must meet obligations in the following three broad categories, policy disclosure, records collection and retention, and information dissemination.

Policy Disclosure

UCCS must provide the campus community and the public with accurate statements of current policies and practices regarding procedures for students and others to report criminal actions or other emergencies on campus, security or and access to campus facilities, and campus law enforcement.

Records Collection and Retention

UCCS is required to keep campus records of crimes reported on campus-to-campus security authorities, make a reasonably good faith effort to obtain certain crime statistics from appropriate law enforcement agencies to include in the annual security report, and keep a daily crime log open for public inspection.

Information Dissemination

To provide members of the campus community with information needed to make informed personal safety decisions, UCCS must provide: 1) A "timely warning" or Emergency Notification of any Clery Act crime that represents an ongoing threat to the safety of students and employees; 2) Develop and maintain a log of all crimes reported to the UCCS Police Department, ensure public access to the crime log during normal business hours, and; 3) Publish an annual security report, make the report available to all current students and employees, and ensure the annual security report is made available to prospective students and employees. UCCS must also inform the campus community where to obtain information regarding registered sex offenders and submit annual crime statistics to the U.S. Department of Education.

Overview of the UCCS Police Department

Statements Addressing UCCS PD Mission, Vision, Core Values, Law Enforcement Authority and Officer Training

Mission

The UCCS Police Department will serve our community by protecting life, liberty, property, and defending the constitutional rights of all people with compassion, fairness, integrity, and professionalism.

Vision Statement

The UCCS Police Department will provide the highest quality police services to our community and partner with our community to identify and resolve problems. We will constantly evaluate and improve our efforts to enhance public safety and improve the quality of life for all members of the UCCS community.

We will fulfill this vision by being efficient, innovative, and progressive in our mission to keep the UCCS campus safe and conducive to learning. We will do this with empathy, compassion, and a conscientious respect for the diverse community we serve. We will execute our duties in an impartial, ethical, and professional manner. We will strive to promote a culture of inclusiveness, respect, communication, and understanding in all that we do.

Core Values

Professionalism: We strive for excellence in our dedication to duty and our quality of service by adhering to the highest standards of the police profession.

Integrity: We exhibit honesty and character through ethical conduct and moral behavior in our personal and professional lives.

Compassion: We treat every person with respect, and we demonstrate an empathetic understanding in our efforts to serve them.

Accountability: We hold ourselves accountable for our performance and conduct; individually, to each other, our department, our government, and our UCCS Community.

Guardianship: We hold ourselves accountable to protecting and defending the rights and well-being of the entire UCCS community.

Inclusiveness: We know that every person, especially persons of differing religious backgrounds, ethnicities and sexual orientations, possesses valuable insight and leadership potential through their diverse experience and that experience is celebrated and valued.

Authority

The police officers of the UCCS Police Department are Colorado Peace Officers and receive their police authority via the provisions of Colorado Revised Statutes, Title 24, Article 7.5. This

statute gives officers the authority to enforce all laws of the state of Colorado while acting within the scope of their authority and in the performance of their duties. The University of Colorado Board of Regents has delegated authority to the UCCS Police Department to enforce University rules and regulations, as well as municipal, county, and state laws. UCCS Police Officers have full police authority on all properties owned or controlled by the University and in the City or Colorado Springs as per the Memorandum of Understanding. UCCS Police may also refer University students to the Officer of the Dean of Students when offenses involve violations of university rules and regulations.

Officer Training

UCCS Police officers receive the same training as other County, City and State police officers in Colorado; they must successfully complete an authorized Colorado Law Enforcement Training Academy with a minimum of 540 hours of specialized instruction. All UCCS Police officers must successfully complete an on-the-job police-training program under the supervision of experienced officers and supervisors. This training usually lasts a minimum of two months and covers security, and crime concerns specific to the University and surrounding community. Finally, officers must complete a probationary period of one year before being certified in their staff positions.

Statement Addressing Interagency Relationship with Local and State Law Enforcement

The UCCS PD recognizes the importance of maintaining close and cooperative working relationships with the Colorado Springs Police Department (CSPD), the El Paso County Sheriff's Office (EPSO), and the El Paso County District Attorney's Office. The UCCS PD meets with these departments on a formal and informal basis and on specific issues as the need arises. Through an Intergovernmental Agreement (IGA) with the CSPD, while off campus in city jurisdiction, UCCS PD is granted enforcement authority of State of Colorado criminal offenses as well as Colorado Springs municipal ordinance within a pre-defined enforcement boundary. Any University owned or leased property in outlying areas is patrolled jointly by both UCCS PD and CSPD.

All of these law enforcement departments share information to track offender criminal histories and arrest information, as well as crime trend information. The UCCS PD has direct lines of communication with these departments, which allow for fast, efficient coordination when necessary. The UCCS PD also works with other state and federal law enforcement agencies as required.

Finally, under Colorado Revised Statute 29-5-103 (Assignment of police officers or deputy sheriffs for temporary duty), UCCS PD has statutory authority to provide assistance to other law enforcement agencies as needed and required; and, under Colorado Revised Statute 29-5-104 (Request for temporary assignment of police officers or deputy sheriffs – authority), UCCS PD has the authority to request law enforcement personnel from other agencies as needed, or required, to deal with emergency situations on campus.

Expanded Statement on Working Relationship with Outside Law Enforcement Agencies

The UCCS PD maintains an active Intergovernmental Agreement with the Colorado Springs Police Department. The specific boundary areas are described in the IGA and are available upon request. The IGA allows the UCCS PD to enforce all City of Colorado Springs municipal ordinances, on and off campus within a defined "Enforcement Boundary". All municipal ordinance violations will be cited into the City of Colorado Springs Municipal Court.

The UCCS PD routinely provides assistance to CSPD Officers responding to calls within the Enforcement Boundaries. A printed copy of the IGA is maintained on file at the UCCS PD and is available for review by any member of the public or University Community upon request.

The UCCS PD has also received county commissions from the El Paso County Sheriff's Office (EPSO), which allows the UCCS PD to assist EPSO upon request within the county.

Reporting Procedures

Statement Addressing How to Report a Crime or Emergency on Campus

Crimes and Emergencies

For life threatening emergencies, please call 911 from a campus phone, non-campus phone or cell phone. To report a crime through the non-emergency number, contact UCCS PD at (719) 255-3111.

The UCCS Police Department Dispatch Center is not a 911 center. Campus cell phone users, who dial 911, will be directly connected to the Colorado Springs Police Department 911 center. Through the mutual agreement with CSPD, efforts will be coordinated to dispatch UCCS Police to the location of the incident. The UCCS Police Dispatch Center has an "echo" system in place for calls placed from campus phones to 911. UCCS Police dispatchers will receive notification of where the call is being placed from and dispatch UCCS Police to the location.

Individuals who wish to report a non-emergent crime on campus should contact UCCS PD at (719) 255-3111 or on the UCCS Safe Application on any mobile device. If you are not comfortable contacting UCCS PD, you may contact a **Campus Security Authority (CSA)**. CSA's are campus staff, faculty and students whose job functions make them significantly responsible for students and student activities. Sometimes victims and witnesses of a crime are hesitant to talk to a police officer. The Clery Act requires all institutions to collect crime reports from a variety of individuals to assist in reporting crime statistics accurately. CSA's are not investigators of crimes, they do not categorize crimes; CSA's help collect crime report information for UCCS. CSA's have an important function to immediately forward reports of crime to UCCS Police. This is because a CSA report may be the basis for determining if there is a serious or continuing threat to the safety of our campus. Some examples of CSA's include Residence Life and Housing Professional Staff or Resident Assistants, Dean of Students, Recreation and Wellness Center, Athletics, Student Success, Army Reserve Officers' Training Corps (ROTC), Family Development Center (FDC), Club Advisors, and the UCCS Police Department.

UCCS Police encourages the campus community to report any suspicious activities such as people seen loitering around vehicles, buildings, or residential halls. Please call (719) 255-3111. Crimes and suspicious activities that occur off campus can be reported to the Colorado Springs Police Department at (719) 444-7000.

Accidents

If you have a traffic accident on campus or in one of the campus parking lots, call the UCCS Police Department at 719-255-3111. Traffic accidents are defined as unintentional damage or injury caused by the movement of a motor vehicle.

Response

The UCCS PD responds to all reports of crimes and suspicious activities that occur on campus and other properties owned, operated or under the control of UCCS. UCCS PD is generally the first to respond to any emergency or call for service. The Colorado Springs Police Department responds to crimes reported elsewhere in the city. However, the UCCS Police Department and the City of Colorado Springs Police Department have a close working relationship and may coordinate their responses to crimes as appropriate.

Officers respond to crime reports as appropriate using state and municipal laws as guidelines. These officers decide to detain, arrest, or merely warn offenders based on established standards of criminal or constitutional law. UCCS Police officers write reports on all law violations; administration uses the reports to compile daily, monthly, and yearly statistics for the FBI's Uniform Crime Report. UCCS Police officers also review and investigate reports of old or "cold" crimes.

Statement Addressing Voluntary Confidential and Anonymous Reporting

The UCCS Police cannot hold reports of crime in confidence except for victim information for sex offense related crimes, as defined in Colorado Revised Statutes 24-72-304.

Occasionally, victims of crime 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 criminal justice or university judicial systems. A victim can confidentially discuss a crime or incident with a Wellness Center clinician on campus.

If you are not comfortable reporting a crime or other safety or security related concern directly to the UCCS PD, you may also choose to use the University's on-line anonymous reporting option at [CU EthicsLine | University of Colorado](#) or Safe to Tell Colorado at [Home - Safe2Tell](#). If you choose the anonymous reporting option, please be aware that the report cannot be immediately viewed. If there is an immediate threat to life or safety, please call 9-1-1 from a campus phone, 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 regarding 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 crime statistics for the institution.

Statement Encouraging Accurate and Prompt Crime Reporting

Colorado Revised Statutes, 18-8-115, "Duty to Report a Crime" requires all persons who believe a crime has been committed to report promptly the suspected crime to law enforcement authorities.

To report a crime, contact UCCS Police at (719) 255-3111, or 3111 (from a campus phone), or report in person to the police located in Gateway Hall, attached to the Gateway Parking Garage.

UCCS encourages anyone who is the victim or witness to any crime to accurately and promptly report the incident to UCCS Police, even when the victim of a crime elects not to or is unable to make such a report. Reporting a crime provides accurate and complete statistical reports and aids in providing timely warning notices to the community, when appropriate. Faculty, staff, and students who are considered to be Campus Security Authorities are required to forward any

report of a crime on campus to the UCCS Police for further investigation. Reporting an incident to a campus CSA also assists UCCS Police in capturing statistics when the victim of a crime elects or is unable to make a report. Incidents reported to UCCS Police that fall into one of the required reporting classifications will be disclosed as a statistic in this annual publication. All student organizations leasing or are in control of off-campus space must report to the university sponsor any criminal activity that occurs off campus. A copy of those reports involving criminal activity must be filed with the UCCS Police for inclusion in the Annual Safety and Security Report.

Timely reports allow for timely response and eventually a safer campus.

Discussing an Incident with a University Mental Health Clinician or Health Care Provider

Occasionally, victims of crime 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 criminal justice or university judicial systems. A victim can confidentially discuss a crime or incident with a mental health clinician on campus. University mental health clinicians, when acting as such, are not considered to be a campus security authority and are not required to report crimes for inclusion into the annual disclosure of crime statistics. A mental health clinician is 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 their license or certification. Currently, UCCS does not employ pastoral counselors. A pastoral counselor is 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.

Mental health clinicians and health care providers, when they deem it appropriate, are encouraged by UCCS PD to inform the people they are counseling of the procedures to report a crime to the UCCS Police. However, it is made clear to the student that the final decision to report or not report is left up to the student. Visit [Wellness Center Operations | Gallogly Recreation and Wellness Center](#) further information.

Statement Addressing Disclosure to Alleged Victims of Crimes of Violence or Non-Forcible Sex Offenses

Since January of 1993, victims of "crimes against persons" in Colorado are afforded specific rights pursuant to the Victim Rights Act (VRA). The VRA provides victims with a more active role in the criminal justice process in an attempt to balance the historically inequitable scales of justice. Below is the list of crimes covered by the Victim Rights Act.

If you or a loved one has been a victim of the following types of crimes in the State of Colorado, your right to be informed and to participate in critical stages of the criminal justice process related to the crime is guaranteed by the Colorado Constitution. This page will assist you if you are a victim of a crime in the City of Colorado Springs and the State of Colorado, by providing you with some information that may be helpful to you during your time of need.

Crimes Covered Under the Victims' Rights Act

- Murder, Manslaughter
- Criminally negligent homicide and vehicular homicide
- Assault - 1st, 2nd, 3rd
- Robbery - aggravated, aggravated of a controlled substance

- Menacing
- Kidnapping
- Sexual Assault - 1st, 2nd, 3rd, on a child, on a child by one in position of trust, on a client by a psychotherapist
- Incest
- Child abuse
- Sexual exploitation of children
- Crimes (VRA) against at-risk adults or at-risk juveniles
- Crimes for which the underlying foundation has been determined to be domestic violence
- Careless driving resulting in death
- Failure to stop at the scene of an accident involving a death
- Harassment by stalking
- Ethnic intimidation
- Any criminal attempt, conspiracy, criminal solicitation, or accessory involving any of the crimes stated above
- Violation of a protection order against a person charged with committing sexual assault
- Indecent exposure
- Intimidating a victim or a witness
- Tampering with a witness or victim

The Federal Campus Sexual Assault Victims' Bill of Rights

- Survivors shall be notified of their options to notify law enforcement.
- Accuser and accused must have the same opportunity to have others present.
- Both parties shall be informed of the outcome of any disciplinary proceeding.
- Survivors shall be notified of counseling services.
- Survivors shall be notified of options for changing academic and living situations.

UCCS provides support for victims of crime. Therefore, do not hesitate to report a crime including but not limited to incidents of sexual assault and ethnic, racial, or sexual harassment. As a crime victim, you can obtain assistance on campus as well as within the Colorado Springs community. See the Campus and Community Resource Directory in the back of this booklet for other organizations that provide services to victims of crime.

UCCS will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the University against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of such crime or offense, UCCS will provide the results of the disciplinary proceeding to the victim's next of kin, if so requested.

The UCCS campus community has the right to live without fear of becoming a victim of domestic violence, dating violence, stalking or sexual assault. In accordance with this principle, UCCS prohibits any act of interpersonal violence or sexual misconduct.

Crime Alerts and Emergency Notification

Statement Addressing Issuing Timely Warnings

UCCS PD and University Communications and Media Relations are primarily responsible for developing and disseminating "timely warning" notices to members of the university community

about statutorily designated crimes that occur within the Clery defined geography when the circumstances of a criminal incident support a reasonable belief that a serious, ongoing threat or pattern to university students, staff, and affiliates exists. Such warnings are provided to students and employees in a manner that is timely, withholds the names of victims as confidential, and will aid in the prevention of similar occurrences. These warnings will be distributed for any qualifying incident discovered by, or reported to, UCCS PD.

UCCS PD will coordinate issuance of a Timely Warning/Safety Advisory when:

1. The circumstances of the commission of the crime create a reasonable belief that there is a serious or ongoing threat to the members of the UCCS community.
2. The crime is one of the following types: is determined to pose a serious or ongoing threat to the community; and was committed on property owned or controlled by the campus, or on public property running through or immediately adjacent to campus.
 - Criminal Homicide – Murder & Non-negligent Manslaughter, and Manslaughter by Negligence
 - Sexual Assault – Rape, Fondling, Incest, and Statutory Rape (considered on a case-by-case basis depending on the facts of the case, when the incident occurred versus when it was reported and the amount of information known by UCCS PD)
 - Robbery involving force or violence
 - Aggravated assault - (if an assault occurs between two people who have a disagreement, there may be no on-going threat to other UCCS community members, and a timely warning would not be distributed)
 - Burglary
 - Motor Vehicle Theft
 - Major incidents of arson
 - Hate crimes involving bodily injury
 - Other crimes as determined necessary by the Chief of Police or their designee

Timely Warnings/Safety Advisories may not be issued for the above listed crimes if the perpetrator(s) is apprehended and the ongoing threat to members of the UCCS community has been mitigated by the apprehension.

All of the above listed crimes and any other crimes will be assessed on a case-by-case basis to determine if there is an ongoing or serious threat to the UCCS community.

Possible tools used to disseminate Timely Warning information may include:

System to use	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender	Backup Message Sender
PRIMARY					
Email to campus community	Campus Police	University Communications and Media Relations	DPS Command	Campus Police	University Communications and Media Relations

UCCS website	Campus Police	University Communications and Media Relations	DPS Command	Emergency Management	University Communications and Media Relations
UCCS Police website	Campus Police	University Communications and Media Relations	DPS Command	Campus Police	None
SECONDARY					
Emergency Notification System (Text, email, voice messages, Emergency Management Social Media Sites)	Campus Police	University Communications and Media Relations	DPS Command	Campus Police	University Communications and Media Relations
UCCS Official Social media	University Communications and Media Relations	Chancellor's Office	DPS Command	University Communications and Media Relations	Chancellor's Office
Media release	University Communications and Media Relations	Chancellor's Office	DPS Command	University Communications and Media Relations	Chancellor's Office
Poster/flyers	Campus Police	University Communications and Media Relations	Campus Police	DPS Command	Available campus personnel.
System to use	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender	Backup Message Sender
CSPD Crimestoppers	Campus Police	University Communications and Media Relations	DPS Command	Crimestoppers	none
CSPD Community Alert System	Campus Police	University Communications and Media Relations	DPS Command	CSPD	none

*This table is not all-inclusive. It represents a sampling of established warning and confirmation points.

Anyone with information requiring a timely warning should report the circumstances to the UCCS Police by phone at (719) 255-3111; or in person at the UCCS Police Department, Gateway Hall, located at the southeast corner of the Gateway parking garage.

Statement Addressing Emergency Response and Evacuation Procedures

Policy Statement

This policy establishes the emergency response and evacuation procedures for UCCS.

This policy has been established to ensure to the greatest extent possible the safety and welfare of UCCS students and employees. This policy is aligned with, and in compliance with the Higher Education Opportunity Act that requires all Title IV institutions, without exception, to have and disclose emergency response procedures in response to a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus.

Scope

The requirements set forth in this policy are only applicable to emergencies or dangerous situations occurring on campus. The institution may issue emergency notifications about emergency or dangerous situations that occur in the broader community if institutional officials determine that such notifications provide helpful or relevant information to the campus population.

Situation

UCCS will, upon confirmation of an ongoing significant emergency or dangerous situation that poses an imminent threat to the health and safety of campus community members, immediately issue emergency notifications to the campus community. While it is impossible to predict every significant or dangerous situation that may occur on campus, the following identified situations shall warrant an emergency notification after confirmation.

- a. Armed/Hostile Intruder
- b. Bomb/Explosive (credible threat)
- c. Communicable disease outbreak
- d. Severe weather event
- e. Terrorist incident
- f. Civil unrest
- g. Natural disaster
- h. Hazardous materials incident
- i. Structure fires

University officials shall use their best, reasonable judgment in all other situations as to whether an emergency notification is warranted. Situations that may create business, academic or research interruptions, but do not pose a health or safety risk, do not necessitate an emergency notification. Notifications about such situations will be facilitated by University Communications and Media Relations with coordination of departments involved as appropriate.

Examples of such situations include:

- a. Snow closures
- b. Temporary building closures
- c. Power outages
- d. Cyber-attack on institution

An emergency notification will not be issued upon confirmation if the notification will, or is likely to:

- a. Compromise the efforts of first responders
- b. Compromise efforts to assist the victim
- c. Increase the vulnerability of campus safety
- d. Compromise efforts to contain, respond to or otherwise mitigate the emergency

Emergency Notification System

UCCS has a policy regarding the use of this Emergency Notification System for emergencies that pose an immediate threat to the health and safety of the campus community as well as weather-related campus closures or delays, such as snow closures. This system will not be used for routine, non-emergency or non-urgent events.

The Emergency Notification System allows designated administrators (see graph on page 14-15) to send emergency messages via text message, email, web site banners, campus status board, and digital signage. UCCS Emergency Management and UCCS Police social media sites and select VoIP phones at UCCS main desk areas and classrooms/labs are included. In the event of an emergency, the Emergency Notification System will be one of the primary systems utilized to notify subscribers of the situation. All uccs.edu email accounts are registered to receive alerts. Student contact numbers entered in the MyUCCS Portal can be used to text alerts unless they opt out during class registration. Additional mobile numbers, i.e. - parents or spouses, non-UCCS email accounts, will receive notifications. All staff, faculty, and affiliate information entered via [UCCS Alerts](#) will receive emergency notifications. Registration is free, and more information about the system can be found at [UCCS Alerts](#). For concerns or questions regarding UCCSAlerts, contact Emergency Management at (719) 255-3106, or via email at eprepare@uccs.edu.

Confirmation of an Emergency or Dangerous Situation

Reports of emergency or dangerous situations can originate from various sources including:

- Reports from first responders
- Reports from established warning points such as the National Weather Service
- Reports from other campus departments
- Reports from citizens through 911 or (719) 255-3111

Confirmation of these situations will occur through several different processes:

Criminal Nature:

Emergency or dangerous situations that are criminal in nature will be considered confirmed if a law enforcement officer observes the situation as it is occurring. For situations that are criminal in nature that are not apparent or not directly observed by law enforcement, confirmation will be made by UCCS Police command-level staff. Command-level staff will review the readily available information and determine if there is enough information to reasonably conclude a significant emergency or dangerous situation is occurring on campus. Command-level staff may consult with additional departments and policy level personnel as practical without jeopardizing life or safety.

Other Emergency or Dangerous Situations:

Confirmation of non-criminal situations will be determined after readily available information is reviewed by campus emergency management, law enforcement or policy level personnel.

Established Warning Points:

Established warning points are considered entities with subject matter expertise on particular hazards that may affect campus. When a warning is issued by one of these entities, it is considered confirmed, however, additional consultation with campus officials will occur as practical without jeopardizing life or safety.

- National Weather Service Warnings for hazardous weather events such as a winter blizzard or tornado.
- El Paso County Public Health Communicable Disease or public health emergency.
- Colorado Springs Fire Department structure fire or hazardous material incident.
- Major extended power outage in campus area announced by Colorado Springs Utilities.

Population Notified/Segmented Notification

With the exception of emergencies that are contained to one campus facility/area, the University has decided not to provide segmented emergency notifications. This decision was made based on the analysis of identified risks to the campus and to prevent accidental exclusion of a segment of campus population for which the emergency notification was intended.

In situations when a single facility/area is involved, facility alarms, public address systems, phone-trees, and other technologies of the facility may be utilized to provide warning. Campus personnel may also provide warning if needed and feasible. Sub-group notifications have been developed to support existing notification trees. Rave technologies have advanced to support sub-group notifications for specific areas or buildings across campus. Should a segmented emergency notification be issued, on-going assessments of the situation will occur and a campus-wide update notifications will be sent as necessary.

Emergency Notification Content

The content of an emergency notification will depend on the situation and the notification method. However, the following information will be included in all initial emergency notifications regardless of the situation or method:

- Specific location of the emergency
- A description of the situation (flash flood warning, dangerous situation, etc.)
- Relevant safety instructions (move to higher ground, shelter in place, etc.)

A fourth element of where to get more information (i.e., university website) will be included in the initial notification if feasible. Because of text character limits, or the immediate availability of information, the fourth element of where to get information may not always be included in the initial emergency notification. Typically, more information will be provided on the university's home page at [Home | UCCS](#) or the Alerts webpage at [UCCS Alerts](#).

Pre-scripted Emergency Notifications:

To the greatest extent possible, the institution will develop and utilize pre-scripted emergency notifications that have been collaboratively developed and agreed upon by UCCS Police, campus Emergency Management, University Communications, Media Relations and appropriate policy level personnel. The development of these notifications facilitates faster dissemination. Pre-scripted notifications have been developed primarily for the Emergency Notification System and the UCCS website. During situations for which a pre-scripted

notification has not been developed, the UCCS Police, University Communications and Media Relations, or Information Technology will be the primary departments responsible for creating content (see below graph for further information on message creation and dissemination responsibilities).

Additional content considerations:

As feasible, after the situation description, relevant instructions, and additional information is provided, the following content should be considered for inclusion:

- Campus operating status (open, closed, etc.)
- Information update frequencies and accurate information sources
- Additional instructions that are not specific to life safety
- Planned or scheduled incident updates or briefings

Follow-up Information:

UCCS will use some or all of the systems above to communicate follow-up information to the community as deemed necessary. An “all clear” notification shall be sent at the conclusion of a significant emergency or dangerous situation. These notifications should include updating the campus status board to interrupted or normal operations.

Concept of Operations

The primary method of issuing an emergency notification is the Emergency Notification System. Additionally, the UCCS campus website is designed to support increased communications volume during an emergency incident. The campus community members and broader community will be provided with emergency notifications and information. The website will be the primary point of information dissemination for the broader community, including parents.

The graph below represents a listing of primary and secondary systems available to the campus for creation, approval, and dissemination of emergency messages:

Possible tools used to disseminate emergency information may include:

System	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender	Backup Message Sender
PRIMARY					
ENS: Text, email, voice messages, Emergency Management Social Media Sites	Campus Police	University Communications and Media Relations, IT	DPS Command	Campus Police	University Communications and Media Relations, IT
All UCCS staff, faculty, & student campus email addresses	Campus Police	University Communications and Media Relations	DPS Command	Campus Police	University Communications and Media Relations, IT

UCCS website	Campus Police	University Communications and Media Relations	DPS Command	Campus Police	University Communications and Media Relations
UCCS Digital Signage	Campus Police	University Communications and Media Relations	DPS Command	Campus Police	University Communications and Media Relations
SECONDARY					
Emergency Notification System	Campus Police	University Communications and Media Relations	DPS Command	Campus Police	University Communications and Media Relations
UCCS Official Social Media	University Communications and Media Relations	Chancellor's Office	DPS Command	University Communications and Media Relations	Chancellor's Office
Media release	University Communications and Media Relations	Chancellor's Office	DPS Command	University Communications and Media Relations	Chancellor's Office
Flashnews	Campus Police	none	DPS Command	Campus Police	none
Campus Closure Line	Campus Police	none	Campus Police	Campus Police	Campus Police
UCCS Status Board	Campus Police	University Communications and Media Relations	DPS Command	Campus Police	University Communications and Media Relations
City of Colorado Springs Reverse 911 system	City of Colorado Springs 911	El Paso County 911	El Paso County/City of Colorado Springs 911	City of Colorado Springs 911	El Paso County 911
Campus Department's 2-way radio system	Campus Police	none	DPS Command	Campus Police	none
System	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender	Backup Message Sender
Police Vehicle Public Address Systems/Bullhorn	Campus Police	none	Campus Police Command	Campus Police	none
Building PA	Campus Police	Campus Fire Marshall, Building Manager or EHS staff	Campus Police	Responsible Building Manager	Campus Fire Marshall
Poster/flyers	Campus Police	University Communications and Media Relations	Campus Police	Campus Police	Available campus personnel.

CSPD Crimestoppers	Campus Police	University Communications and Media Relations	Campus Police	Crimestoppers	none
CSPD Community Alert	Campus Police	University Communications and Media Relations	Campus Police	CSPD	none

*This table is not all-inclusive. It represents a sampling of established warning and confirmation points.

Emergency Response Organization

The campus maintains an Emergency Operations Plan that outlines responsibilities of campus departments during emergencies. This plan outlines incident priorities, campus organization and specific responsibilities of particular departments or positions. The Emergency Operations Plan can be found at [UCCS EOP Basic Plan.pdf](#).

University departments are responsible for developing emergency response and continuity of operations plans for their areas and staff. Campus emergency management provides resources and guidance for the development of these plans.

Emergency Response Education

Information about emergency response procedures is provided at the beginning of each semester at student orientation, and it is re-emphasized throughout the year on a campus-wide basis as other relevant advisories are issued. Information on how to receive emergency notifications is available on the UCCS Alerts webpage at [UCCS Alerts](#). The campus emergency management website provides information and instructions about common hazards that are likely to affect campus.

Statement Addressing Testing Emergency Response

The Emergency Notification System alert system is tested a minimum of twice a year; other tests are performed on individual and/or small-group basis. The semester tests will be sent to all current users in the Emergency Notification System. Prior notification that testing will occur will be sent out via email to the campus community. The ENS system is frequently used for weather-related closures or delays, allowing additional use of the system throughout the year.

Fire alarm inspections and building evacuation drills are conducted twice annually by the UCCS Office of the Fire Marshal in conjunction with UCCS Police. These drills and evacuations are specifically designed by the UCCS Police Department to assess and evaluate campus emergency plans and capabilities. Fire drills are conducted in all residence halls to include training for building occupants. Resident Assistants and select Professional Staff receive additional training on fire systems, evacuation drills and roles during an emergency. Building emergency Floor Liaisons train annually on evacuation drills along with other initial response scenarios. Members from the campus Leadership Team meet twice annually to perform emergency operations exercises. Emergency e-mail messages and our Emergency Notification System mass messaging system are tested several times each year. Each test on campus will be documented by UCCS Police, which will include the date, time, and whether the test was announced or unannounced. UCCS Police will publicize emergency response and evacuation

procedures in conjunction with at least one test per calendar year. Shelter in place drills may be conducted to train campus members on the Run, Hide, Fight protocol.

Statement Addressing Evacuation Procedures

An evacuation of part or all of the UCCS campus may be required before, during, or after a significant incident, emergency, disaster, or catastrophic incident as defined in the UCCS Campus Emergency Operations Plan – Base Plan. An evacuation may constitute the movement of people from one area of the campus to another, or it could require movement to an off-campus location away from the potential hazards. Such an evacuation may lead to an eventual return to the campus or may involve reunification and/or mass transportation efforts in the event the return of people to the campus is not feasible.

General

1. The primary goal is a safe and orderly evacuation to save lives and allow responding emergency personnel unimpeded access to address the campus incident.
2. Identify specific areas of the campus to be evacuated, and where the displaced people are to be sheltered (and by what method if beyond walking distance).
3. Specify transportation pickup location(s) for mobility impaired persons.
4. The authority to issue a campus evacuation order rests with the Chancellor or their designee; the authority to issue an order covering the area surrounding and/or including the campus rests with the City according to its ordinances and plans.
5. Alert shelters of the incident and evacuation plan, as well as the approximate number of evacuees to be expected. This includes notifying shelter operations organizations such as the American Red Cross.
6. The evacuation order should not be lifted until consultation is made between the campus EOC, ICP, and the Pikes Peak Region Office of Emergency Management (if activated). The authority to lift a campus evacuation order rests with the Chancellor or their designee; the authority to lift an order covering the area surrounding and/or including the campus, issued by the City, rests with the City according to its ordinances and plans.

UCCS has entered into Shelter Memorandum of Understanding (MOUs) with the following pre-planned off-campus shelter locations (confidential after hours contact information is maintained on file in the EOC and UCCS Police Department).

- Colorado Springs Christian School, 4855 Mallow Road: 599-3553.
- Pulpit Rock Church, 301 Austin Bluffs Parkway: 598-6767.

For more information on campus emergency preparedness and quick reference information, visit the website at [Emergency and Safety Services](#).

Crime Statistics

Statement Addressing Preparation of Disclosure of Annual Crime Statistics

The UCCS Police Department prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act). In addition to statistics provided by the UCCS Police, crime statistics were also requested from the Colorado Springs Police Department for the areas surrounding campus and the off-campus properties that the university owns, leases or rents. Disciplinary-referral statistics were requested from the Office of the Dean of Students and the Director of Residence Life and Housing. Additionally, the UCCS Police Department requests crime statistics from the Campus Security Authorities (CSAs) on an annual basis. CSAs are required to provide the UCCS Police Department with information on any crime reported directly to them during the previous calendar year. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year where the crime was reported. All statistics are gathered, compiled, and reported to the University community via this report. The UCCS Police Department submits these crime statistics to the Department of Education. By October 1st of each year, an e-mail notification is made to all enrolled students and current faculty and staff that provide information about this report. It includes a brief summary of the contents of this report, the website address for accessing this report, and information regarding how interested people can request a printed copy of the report. A link to this document is available on the UCCS Police website, UCCS Human Resources website and UCCS Admissions website that is accessible by any prospective student, faculty, or staff that may be interested.

During the University's preparation of the Annual Fire Safety and Security Report, the University identified potential discrepancies in our Clery Act disclosures. In order to ensure accuracy, the university is in the process of conducting a full review of responsive information. The campus community will be informed if reporting errors are confirmed and, if needed, the university will re-publish the revised reports.

Statement Addressing Criminal Activity Off-Campus

UCCS has no university owned or controlled non-campus student organization facilities. If any local law enforcement agency in the Pikes Peak region is contacted about criminal activity occurring at the UCCS Downtown Campus and off-campus involving UCCS students, that agency is encouraged to notify UCCS Police. Students in these cases may be subject to arrest by any law enforcement agency and may be referred to the UCCS Office of the Dean of Students.

Statement Addressing the Daily Crime Log

As required under federal law, UCCS Police also maintains a **daily crime log** (police blotter), available at [Crime & Fire Log | UCCS Department of Public Safety](#), which is updated every two-business days and contains all crimes reported to the UCCS Police.

Liquor Law, Drug Law, and Illegal Weapons Law Violations

In cases involving Liquor Law, Drug Law, and Illegal Weapons Law violations, each person who was arrested or detained is indicated in the arrest statistics. The statistics captured under the "Referred for Disciplinary Action" section for Liquor Law, Drug Law, and Weapons Law violations indicates the number of people referred to the Office of the Dean of Students or the Director of Residence Life and Housing for the law violation.

Larceny/Theft

Listing crime statistics for the category of Larceny is not required by law but is still provided in the interest of informing the community about the most frequent crimes that occur at UCCS. Only those incidents reported to UCCS Police are captured in these statistics.

Hate Crimes/Bias Incidents

As stated in Colorado Revised Statute 18-9-121 Bias-motivated crimes, the Colorado General Assembly defines a Bias-motivated crime as a crime committed with the intent to intimidate or harass another person because of that person's actual or perceived race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability. A hate or bias related crime is not a separate, distinct crime, but is the commission of a criminal offense, which was motivated by the offender's bias. For example, a subject assaults a victim, which is a crime. If the facts of the case indicate that the offender was motivated to commit the offense because of their bias against the victim's race, sexual orientation, etc., the assault is then also classified as a hate/bias crime. The University of Colorado Board of Regents Policy 10: Non-Discrimination, affirms that the University of Colorado is committed to building a community of students, faculty, and staff in which diversity is a fundamental value. People are different, and the differences among them are what we call diversity -- a natural and enriching hallmark of life. A climate of healthy diversity is one in which people value a rich panoply of diverse ideas, perspectives and backgrounds, individual and group differences, and communicate openly. If you believe that you may have been a victim of a bias-motivated crime, contact the UCCS Police Department at (719) 255-3111.

Unfounded Crimes

If a reported crime is investigated by law enforcement authorities and found to be false or baseless, and no offense occurred, the crime is "unfounded" and is not included in our statistics.

- Unfounded crimes listed here are only Clery crimes; Larceny-Theft is not included in these stats unless it is categorized as a Hate Crime.

Crime Statistics Table

2024	All On-Campus Property	Non-Campus Property	Public Property	Total	On-Campus Housing	Unfounded
Selected Criminal Offenses:						
Murder & Non-negligent Manslaughter	2	0	0	2	2	0
Manslaughter by Negligence	0	0	0	0	0	0
Sexual Assault, including:						
Rape	15	0	0	15	14	0
Fondling	5	0	0	5	3	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	1	0	0	1	1	0
Burglary	3	0	0	3	2	0
Motor Vehicle Theft	6	0	0	6	0	0
Arson	0	0	0	0	0	0
VAWA Offenses:						
Domestic Violence	0	0	0	0	0	1
Dating Violence	0	0	0	0	0	0
Stalking	18	0	0	18	8	1
Liquor, Drug & Weapon Violations:						
Arrests: Liquor Law Violations	7	0	0	7	7	0
Disciplinary Referrals: Liquor Law Violations	75	0	0	75	74	0
Arrests: Drug Law Violations	3	0	0	3	1	0
Disciplinary Referrals: Drug Law Violations	34	0	0	0	33	0
Arrest: Weapons: Carrying, Possessing, etc.	1	0	0	1	0	0
Disciplinary Referrals: Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0
Reportable Hate Crimes						
Simple Assault (Racial Bias)	1	0	0	1	0	0
Intimidation (Racial Bias)	1	0	0	1	0	0
Intimidation (Racial Bias)	1	0	0	1	1	0

*During the University's preparation of the Annual Security and Fire Safety Report, the University identified potential discrepancies in our Clery Act crime statistical disclosures. In order to ensure accuracy, the university is in the process of conducting a full review of the information underlying the statistics. The campus community will be informed if reporting errors are confirmed and, if needed, the university will re-publish the statistics.

2023	All On-Campus Property	Non-Campus Property	Public Property	Total	On-Campus Housing	Unfounded
Selected Criminal Offenses:						
Murder & Non-negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Sexual Assault, including:						
Rape	4	0	0	4	2	1
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	2	1	0	3	0	0
Aggravated Assault	3	0	0	3	2	0
Burglary	1	0	0	1	0	0
Motor Vehicle Theft	7	0	0	7	0	0
Arson	1	0	0	1	0	0
VAWA Offenses:						
Domestic Violence	1	0	0	1	0	0
Dating Violence	0	0	0	0	0	0
Stalking	11	0	0	11	3	1
Liquor, Drug & Weapon Violations:						
Arrests: Liquor Law Violations	11	0	0	11	4	0
Disciplinary Referrals: Liquor Law	66	0	0	66	62	0
Arrests: Drug Law Violations	4	0	0	4	2	0
Disciplinary Referrals: Drug Law	25	0	0	25	22	0
Arrest: Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0
Disciplinary Referrals: Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0
Reportable Hate Crimes						
Race	0	0	0	0	0	1
Gender	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Disability	0	0	0	0	0	0

2022	All On-Campus Property	Non-Campus Property	Public Property	Total	On-Campus Housing	Unfounded
Selected Criminal Offenses:						
Murder & Non-negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Sexual Assault, including:						
Rape	7	0	0	7	6	2
Fondling	1	0	0	1	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	1	1	0	0
Burglary	5	0	0	5	0	0
Motor Vehicle Theft	3	1	0	4	0	0
Arson	0	0	0	0	0	0
VAWA Offenses:						
Domestic Violence	0	0	0	0	0	0
Dating Violence	4	0	0	4	3	1
Stalking	9	0	0	9	2	0
Liquor, Drug & Weapon Violations:						
Arrests: Liquor Law Violations	22	0	0	22	20	0
Disciplinary Referrals: Liquor Law Violations	73	0	0	73	71	0
Arrests: Drug Law Violations	7	2	1	10	7	0
Disciplinary Referrals: Drug Law Violations	28	0	0	28	27	0
Arrest: Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0
Disciplinary Referrals: Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0
Reportable Hate Crimes						
Race	1*	0	0	1	1	0
Gender	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0
Religion	1	0	0	1	0	0
Sexual Orientation	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Disability	0	0	0	0	0	0

Crime Prevention, Education and Security Awareness

Statement Addressing Security Awareness Programs

The UCCS Police Operations, along with many campus partners and departments, offers several programs that promote security awareness. The University engages in comprehensive educational programming to prevent domestic violence, dating violence, sexual assault, stalking and other crime prevention programs to the UCCS campus community. UCCS is dedicated to crime prevention and facilitates programs for students, staff, faculty, and the community by providing a variety of educational strategies and tips on how to protect themselves and their property. In addition to departmental programs, the UCCS Police Department coordinates with other units on campus to present security and safety programs. A common theme of all programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others.

Statement Addressing Crime Prevention Programs

UCCS campus community personnel facilitate programs for students, parents, and employees, providing a variety of educational strategies and tips.

Definitions related to campus programs:

- **Awareness Programs:** Programs designed to make the student aware of potential risks to their personal safety, which include early signs of stalking, domestic violence, or sexual assault.
- **Bystander Intervention:** Programs designed to train a third party on how to intervene when they observe the potential for a crime to be committed. These methods include direct, distract, delay, or delegate.
- **Primary Prevention Programs:** Community crime prevention programs or strategies target changes in community infrastructure, culture, or the physical environment in order to reduce crime.
- **Risk reduction:** Is a systematic approach to identifying, assessing and reducing the risks of being a victim of a crime.

Ongoing Resources:

- **Parking Enforcement Officers:** Students conduct core campus and parking facility safety patrols on foot and in vehicles.
- **Safety Escorts:** Police officers and security guards are available to provide safety escorts.

Tip: To enhance personal safety, and especially after an evening class, walk with friends or someone from class that you know well. UCCS also provides a virtual escort through the UCCS SAFE app. [UCCS Safe App](#) | [UCCS Department of Public Safety](#).

- **Crime Prevention Tips:** Available on the UCCS Police website at: [Crime Prevention Tips](#) | [UCCS Department of Public Safety](#).
- **Free Bike Registration:** UCCS Parking Services offers free bicycle registration for all students, staff, and faculty. For more information and to register your bike please visit our website at [Free Bike Registration](#) | [UCCS Department of Public Safety](#).

Educational and Teaching Resources:

Dean of Student prevention programs:

- **First Year/Transfer Orientation Presentation:** This is a 5–10-minute tabling presentation given to incoming students and families who are first year and transfer students. This presentation addresses overall campus safety for students, drug and alcohol awareness, sexual harassment, assault prevention, and emergency preparedness procedures. This program is offered 3-4 times prior to the fall semester.
- **SmartMoveUCCS Week:** An interactive presentation given to all incoming freshman enrolled in the Gateway Program Seminar. This ninety-minute presentation provides information on discrimination and harassment, sexual assault, relationship violence, healthy relationships, staying safe on campus, drug and alcohol awareness, and bystander intervention training. This presentation is also offered to all incoming transfer and graduate students not enrolled in the Gateway Program Seminar twice per semester.
- **Alcohol Level 1:** This is a 90-minute peer-facilitated class offered virtually 2-3 times per month during the fall and spring semesters for students who were referred to by Residence Life and/or the Office of the Dean of Students for a first-time alcohol violation. The program focuses on alcohol abuse prevention and harm reduction program for college students involving reflective journaling to reduce their alcohol-related risk and harm.
- **Marijuana Level 1:** An individual 60-minute facilitated conversation for students with a first-time marijuana violation who were referred by Residence Life and/or Dean of Students. The program focuses on harm and risk reduction.
- **Alcohol Level 2/ Marijuana Level 2:** An individual 60-minute facilitate conversation for students with a second offense to an alcohol or marijuana violation. Students are referred by Residence Life and/or the Office of the Dean of Students. It is designed to provide facts, tools and support for those under 21 years of age. Individuals learn strategies for taking personal responsibilities and making positive, long-lasting behavior changes that will lead to better choices in the future.
- **“Have a little Pot” Marijuana Education:** Event hosted by the Office of the Dean of Students to provide Marijuana Education to teach students about the campus policies, laws, and health risks associated with Cannabis.
- **“Safe Spring Break” Passive Program:** Provided resources and products focused on encouraging safe, healthy behaviors and alternatives for students to engage in during Spring break.
- **Alcohol Awareness Week:** Week of events focused on providing students with knowledge of safe, responsible behaviors when consuming alcohol or other potential substances. Encouraged students to develop increased awareness of the effects of alcohol on the body when consuming alcohol in social settings. Taught students’ fun alternative options for socializing with others without consuming alcohol.

Police Prevention Programs:

- **Vets & Cops Mile Walk:** Held on November 14, Veteran and Military Affairs & the UCCS Police Department teamed up for Vets & Cops Mile Walk to celebrate Veterans Week. There were two routes, easy and hard, mapped out for each participant to choose from at the beginning of the event. Each participant also received a free long-sleeved T-shirt. This event gave students, faculty, and staff an opportunity to build connections with the UCCS Police Department as well as the military affiliated population on campus.
- **Coffee with a Cop:** Held on October 10, this event offered free coffee for the campus community at the University Center pass through area in front of Berger Hall. This was

an opportunity for incoming Chief of Police Diana Cooley to be introduced to the campus.

- **MOSAIC Staff Meeting:** Held on December 6, Chief Cooley and Lieutenant Schaller met with the MOSAIC staff to discuss safety concerns and answer questions about police response to calls for assistance.

Student Life prevention programs:

- **Club & Organization Travel Training:** A club or organization that is traveling on behalf of the university needs to complete a club travel application and must complete a Club Travel training before they travel. This training is hosted by Student Life and Office of the Dean of Students. This training covers logistics of the trips and rules and expectations of students during their travel. During this training topics include risk management, alcohol and other drug policies, sexual harassment policies, and a reference to the Student Code of Conduct.
- **Student Club and Organization Alcohol Monitor training:** Training offered to all club leaders designated as alcohol monitors at events with alcohol. A 45-minute presentation is given to students involved in the organization to discuss the dangers and risks related to alcohol & drug use. This training also included a discussion on the expectations & policies of each organization has when it comes to use of alcohol.
- **Fraternity and Sorority Life Trainings:** Offered once per semester, content includes sexual assault and violence prevention, bystander training, alcohol and drug awareness, and discrimination and harassment.
 - All of these training courses are provided and required by each organization's national headquarters
- **New Member Education Conference:** Gather all newly pledged/initiated members to educate on student conduct, expectations of the Greek community, policies and procedures surrounding alcohol and other drugs:
 - Individual Chapter Trainings on the following topics
 - Alcohol and Drug management/safety
 - Title IX/Sexual Misconduct
 - Risk Management
- **Chapters Organizational Sanctions:** chapters received organizational sanctions due to misconduct. Some examples of those sanctions:
 - Community service on campus related to alcohol education
 - Alcohol awareness campaign on the dangers of high-risk drinking
 - "Choices" training
- **Club Orientation:** This training hosted by Student Life conducts a power point presentation that is designed to educate student club leaders about policies, resources, best practices and reporting requirements related to club and event management. Training also includes a portion designed by the Dean of Students office detailing risk management procedures, alcohol and drug awareness and education surrounding sexual misconduct, discrimination, harassment, and hazing. This training is required of all new clubs and offered to all club members, particularly new officers.
- **FSL President's Council:** The Greek President's Council meets weekly and provides an opportunity for all Greek leaders to connect, communicate and collaborate. Resources are shared to improve fraternity and sorority life, discuss issues that affect organizations, and identify solutions. University news affecting fraternity and sorority life, national news, processes, safety procedures and building community.
- **Roar Days Drag Show:** Student Life works with the Dean of Students office to provide "mocktails" and safety tips for safe drinking. These mocktails are typically provided at the Drag show event.

- **CPR Certification:** Student Life professional and student staff members attended a CPR certification class through the Wellness Center and Red Cross.
- **QPR Training:** Student Life professional and student staff members attended QPR training through the Wellness Center. This program will be extended to SGA, Engagement Leaders, LIVE Leadership scholars, and CLC scholars. This is ongoing.
- **Domestic Violence Awareness Month Lunch on Us:** Student Life student activities team partnered with the Wellness Center to host a lunch event centered on education of domestic violence. Purple ribbons were handed out, and notes were made/decorated to give to TESSA, a local domestic abuse safehouse. This was open to all students.
- **World Mental Health Day:** Student Life student activities team partnered with MOSAIC to host an event centered on self-care and burnout. Self-care kits were created by the students and resources were discussed and handed out.
- **National Suicide Prevention Tabling:** Student Life and Student Activities team partnered with the Wellness Center to tabling the University Center aimed at raising awareness and providing support for suicide prevention. The table included mental health resources for students, information on on-campus therapy services, and local mental health support options. Professional staff were present to answer questions and provide guidance.
- **SexED Bingo:** Student Life student activities team partnered with the Wellness Center to host a bingo event centered on education around safe sex and “everything middle school sex ed didn’t teach you.”

MOSAIC prevention programs:

- **Information Session - Restorative Dialogue Circles:** “In restorative justice, we do a radical thing. We let people talk to each other.” – Lauren Abramson. Restorative dialogue circles are held monthly in the center to engage students in story sharing and visioning around a theme. Past themes have included navigating change, when going home is difficult, and living Dr. King’s vision. This information session will share about our upcoming circles and the training process to become a circle facilitator at MOSAIC. Free and designed for UCCS students.
 - Offered on 1/23/24
- **Pronouns 101 Workshop:** (geared towards Faculty and Staff): This workshop is a brief introduction to what pronouns are, how to use them and how to be respectful of other peoples' pronouns. We also touch on how to update pronouns in the University of Colorado Colorado Springs system.
 - Offered on 2/7/24, 9/11/24
- **Restorative Dialogue Circle:** “In restorative justice, we do a radical thing. We let people talk to each other.” – Lauren Abramson. Restorative dialogue circles are held monthly in the center to engage students in story sharing and visioning around a theme. Past themes have included navigating change, when going home is difficult, and living Dr. King’s vision.
 - Offered on 2/15/24, 3/14/24, 4/11/24, 4/25/24
- **Sex Week Poetry Night:** Join us at Excel Multiliteracy Center for an open mic and craft night for Sex Week at UCCS. Bring your poetry (humor or more serious) on sex, pleasure, body positivity, etc. The purpose of this event is for participants to be comfortable with topics normally considered taboo. Sexual health products will be available.
 - Offered on 2/15/24
- **Interpersonal Violence and Intersectionality:** Join us for a presentation on how interpersonal violence and identity is related.
 - Offered on 2/16/24

- **Aro Ace Party Space:** Come celebrate and learn about asexual and aromantic identities with a light mixer and presentation. We'll have light refreshments, games, and aro ace goodies.
 - Offered on 2/20/24
- **Binders 101:** This introductory presentation will dive into what binders are, the different types of binders, and how to bind safely. Participants will also get the pros and cons of using different binding material and ways to access binders. We'll have some sample binders available.
 - Offered on 2/26/24
- **Gender Dynamics in the U.S. for International Students and Scholars:** Join us in person in the MOASIC Lounge (UC 110) or online via the Teams link below to talk about what gender means in the US and learn how to better navigate interactions during your time here.
 - Offered on 2/28/24
- **Mindfulness through Art: Savoring Happiness:** Ever wanted to truly enjoy a single moment? Do you want to fully enhance your positive emotions? Wonder how something as simple as painting or tasting good food can improve your well-being with the right techniques? Come and join MOSAIC in an art and "savoring" workshop! We will do a mindfulness art session where everyone can paint or craft to their liking. The second half will be the "savoring" workshop with different practices to help us enjoy our positive emotions through a tea, fruit, and chocolate tasting and by admiring our artistic creations through all five senses.
 - Offered on 3/15/24, 5/8/24
- **Desire Embraced: A UCCS Sexual Exploration Space:** A sex-positive environment that disrupts preconceived notions around pleasure and intimacy that are considered "taboo" but are normal parts of sexual exploration and sexual health.
 - Offered on 3/18/24
- **Trans Day of Visibility Film Screening and Discussion:** Celebrate Trans Day of Visibility with this documentary that follows Crystal, a 10-year-old transgender girl, as she discovers the Vagine Regime, an international queer collective of roller derby players comprised of people of all shapes, sizes, backgrounds and identities.
 - Offered on 3/19/24
- **LGBTQ+ Learn and Lift:** This program will include a short educational component followed by an exercise session at Campus Recreation. You will learn proper form for common exercises and get your sweat on in an inclusive and supportive environment. This event is designed for all gender identities, sexual orientations, and members of the LGBTQ+ community and will be disability friendly.
 - Offered on 3/26/24
- **Collective Safety in Times of Crisis:** Dr. Darius Green and Dr. Kimberly Severn, from the College of Education, invite students for a dialogue on creating collective safety in times of crisis. This will be a conversation that explores the impacts that a crisis has on our sense of safety, and its connection to identity, culture, and oppression.
 - Offered on 4/2/24
- **Training on Career Support for Undocumented Students:** Presented by Joshua Stallings, Program Manager of Advocacy at Juntos 2. Faculty, Staff and Students are invited to better understand the work options available for undocumented immigrants via independent contract work with an overview of key steps to begin work as an independent contractor.
 - Offered on 4/18/24
- **Club Q Memorial Art Project Unveiling:** Join the UCCS Kraemer Family Library and MOSAIC & LGBTQ+ Resource Center for the unveiling event of the UCCS Club Q

Memorial Artwork on Tuesday, 4/23/24. The reception begins at 5:30pm followed by programming from 6:00 to 8:00pm. We will gather to recognize the tragedy that struck the Colorado Springs LGBTQ+ community on the night of November 19th, 2022, while unveiling an exhibit that symbolizes a permanent recognition of the need for justice for the LGBTQ+ community. We encourage you to join us in memorializing the lives lost.

- Offered on 4/23/24
- **Recovery and Resilience with LGBTQ+ Zine Workshop:** Come and join MOSAIC and the LGBTQ+ Resource Center and the Kraemer Family Library in a special zine workshop for this month: Recovery and Resilience with LGBTQ+. Learn what it means to overcome adversity, trauma, and hardship through love and community, and make some creative zines along the way. There will also be a special appearance and presentation by the Diverses Health Club Q Impact Team.
 - Offered on 4/26/24
- **Safe Zone Training:** Safe Zone is designed to equip participants with the education and tools for equity and inclusive excellence centered on lesbian, gay, bisexual, transgender, and queer (LGBTQ) communities. Learning outcomes include awareness of relevant terminology, deepened knowledge of health and safety disparities, and strategies to being a supportive ally of the LGBTQ+ community. Open to all UCCS students, staff, and faculty members.
 - Offered on 9/4/24
- **Celebrate Bisexual Day:** Join us as we celebrate Bisexual Pride Day or Bisexual Awareness Day. We'll have some information for those who are not familiar with bisexuality or would like more information as they explore this identity. So, whether you are part of the bisexual community and want to connect with others, an ally that wants to know more and on how best to support, or someone that is curious about the topic, we'll have space for everyone.
 - Offered on 9/23/24
- **Acclimating to the U.S.: How Pronouns are Used in the U.S.:** This workshop is a brief introduction into what pronouns are, how to use them and how to be respectful of other peoples' pronouns here in the United States. We will also touch on how to update pronouns in the University of Colorado Colorado Springs system. This event is free and open to all UCCS students, staff, and faculty.
 - Offered on 9/19/24
- **"You Belong" Project:** "You belong. You matter. We're happy you're here." Join us in celebrating and uplifting the diversity within the UCCS community.
 - Offered on 9/24/24
- **LGBTQ+ Traveling Office:** The LGBTQ+ Resource Center is tabling at various spots around campus with the hope of connecting more with students. We'll have information on upcoming events and opportunities.
 - Offered on 9/27/24, 10/25/24, 12/16/24
- **Culture Shock Dialogue:** Be in space with other students experiencing culture shock moving to Colorado, learn about code-switching, and discover local resources to find community!
 - Offered on 10/8/24
- **ASK: Academic Survival Kit Workshop:** A workshop on essential academic skills from the Excel Multiliteracy Center for First2Go, Veteran, and Military Affiliated students! Join us to learn critical reading skills, time management, professional communication, and note-taking tips!
 - Offered on 10/10/24

- **World Mental Health Day:** Join us at the MOSAIC Space to create your own self-care kits! Take a moment for yourself and leave with some great goodies and helpful resources!
 - Offered on 10/10/24
- **National Coming Out Day: Storytelling and Beadwork:** Come join us as we acknowledge National Coming Out Day. Celebrated on October 11th, the event aims to raise awareness of the LGBTQ+ issues and to celebrate the courage of those who live openly. Created by Jean O'Leary, a gay rights activist, and psychologist Robert Eichberg in 1988, the date was chosen to commemorate the first anniversary of the 1987 National March on Washington for Lesbian and Gay Rights. We will have a facilitated indigenous bead working workshop and at the same time participants are welcome to share any version of their coming out stories. We aim to build a brave space and acknowledge that coming out stories can be very personal and sacred. We hope to build an environment of support and love through storytelling.
 - Offered on 10/11/24
- **Acclimating to the U.S.: Dating & Sex Culture:** This workshop aims to educate students on dating and sex culture in the U.S. Learn about the social norms and identify the cultural differences from your home country. Bring any questions you have as we navigate dating and sex culture in the United States.
 - Offered on 10/17/24
- **Intersectional Legacies: Queer and Disability History:** Come join us for LGBTQ+ History Month and Disability Awareness Month with a deep dive into the intersections of queer and disability. We'll have a presentation on how the legalization of gay marriage in 2015 wasn't inclusive of people with disability and the disability rights movement. Following the presentation, we will head into a panel on navigating daily life as someone living at the intersections of queerness and disability.
 - Offered on 10/21/24
- **Disability Open Mic Night:** October is disability awareness month, and we are partnering with Poetry 719 to bring our annual Disability Awareness Open Mic featuring UCCS student Aiyanna Quinones.
 - Offered on 10/25/24
- **Aro and Ace Celebration:** Come celebrate asexuals (aces) and aromantics (aros) during the last day of Asexual Awareness week. We'll be having a small presentation about asexuality and aromanticism and then transition into playing an aros and aces jeopardy! In collaboration with Queer Student Alliance!
 - Offered on 10/29/24
- **Polyamorous Celebration - Celebrating Love in All Forms:** Come celebrate polyamorous people with a small presentation about polyamory and a Kahoot!
 - Offered on 11/12/24
- **Mindfulness with MOSAIC: Brain Breaks with Bergen:** Join the M.O.S.A.I.C. office for Brain Breaks with Bergen. There will be opportunities to learn about gratitude practices and create gratitude journals while waiting to pet Bergen!
 - Offered on 11/7/24
- **Stepping Out of Western Practices in Mental Health:** Let's prioritize our mental well-being and be kind to our minds while exploring alternatives to healing. Three CU Boulder leaders, Michi Brannon, Amanda Linsenmeyer, and Alexis Hunter, will be joining in virtually to share practices outside of talk therapy and guide us in a wellness activity.
 - Offered on 11/14/24
- **Mindfulness with MOSAIC: Gratitude Journals:** On November 15th, there will be a Mindfulness with M.O.S.A.I.C. event in the office from 2:00 to 3:00 p.m. that focuses on learning gratitude practices and creating gratitude journals. All attendees will receive

their own gratitude journals to decorate and write, and this workshop will present different meaningful ways to engage with their journals!

- Offered on 11/15/24
- **Mental Health Stigma: Knowing When to Ask for Help:** Join the MOSAIC Scholars Program and First2Go in a special dialogue circle where participants will get to share their experiences regarding mental health. Cultural stigma, misconceptions, and even perhaps the lack of resources in their life can be shared and discussed among peers and mental health experts from the Wellness Center. Participants will also learn about UCCS-based and local resources in the community to assist with their mental health at no cost. This session will include free food and drink.
 - Offered on 11/18/24
- **Club Q Two Year Mark Zine Workshop:** KFL and MOSAIC will be leading a zine making workshop commemorating the two-year mark since the tragic Club Q shooting. Learn about how art can be a form of activism, healing and memorization. Participants will have the opportunity to contribute to a collaborative, community zine which will be printed and distributed on campus after this event.
 - Offered on 11/19/24
- **Trans Day of Remembrance and Resilience:** In partnership with the Kraemer Family Library, the MOSAIC and LGBTQ+ Resource Center will be sharing the zines made the day before during the Club Q memorial and having a panel with local art activists.
 - Offered on 11/20/24
- **World AIDS Day: HIV/STi Testing and Prevention:** To recognize World AIDS Day on December 1st, the MOSAIC and LGBTQ+ Resource Center will be providing two events on Tuesday, December 3rd. World AIDS Day is dedicated to raise awareness of the AIDS pandemic, the mourning of those that have died, and acknowledge the global struggle to end HIV-related stigma. Southern Colorado Health Network will be providing free HIV and STI testing to the UCCS community. This will include testing for hepatitis (HCV), syphilis, chlamydia, and gonorrhea. Appointments are not required.
 - Offered on 12/3/24
- **Acclimating to the U.S.: Uncomfortable Conversations with Parents:** Conversations with loved ones can often be a hard challenge, especially during the holiday season. Join International Affairs, MOSAIC, and the Wellness Center to navigate how to handle Uncomfortable Conversations with your Parents. In this virtual session we will guide you through the tougher questions of life and how to handle them in a familial setting.
 - Offered on 12/5/24
- **Acclimating to the U.S.: Majority to Minority:** This Workshop will aim to identify the hardships of going from the majority to the minority. We will cover the common hardships international students face when first moving to the U.S, and how to overcome those hardships.
 - Offered on 12/12/24

UCCS Wellness Center: Hosts presentations on safety related topics to the UCCS community. These presentations included relationship violence, substance use, mental health crises and emergencies, and sharing resources on and off campus to support student and employee health and wellbeing.

- **UCCS Wellness Center/Wellness Promotion Tabling and Events:** The Wellness Center does events throughout the year in collaboration with other campus departments and student organizations. These events include education on sexual health including

STIs, birth control, consent, healthy relationships, and social media safety; safer substance use; stress management and coping skills.

- **QPR Suicide Prevention Training:** The QPR mission is to reduce suicidal behaviors and save lives by providing innovative, practical and proven suicide prevention training. The signs of crisis are all around us. We believe that quality education empowers all people, regardless of their background, to make a positive difference in the life of someone they know. The Wellness Center team provides monthly trainings to students and employees and to classes and student groups upon request.
- **Opioid Overdose Response and Narcan Training:** Monthly training for students and employees. Covers topics such as harm reduction, opioids, recognizing an overdose, and the administration of Narcan in the event of an overdose. All participants will receive two doses of Narcan to take home with them. The Wellness Center provides monthly trainings for students and employees as well as trainings for specific groups and classes upon request.
- **STI testing clinics:** The Wellness Center provides monthly STI testing clinics for students that include free and discounted testing for multiple STIs.
- **Big Cat Barriers:** Free condoms, emergency contraception and sexual health supplies for students provided in Residence Halls and the Wellness Center lobby.
- **SOS (Skills for Optimizing Student Success):** Students receive 3 hours of individual meetings, and the Wellness team provides classroom presentations on 4 critical topics that impact student success: sleep, self-care, social connections, and study and test taking skills.
- **Wellbeing and Belonging Fair for UCCS students and employees:** The Wellness Center collaborates with campus departments, student organizations and community partners to offer vaccinations, provide health education and resources, opportunities to find community and connection, health screenings, substance use education, and healthy nutrition demonstrations.
- **Mindfulness and Happiness programming:** multiple programs that incorporate practices to build resilience, happiness and overall wellbeing.
- **Wellness Wagon:** Travel across campus distributing education on health & safety topics including sun safety, sexual health, men's health, mental health, substance use.
- **Canine Connections:** The Wellness promotion team coordinates visits from comfort animals to provide students with opportunities to connect with animals and other students to build relationships, decrease homesickness and improve mental health.

Office of Institutional Equity (OIE): Training, Education and Awareness Programs

- Within 60 days of hire, UCCS employees are required to complete Skillsoft training that covers the following topics (based on law and policy):
 - Sexual Misconduct Policy (CU APS 5014)
 - Affirmative Consent
 - Incapacitation
 - Relationships – healthy and unhealthy behaviors
 - CU Protected Class Nondiscrimination Policy (APS 5065)
 - Conflict of Interest in Cases of Amorous Relationships (CU APS 5015)
 - Bystander Intervention and safety strategies
 - Retaliation
 - Mandatory Reporting by Responsible Employees
 - Resources and Resolution Options
- OIE partners with the Office of the Dean of Students and UCCS PD to deliver training live and/or via pre-recorded video) known as #SmartMoveUCCS to all students during

their freshmen year via Gateway Program Seminar (GPS) courses and offered to all transfer and incoming students. The training on the same subjects covered by Skillsoft training for employees, but with additional topics addressed, including healthy behaviors and intervention when it comes to alcohol and drug use.

- OIE conducts targeted in-person and live virtual training for specific populations. Most are conducted annually, and some are as needed (in response to concerning trends or increased reporting), or as requested, including but not limited to:
 - Residence Life and Housing Staff
 - Student employees
 - Athletics
 - Facilities Services Department
 - Faculty in LAS, EAS, COE, and CPS
 - UCCS Public Safety
 - Greek Life
 - Rec Center Staff
 - Student Life Engagement Leaders
 - Executive Leadership Team
 - Peak Educators
 - International Students
 - Summer Conference Assistants
 - Gateway Program Seminar (GPS) Students
 - All new staff and faculty

Residence Life and Housing

- ***Resident Assistant (RA) Fall & Winter Training:***
 - RAs undergo training for handling various policy violations within the residence halls. Some of these trainings are completed with or by UCCS police, wellness, OIE, dean of students, and other critical campus partners. There will be various theoretical-based training sessions followed by hands-on practice of responding to different types of emergency and policy-related situations covered in each session.
 - Fall training has also been extended by 4 days to allow for more in-depth training and coverage of topics.
 - RAs will continue to receive policy updates and training throughout the school year through the use of weekly small staff meetings, weekly or biweekly 1:1 meeting with their supervisors, and monthly departmental all staff meetings.
- ***For Fall & Spring Semesters:***
 - RAs are expected to fulfill a number of requirements in order to provide information to their residents and build community on their floor. RAs and/or RDs will complete programs individually, as staff, or with campus partners for their residents.
 - RAs will be expected to complete a number of intentional interaction conversations that will be documented in Roomcompact.
 - RAs will complete monthly bulletin boards around approved or prescribed topics such as alcohol and other illicit substances abuse and education, sexual health

and consent, etc.

- The RAs will also complete meetings with their floors at least twice a semester. These meetings will have the following information presented to residents, along with other information:
 - Health & Safety Inspections
 - Campus Safety & Resources
 - Wellness Center & Resources
 - CARE Team & Resources
 - OIE Reporting & Resources

Emergency Preparedness:

- **Emergency Preparedness/Readiness Training:** This training is offered throughout the calendar year. Training includes weather-related and man-made incidents that present potential threats to the university. Instruction includes severe weather events, major accidents, lockdown procedures, shelter in place, behavioral interventions, emergency notification systems, situational awareness, emergency communications, major event preparation, drills, and exercises. Stop the Bleed training curriculum has been introduced on campus and educates participants on how to effectively control bleeding from serious traumatic injuries. Recipients of emergency preparedness training include individual departments, faculty, students, and leadership teams.
- **Run, Hide, Fight:** University police and public safety personnel provide opportunities to train students, staff, and faculty on preparedness and protective measures for potential active harmer events on campus. The Rund, Hide, Fight training is required of freshman students during orientations. Faculty and staff members participate in orientation sessions as new hires and have opportunities to interact directly with public safety personnel. Existing faculty and staff participate in live campus drills that practice lockdown. Safety floor liaisons are available in most campus buildings and help building occupants locate safe areas or evacuate as directed through the emergency messaging systems. Posters are visible in communal areas, classrooms, and office environments. The cornerstone for this training is the “Standard Response Protocol” video. This 6:39-minute video is featured on the UCCS Police website. This video is included in emergency preparedness training delivered across campus.
- **Continuity of Operations Planning (COOP):** is designed to help establish contingency plans for displaced university business operations. Bold planning documents are systematically reviewed and updated as staffing and operation models are constantly evolving across the campus. Departments are continuously updating their COOPs.
- **Safety Floor Liaison Training:** Floor liaisons provide a direct link from the environmental health and safety group for each building community on campus. Safety newsletters and safety updates are delivered to faculty, staff and students by personnel assigned to each building. Floor Liaisons help coordinate evacuation drills, first aid care and assist with emergency response procedures for each building. Floor Liaison training is designed to provide additional knowledge about evacuations, sheltering in place, and appropriate response to emergency situations. Floor liaisons are provided with a backpack with first aid supplies to support patient stabilization until first responders arrive. This training is provided no less than once per year.

- **Lab Safety Training:** There are two levels of this course. The basic level is for students enrolled in a laboratory class. They take a short on-line course designed to make them aware of the hazards present in a laboratory situation and how to respond to an emergency in the laboratory environment. The advanced level is taken by everyone who works (including faculty, student employees, volunteers, graduate students, etc.) in a laboratory environment. It goes into greater depth about the hazards present in laboratory settings. It covers both hazardous materials, hazardous waste, and physical hazards. It goes into detail about emergency responses during a laboratory incident. It also covers instructor and researcher responsibilities associated with supervising the safety of those students either enrolled in a course or working in a research laboratory. During 2024, 159 individuals completed in person training and 99 courses were completed online.
- **Biosafety Training:** Biosafety training is provided to all individuals who work in research laboratory operations which involve biological agents including human body fluids. They take a short on-line course designed to make them aware of the hazards presented by biological agents, how to protect themselves and others from these biological agents and how to respond to a biological emergency in the laboratory environment. In 2024, 99 online biological safety trainings were completed.
- **Resident Assistant Training:** Each fall we provide emergency response and safety awareness training to the Resident Assistants in resident life. This is a 2-part training. Part 1 is an online course which addresses hazardous materials in the residence halls, dealing with blood borne pathogen incidents, fire and safety related things related to residence halls and how to respond during an emergency. Part 2 is in-person training where students are presented with case studies to discuss, have a chance to operate a fire extinguisher and experience a smoke-filled hallway. 45 Resident Assistants participated in training during 2024.
- **Respirator Fit Testing:** Every student, faculty and staff member was provided the opportunity to obtain an N95 respirator and if desired to have the respirator qualitatively fit tested. Nursing students doing their clinical rounds were required to be fit tested for N95 respirators. In total 221 individuals were fit tested for N95 and educated on proper use of N95s.
- **Pikes Peak Regional Office of Emergency Management:** UCCS actively participates in the City of Colorado Springs Local Emergency Planning Committee (LEPC). This makes sure the UCCS is aware of our neighbors and the potential hazards that their installations may pose to the campus. In addition, UCCS personnel are involved with the Pikes Peak Regional Officer of Emergency Management (PPROEM). UCCS personnel participate in quarterly training and various exercises with PPROEM.
- **Outreach Tabling Events:** The Division of Emergency and Safety Services also participate in a number of tabling events on campus. These include by are not limited to New Student Orientation, Club Fair(s), and Wellness Fairs. During these tabling events we provide information about safety and emergencies on campus and the UCCSSafe App. This app not only provides emergency notifications to individuals who have the app but also contains links to emergency procedures, the ability to text with our police dispatch and 1 button access to either UCCS Police or Colorado Springs 911.

The Following Seminars are Available upon Request:

- **Overall Safety Seminars:** These seminars include Winter Driving Tips, Fire Safety, and Personal Risk Management.
- **Robbery Prevention:** This seminar gives tips on how to survive armed robbery and be a good witness. This seminar is given to cashiers and those who handle cash. This is a seminar presentation that averages two times per semester.

- **Dealing with Difficult People:** This presentation is given to campus departments who are customer-oriented and provides them with information and tips on how to deal with angry and disruptive customers. This program averages four times each year.
- **Threat Assessment:** UCCS police evaluate a facility's physical security and make recommendations for improvements. This program averages twice a year.
- **Drug and Alcohol Information Seminars:** These talks cover recognition of controlled substances, the effect on people, and what to do if one suspects that someone is using or selling drugs. This seminar is presented twice a semester and only available upon request.
- **Drug Information Seminars:** These talks cover recognition of controlled substances, their effects on people, and what to do if one suspects that someone is using or selling drugs.
- **Personal Safety on Campus:** This program, usually given to small groups, covers ways to avoid being the victim of a physical or sexual assault.

In addition to the above programs, information is disseminated to students and employees through crime prevention awareness packets, security alert posters, displays, videos, and articles and advertisements in university and student newspapers. Consult the UCCS on-line events calendar or see the posted daily event schedule in the University Center. The student newspaper, SCRIBE, also talks about scheduled topics and times.

Missing Student Policy

If a member of the University community has reason to believe that a student who resides in on-campus housing is missing, he or she should **immediately** notify the UCCS Police at (719) 255-3111 (3111 from an on-campus phone). UCCS Police will generate a missing person report and initiate an investigation. UCCS Police will also immediately notify the student's emergency contact. In the event the Office of Residence Life and Housing is notified directly by a community member that one of the resident students has been missing, they will immediately notify the UCCS Police. In the event UCCS Police are contacted directly by a friend or family member of the missing person, UCCS Police will notify Residence Life and Housing of the report.

The Office of Residence Life and Housing will cooperate fully with the UCCS Police in their investigation, which will include interviewing roommates, floor mates, student staff, etc. The Office of Residence Life and Housing will also conduct a "Health and Safety" entry into the suite and room of the reported missing student.

While completing the electronic housing application prior to occupancy, students identify a contact person (in addition to registering an emergency contact) who the Department of Residence Life and Housing shall notify if the student is determined to be missing by the UCCS Police or other law enforcement agency.

This additional contact information will be:

- Accessible only to authorized campus officials and law enforcement
- May not be disclosed outside of a missing person investigation

If after investigating the missing person report the UCCS Police determines the student is missing, the UCCS Police will then notify surrounding law enforcement agencies and will have

the Office of Residence Life and Housing call the student's contact person as soon as practicable.

If the missing student is under the age of 18 and is not an emancipated individual, the Office of Residence Life and Housing will notify the designated contact person **and** the parent or legal guardian as soon as practicable.

Statement of Policy Regarding Sex Assault, Dating Violence, Domestic Violence and Stalking Programs and Procedures

Associate Vice Chancellor of Institutional Equity/Title IX Coordinator, Laura Emmot Office of Institutional Equity

Main Hall 312

P: (719) 255-4324

E-mail: equity@uccs.edu

Web: <https://equity.uccs.edu>

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

Per the CU Sexual Misconduct, Intimate Partner Abuse and Stalking Policy (APS 5014) as cited below, the Policy prohibits discrimination and harassment based on sex and related violations. Sex discrimination includes discrimination based on sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, gender identity, and gender expression consistent with [APS 5014 - Sexual Misconduct, Intimate Partner Violence, and Stalking | University of Colorado](#).

The (OIE) administers the following Policies in accordance with the OIE Resolution Procedures, found at: [Office of Institutional Equity](#)

- CU Sexual Misconduct, Intimate Partner Abuse and Stalking Policy (APS 5014): <https://www.cu.edu/oie/aps/5014>
- CU Protected Class Nondiscrimination Policy (APS 5065): <https://www.cu.edu/oie/aps/5065>
- Conflict of Interest in Cases of Amorous Relationships (CU APS 5015) see <https://www.cu.edu/oie/aps/5015>

The OIE resolves all matters involving allegations of sexual misconduct, protected class discrimination and harassment, conflicts of interest in cases of amorous relationships, and related misconduct, including retaliation. Anyone who believes that they have experienced or witnessed sexual misconduct, protected class discrimination, harassment or related misconduct should promptly report such behavior to the Title IX Coordinator/OIE. Individuals found responsible for violating the policies within OIE's jurisdiction are subject to disciplinary action up to and including termination or expulsion. Reported concerns outside the OIE's jurisdiction will be addressed by the appropriate campus authority and in accordance with applicable policies and procedures.

For more information on these policies and procedures, please contact the Office of Institutional Equity at 719-255-4324 or email: equity@uccs.edu. The most current OIE

Resolution Procedures and the Applicable Policies are available on OIE's website:
[Office of Institutional Equity](#).

Regent Policy 1C:

Consistent with the Regent Policy 1C, Principles of Ethical Behavior, the University of Colorado recognizes that people are the most important resource in accomplishing its mission in the areas of teaching, research, community service, and patient care. The University of Colorado values academic freedom, diversity, and respect for all people. In accordance with Regent Law Article 8, the university is committed to the principle of non-discrimination and does not tolerate discrimination or harassment on any basis, including race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identify, gender expression, marital status, veteran status, political affiliation, or political philosophy. University employees are expected to treat colleagues, co-workers, and students with respect, professionalism, and dignity in all interactions and communications.

Policy found at <https://www.cu.edu/regents/policy/1>

UCCS Student Code of Conduct:

The Student Code of Conduct prohibits any form of sexual misconduct, harassment and discrimination. Procedures can be found at the OIE website [Office of Institutional Equity](#) or the Office of the Dean of Students website <https://dos.uccs.edu/>.

Policy found at: [AY2526 SCOC Cover Page](#)

Violence Free Campus:

UCCS does not tolerate behavior, whether direct or indirect, that is violent, threatens violence, harasses or intimidates others, or is disruptive to the work or educational environment or UCCS's ability to provide services to the public ("Violent Behavior"). Violent Behavior can include physical acts, oral or written statements (including emails, text messages, and postings on social media sites), gestures, or expressions. Individuals who engage in Violent Behavior may be excluded from campus or campus events, and may be subject to disciplinary action including suspension, dismissal, or termination from employment. All UCCS faculty, staff, students and administrators are responsible to abide by UCCS Violence Free Campus policy: <https://asr.uccs.edu/sites/g/files/kjihxj1951/files/inline-files/100-007.pdf>. This policy prohibits Violent Behavior in the UCCS campus community and provides procedures to follow in reporting Violent Behavior, concerns about situations, which could become violent and reporting discrimination and harassment. To report emergency or life-threatening Violent Behavior, emerging or potential threats occurring on campus, call the UCCS Police Department by dialing (719) 255-3111. Anonymous reports of violent behavior may be made through CU Ethicspoint.

This third-party service can be reached by calling (800) 667-5590 or online at [CU EthicsLine | University of Colorado](#). Do not use this site to report events presenting an immediate threat to life or property. Reports submitted through this service may not receive an immediate response.

Selected Colorado Criminal Definitions:

In Colorado, the criminal definitions of sexual assault, domestic violence (which also includes dating violence) and stalking are distinctly different from some of the definitions outlined in university policy. Below are the relevant sections of the Colorado Criminal Code that demonstrate these differences.

Definition of Consent - Colorado Revised Statute § 18-3-401:

(1.5) "Consent" means cooperation in act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act. A current or previous relationship shall not be sufficient to constitute consent under the provisions of this part 4. Submission under the influence of fear shall not constitute consent. Nothing in this definition shall be construed to affect the admissibility of evidence or the burden of proof regarding the issue of consent under this part 4.

Definition of Sexual Assault - Colorado Revised Statute § 18-3-402:

Any actor who knowingly inflicts sexual intrusion or sexual penetration on a victim commits sexual assault if:

- (a) The actor causes submission of the victim by means of sufficient consequences reasonably calculated to cause submission against the victim's will; or
- (b) The actor knows that the victim is incapable of appraising the nature of the victim's conduct; or
- (c) The actor knows that the victim submits erroneously, believing the actor to be the victim's spouse; or
- (d) At the time of the commission of the act, the victim is less than fifteen years of age, and the actor is at least four years older than the victim and is not the spouse of the victim; or
- (e) At the time of the commission of the act, the victim is at least fifteen years of age but less than seventeen years of age and the actor is at least ten years older than the victim and is not the spouse of the victim; or
- (f) The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over the victim and uses this position of authority, unless incident to a lawful search, to coerce the victim to submit; or
- (g) The actor, while purporting to offer a medical service, engages in treatment or examination of a victim for other than bona fide medical purposes or in a manner substantially inconsistent with reasonable medical practices; or
- (h) The victim is physically helpless, and the actor knows the victim is physically helpless and the victim has not consented.

Definition of 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; or
- (e) The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over the victim and uses this position of authority, unless incident to a lawful search, to coerce the victim to submit; or
- (f) 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.

Definition of Domestic Violence - Colorado Revised Statute § 18-6-800.3 (1)-(2):

(1) Domestic violence means an act or threatened act of violence upon a person with whom the actor is or has been involved in an intimate relationship.

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

Domestic violence also includes any other crime against a person, or against property, including an animal, or any municipal ordinance violation against a person, or against property, including an animal, when used as a method of coercion, control, punishment, intimidation, or revenge directed against a person with whom the actor is or has been involved in an intimate relationship. (Note that "dating violence" in Colorado is included with the broader definition of domestic violence).

Definition of Dating Violence—Violence Against Women Act, 79 Fed. Reg. at 62,784:

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

(i) The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

(ii) For the purposes of this definition—

(A) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

(B) Dating violence does not include acts covered under the definition of domestic violence.

Definition of Stalking - Colorado Revised Statute § 18-3-602 (1)(a)-(c):

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

(a) Makes a credible threat to another person and, in connection with the threat, repeatedly follows, approaches, contacts, or places under surveillance that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship; or

(b) Makes a credible threat to another person and, in connection with the threat, repeatedly makes any form of communication with that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship, regardless of whether a conversation ensues; or

(c) Repeatedly follows, approaches, contacts, places under surveillance, or makes any form of communication with another person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship in a manner that would cause a reasonable person to suffer serious emotional distress and does cause that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship to suffer serious emotional distress. For the purposes of this paragraph (c), a victim need not show that he or she received professional treatment.

CU Policy Definitions

The CU Sexual Misconduct Policy, Intimate Partner Abuse, and Stalking Policy prohibit sexual misconduct, including sexual assault, sexual exploitation, sexual harassment, domestic violence, dating violence, stalking, and any related retaliation.

CU defines “consent” in reference to sexual activity.

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. The impact of alcohol and drugs varies from person to person. Incapacitation is a state where a person cannot make a rational, reasonable decision because they lack the capacity to give consent (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. Engaging in sexual activity with a person whom you know to be mentally or physically incapacitated, or reasonably should know to be incapacitated, violates this Policy.

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.

Dating and Domestic Violence are defined by the university as:

Intimate Partner Abuse (Dating/Domestic Violence): An act or threatened act of violence upon a person with whom the actor is or has been involved in an intimate relationship. Intimate relationship means a relationship between spouses or former spouses, past or present unmarried couples, persons who are or have been in a romantic or intimate relationship (determined by length, type, and frequency of interactions), 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 partner abuse also includes any other act against a person acts or threats of self-harm, or acts 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.

Sexual Assault: Any attempted or actual sexual act directed against another person, without consent (see Section II.B) of the victim, including instances where the victim is incapable of giving consent. This includes:

- a. **Rape:** the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of all persons and is properly applied regardless of the age of the victim if the victim did not consent or if the victim was incapable of giving consent.
- b. **Nonconsensual Sexual Contact:** any sexual touching, however slight and with any body part or object, by any person upon another without consent. Examples of nonconsensual sexual contact include, but are not limited to: (1) touching of a nonconsenting person's intimate parts (such as groin, genitals, breasts, buttocks, 4 mouth, and/or clothing covering these parts); (2) touching a nonconsenting person with one's own intimate parts; (3) making a nonconsenting person touch you, another, or themselves; or (4) any intentional bodily contact in a sexual manner.
- c. **Statutory Rape:** sexual intercourse with a person who is under the statutory age of consent if the victim consented and the offender did not force or threaten the victim. Under Colorado law, a person under the age of 15 cannot legally consent to sex with someone who is 4 or more years older than they are. A person who is 15 or 16 cannot legally consent to sex with someone who is more than 10 years older.
- d. **Incest:** sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Sexual Exploitation: Taking or attempting to take non-consensual or abusive sexual advantage of another for one's own advantage or benefit, or to benefit or advantage anyone other than the one being exploited. For example, sexual exploitation could include but is not limited to such actions as (1) prostituting another person; (2) taking possession of the intimate personal property of another person without that person's consent; (3) recording images (e.g., video, photograph) or audio of another person's sexual activity, intimate body parts, or nakedness; (4) distributing images (e.g., video, photograph) or audio of another person's sexual activity, private body parts, or nakedness, if the individual distributing the images or audio knows or should have known that the person depicted in the images or audio did not consent to such disclosure; (5) viewing or listening to another person's sexual activity, private body parts, or nakedness in a place where that person would have a reasonable expectation of privacy; or (6) knowingly transmitting a sexually transmitted infection to another person.

Stalking: engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- i. Fear for their safety or the safety of others; or
- ii. Suffer substantial emotional distress.

Statement Addressing Responding to Sexual Misconduct

UCCS has procedures in place that are sensitive to those who report allegations of sexual assault, dating violence, domestic violence and stalking, including information informing individuals about their rights to file criminal charges as well as the availability of medical, counseling and support services, and additional remedies to prevent contact between a Complainant (a person who is subject to alleged sexual misconduct or retaliation) and a Respondent (a person who is accused of alleged sexual misconduct or retaliation), such as housing, academic, transportation or other accommodations, if reasonably available. When a student or employee reports one of these offenses to UCCS, the student or employee will be provided with written notice of rights and options.

The University recognizes that sexual assault is against the law and prohibited by the CU Sexual Misconduct, Intimate Partner Violence, and Stalking Policy, and does not tolerate such acts on campus. The UCCS Police Department will investigate all allegations of on-campus sexual assault and will take appropriate criminal or legal action. If you become the victim of a sexual assault, your first priority should be to get to a place of safety. It is important that you seek help immediately.

The University will respond to allegations/reports involving sexual misconduct, protected class discrimination/harassment and related retaliation by conducting investigations or resolutions and/or providing support and safety measures as described in the CU Sexual Misconduct, Intimate Partner Abuse, and Stalking Policy, CU Protected Class Nondiscrimination Policy, and OIE's Resolution Procedures.

For more information, see the OIE Resolution Procedures, and related policies: CU Sexual Misconduct Policy, the CU Protected Class Nondiscrimination Policy, and the Conflict of Interest in Cases of Amorous Relationships Policy, at [Office of Institutional Equity](#).

To report emergency or life-threatening violent behavior occurring on campus, or an emerging or potential threat is a non-emergency situation, but a situation in which an individual has reason to believe may become violent, call the UCCS Police Department by dialing (719) 255-3111. Individuals should report any incident of sexual assault or attempted sexual assault immediately to UCCS Police Department at (719) 255-3111, or by dialing '911' from any campus telephone. The UCCS Police Department will investigate all allegations of sexual assault and will take appropriate criminal or appropriate investigatory action. To report any medical emergencies occurring on campus, call 911 from a campus phone. Using the campus phone will simultaneously alert the UCCS Police Department.

Reports of sexual misconduct (including sexual assault, sexual harassment, sexual exploitation, dating violence, domestic violence, and stalking), protected class discrimination/harassment or related retaliation should be made to the Title IX Coordinator at (719) 255-4324. The University will assist an individual in filing criminal complaints if the individual chooses.

Procedures victims should follow and reporting options

If you are the victim of sexual misconduct and there is immediate danger, get to a safe place and call the UCCS Police Department immediately at (719) 255-3111. If you are the victim of a sexual assault off campus, call the Colorado Springs Police Department by dialing 9-1-1.

Preservation of evidence

Individuals may be unsure if they want to report a sexual assault or an incident of dating violence, domestic violence or stalking to law enforcement. Regardless of whether or not a victim chooses to report an alleged incident, it is important to preserve any evidence for future use. If the victim then decides at any point in the future to report the alleged incident, that evidence is still available. Preserved evidence can be helpful in proving that an alleged criminal offense occurred or in obtaining a protection order.

Examples of evidence to preserve include, but are not limited to: the clothing the individual was wearing at the time of the incident, 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 or others), correspondence via other messaging applications (WhatsApp, GroupMe, Discord, or others.) logs, copies of documents, video surveillance, and/or names of witnesses and contact information.

After an alleged sexual assault, an individual should consider seeking medical attention as soon as possible. Regardless of whether an individual chooses to report the alleged assault to police, a medical exam can be done to preserve evidence. Individuals can receive such an exam, known as a Sexual Assault Nurse Examiner (SANE) exam, at Memorial Hospital, at 1400 E. Boulder Street in Colorado Springs. University or city police may transport you to that hospital for a SANE exam. SANE exams should be conducted as soon as possible, in any case of known or suspected sexual assault. It is best if the individual does not bathe, shower, eat, drink, douche or change clothes prior to the SANE exam; however, evidence can still be collected even if the individual has done any or all of these things. If an individual chooses to change clothing that was worn at the time of an alleged assault, all the clothes should be put into a paper (not plastic) bag. While the preservation of evidence is helpful, forensic evidence collection may still take place regardless of whether the individual has taken these steps.

Even if the individual does not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections. Medical attention other than the SANE exam can be obtained at the UCCS Wellness Center, at 719-255-4444.

In Colorado, evidence may be collected even when the victim chooses not to make a report to law enforcement. Colorado law contains provisions to ensure the collection and preservation of forensic evidence in sexual assault cases. A victim of a sexual assault shall not bear the cost of a forensic medical examination; that includes the collection of evidence even if the victim chooses not to participate in the criminal justice system or otherwise cooperate with the law enforcement agency, prosecuting officer, or other government official.

Reporting information

The procedures detailed below are intended to afford a prompt response to charges of sexual assault, dating violence, domestic violence, and stalking, to maintain confidentiality and fairness consistent with applicable legal requirements, and to impose appropriate sanctions on violators of this policy.

1. **Confidential Reporting:** If an individual is not sure about making a police report or initiating a university investigation, the individual may discuss the alleged incident with a confidential resource. Students may contact the UCCS Wellness Center at (719) 255-4444. Staff and Faculty may contact the Real Help Hotline: (833) 533-CHAT (2428). You may still be able to receive some support measures without officially reporting the matter or participating in an investigation. You may also get immediate crisis counseling (24 hours a day) by contacting TESSA, a local sexual assault/domestic violence support and advocacy agency, at (719) 633-3819.
2. **UCCS Title IX/OIE reporting:** If an individual would like to receive support measures or initiate a UCCS resolution or investigation into an alleged incident of sexual assault, sexual exploitation, dating violence, domestic violence or stalking, the report should be made to the Associate Vice Chancellor of Institutional Equity (OIE)/Title IX Coordinator, Laura Emmot or designee, by phone at 719-255-4324 or email at equity@uccs.edu. UCCS will provide resources, as appropriate, to individuals who have been involved in an alleged incident of sexual assault, sexual exploitation, domestic violence, dating violence or stalking. Appropriate disciplinary procedures will be taken against parties who violate this policy. OIE is not a confidential office. The Title IX Coordinator will evaluate any requests for privacy that you make while considering potential safety risks to the campus. In some cases, the University is obligated to respond to an allegation regardless of your wishes, but your participation in an investigation is always voluntary. If the Title IX Coordinator is able to honor your request for privacy, it may limit the University's ability to respond effectively. If you choose to report this matter, you can expect:
 - a. To meet with a member of the OIE trained on responding to reports of sexual assault and harassment, who can assist with identifying and providing supportive and safety measures, such as academic accommodations, housing reassignments, no-contact orders, work arrangements, counseling referrals or others;
 - b. To bring an advisor of your choice to any meeting with the OIE;
 - c. To discuss resolution options;
 - d. In the case a formal grievance is initiated, involved parties have the same rights to provide evidence, submit names of witnesses, and receive timely updates throughout the process;
 - e. That the incident may be referred for criminal prosecution independent of the university's internal process.
3. **Law enforcement reporting:** An individual has the option to contact the UCCS Police Department by calling 719-255-3111. Filing a police report with a UCCS police officer will not obligate the victim to prosecute, nor will it subject the victim to scrutiny or judgmental opinions from officers. Filing a police report will.

- Ensure that a victim of sexual assault receives the necessary medical treatment and tests. Collection of physical evidence is of no cost to the victim, whether they choose to file charges or not.
- Provide the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later.
- Ensure that the victim has access to confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention.

You will be treated with fairness, respect, and dignity during all phases of the criminal justice process. Both the UCCS Police Department and other local law enforcement will keep you informed during all phases of the case including investigation, filing of charges, prosecution, trial and sentencing. Reporting an incident of sexual assault, domestic violence, dating violence or stalking is a difficult yet important decision. Making a report might help with recovery, provide support and services, and prevent the offender from assaulting someone else. UCCS police officers can assist you with reporting the matter to the Colorado Springs Police Department ("CSPD") or the El Paso County Sheriff's Office and can give you additional information on the criminal investigation and prosecution process (including information on obtaining a restraining order through the El Paso County Court system). If reporting a matter, you will be interviewed by a police investigator. If the case proceeds, you may be required to testify in court. CSPD has a victim's advocate who may assist you if that occurs.

Whether or not criminal charges are filed, the University or a person may file a complaint under the University's Sexual Misconduct, Intimate Partner Violence, and Stalking Policy. For more information, refer to the OIE website, at <https://equity.uccs.edu>. Reports of sexual assault, sexual exploitation, domestic violence, dating violence, or stalking made within the primary reporting jurisdiction of the UCCS Police Department will be referred to the OIE and Title IX Coordinator for investigation regardless of whether the victim chooses to pursue criminal charges. Names and identifying information of victims of a sexual assault will only be released with the victim's consent in accordance with state law.

Federal and state law requires some faculty and staff positions to report certain criminal activity to law enforcement. UCCS also strongly encourages all members of its community to report any criminal activity to law enforcement. Victims who wish to report incidents confidentially should contact the UCCS Wellness Center or another confidential reporting resource (listed later in this document). Reports of criminal activity that occurred on the UCCS campus may be made directly to the UCCS Police Department at 255-3111. Reports of criminal activity that occurred elsewhere in the City of Colorado Springs can be made directly to CSPD at 719-444-7000.

You also have the right to decline to notify authorities. Victims are not required to report an incident to law enforcement authorities, but campus authorities will assist victims who wish to do so.

Mandatory reporting for responsible employees. "Responsible employees" of UCCS are required to report any information regarding potential sexual misconduct, protected class discrimination/harassment or related retaliation, to the OIE and Title IX Coordinator at 719-255-4324.

A "Responsible Employee" is any employee who: (1) has the authority to hire, promote, discipline, evaluate, grade, formally advise or direct faculty, staff or students; (2) has the authority to take action to redress prohibited conduct; and/or (3) has been given the duty of reporting incidents of sexual misconduct, protected class discrimination/harassment or related retaliation to the Title IX Coordinator. The Associate Vice Chancellor of Institutional Equity/Title IX Coordinator has designated ALL employees as "responsible employees."

Protection Orders

Orders of protection, no-contact orders, restraining orders or similar lawful orders issued by a criminal, civil or tribal court.

Individuals who are interested in obtaining an Order of Protection, or any other order issued by a criminal, civil or tribal court must pursue those option on their own behalf. Protection orders are obtained through the El Paso County Court system. More information on this process can be found at [Restraining Order Information – El Paso County Sheriff's Office](#) (El Paso County Sheriff's Office) and [Getting a Protection Order | Colorado Judicial Branch](#). TESSA, a Colorado Springs advocacy organization, will also provide free assistance to individuals in obtaining protection orders. More information can be found at [Protection \(Restraining\) Orders in Colorado | TESSA of Colorado Springs](#).

UCCS 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 UCCS Police Department and the Associate Vice Chancellor of Institutional Equity/Title IX Coordinator. For further information regarding University no-contact orders and other interim measures, please see the section entitled "Possible Supportive Measures and Sanctions."

How UCCS protects confidentiality

For students who are victims of crime, the University complies with the provisions of the Family Educational Rights and Privacy Act (FERPA) with regards to recordkeeping. For faculty and staff members who are victims of crime, the University adheres to the applicable law, including the Colorado Open Records Act (CORA). For more information, see Administrative Policy Statement 2022 – Colorado Open Records Act (CORA), including Appendix A: Information Not Public by Law, [APS 2022 - Colorado Open Records Act \(CORA\) | University of Colorado](#). OIE will maintain the privacy of the parties to the extent possible. Where information must be shared to permit the investigation to move forward, the parties will be informed. Privacy of the records specific to the investigation is maintained in accordance with Colorado law and FERPA. The University supports the use of confidential resources so that victims can provide information confidentially and still receive certain supportive measures as appropriate through the Title IX Coordinator or designee.

Communications with these confidential resources are confidential to the extent permitted by statutory law. The University will maintain as confidential any accommodations or supportive measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the University to provide accommodations or supportive measures.

UCCS will complete publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the victim. Any public release of information to comply with the timely warning provisions of the Clery Act will not release the names of victims or information that could easily lead to a victim's identification. UCCS students may request that directory information be withheld from public release by contacting the Office of the Registrar, Main Hall 108. The Office of the Registrar can be

contacted by telephone at 719-255-3361. More information on Student Privacy is located at [FERPA \(The Family Educational Rights and Privacy Act\) | Office of the Registrar](#).

Support for Victims, Victim Assistance

Students who are victims of sexual offenses have access to various confidential counseling options with staff that are specifically trained in the area of sexual offenses and crisis intervention. Student victims of sexual offenses can be seen confidentially through the Wellness Center. Appointments can be made by calling the Wellness Center at (719) 255-4444 or by coming to the Recreation and Wellness Center in person. Normal clinical service hours are 8am - 5pm Monday through Friday.

If you are in a crisis after normal business hours, please contact the UCCS Police Department at (719) 255-3111 (if on campus) or contact the Diversus Health (formerly AspenPointe) Mental Health Crisis Line at (844) 493-8255. Consultations are available by appointment or by phone. For any concerns that are not immediate please contact the Wellness Center via email at wellness@uccs.edu.

Sometimes experiencing a sexual assault, sexual exploitation, dating violence, domestic violence, or stalking can compromise concentration, ability to focus on school, or feeling able to get to class. OIE, in conjunction with the Office of the Dean of Students, can discuss options for managing academic issues while maintaining privacy, and provide assistance with identifying other options under the policy.

There are a number of options and rights that victims/survivors have available to them should they choose to report sexual misconduct to their school. These include:

- Being informed of available grievance procedures, how to file a formal complaint with the University, being provided with a clear and complete explanation of the complaint process, being provided with information on the protocol for reporting to the UCCS Police, being provided with the police protocol once information is received.
- Being provided with appropriate referral (with victim/survivor's permission) to the Office of Institutional Equity, responsible for investigation of sexual misconduct, if the respondent is a student, employee (including faculty), or other affiliate of the university.
- Being informed of the institution's confidentiality and privacy policy, reporting requirements, and opportunity for anonymous reporting.
- Providing an anonymous report of the incident, date and location for Clery Act reporting (the Clery Act is a federal law that requires anonymous statistical reporting of a number of crimes including sexual misconduct. The numbers appear in an annual crime report).

Individuals who are victims of sexual assault, sexual exploitation, domestic violence, dating violence, or stalking (and those accused of the above) are entitled to the following if reasonably available, regardless of whether the victim chooses to report the crime to the UCCS Police or local law enforcement or whether the offense occurred on or off campus:

- Assistance with changes in on-campus housing and academic arrangements as needed
- Assistance in changing working situations
- To be informed of the status of the case at any time
- To have counsel or a support person present throughout the investigation
- A timely adjudication process without unnecessary delays

- To be informed of the outcome of the report or complaint

All efforts will be made to protect the victim and witnesses from threats, harassment, and intimidation by the alleged assailant and/or others on behalf of the alleged assailant.

Police records will redact victim identifying information, to the extent allowed.

Procedures for Addressing and Investigating Sexual Misconduct, Sexual Harassment, Discrimination or Related Retaliation and Disciplinary Action.

All reports or complaints will be addressed by prompt, fair, and impartial resolution procedures. Please refer to the OIE Resolution Procedures, available at: <https://equity.uccs.edu/> for up-to-date resolution information and resources. Formal resolution may lead to the imposition of sanctions for a respondent found responsible for violating the applicable policy/ies, based upon the preponderance of the evidence standard (what is more likely than not). Proceedings shall be conducted by officials who receive annual training on the issues related to domestic violence, dating violence, sexual assault, sexual exploitation, and stalking. The Complainant and the Respondent are entitled to the same opportunities to have others present during an institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice. UCCS acts to reasonably prevent recurrence of prohibited conduct and that the effects on the victim and the community are remedied.

In any complaint of sexual assault, sexual exploitation, stalking, dating violence, domestic violence or other behavior covered under the federal law, Title IX, the reporting/complaining parties and the responding parties are entitled to the same opportunities for a support person or advisor of their choice at any meeting or hearing. Once complete, the parties will be informed, in writing, of the outcome, including the findings and the rationale thereof. Both parties will also be notified of any sanctions imposed. Delivery of these outcomes will not be delayed to either party, and should occur as nearly simultaneously as possible, without unnecessarily bringing those in conflict into close proximity to each other.

All parties will be informed of their rights during an investigation. Generally, sexual misconduct and protected class discrimination and harassment investigations will be completed within 90 days of the issuance of the notice of allegation. Should any delay occur, all parties will be informed in writing as soon as is practical and will be notified when the results of the resolution process are final.

Each party, whether a Complainant or a Respondent, may have an advisor of their choice present during any interview, which can include, but is not limited to an attorney or advocate. Advisors are not authorized to speak or participate instead of the complainant or respondent. If a complainant or respondent chooses to have an advisor present for interviews, it is the complainant or respondent's obligation to select an advisor whose schedule allows attendance within the timeframes designated.

If a student or employee requires an accommodation to participate in an investigation (such as an accessible meeting location or a sign language interpreter) under the [UCCS Disability Access and Accommodation Policy 300-021](#), that student or employee should contact the Office of Institutional Equity to request such accommodation.

If a report or complaint of potential sexual misconduct, protected class discrimination/harassment or related retaliation within the jurisdiction of the University is made to the OIE and Title IX Coordinator, the Title IX Coordinator or designee will determine the most appropriate means for addressing the report or complaint. Options for resolution include: Preliminary Inquiry, Informational Report (document only), Adaptable Resolution Process (including Informal Resolution), Policy Compliance Education, and Formal Grievance Process (investigation).

If the individual would still like to maintain privacy and does not wish for the OIE to investigate or address the matter, the Title IX Coordinator or designee will weigh and determine that request against the University's obligation to provide a safe, nondiscriminatory environment for all students, faculty, and staff. In making that determination, the Title IX Coordinator or designee will consider a range of potentially overriding factors:

- The Complainant's request not to proceed with the initiation of a complaint or resolution process;
- The Complainant's reasonable safety concerns regarding initiation of a complaint;
- The risk that additional acts of sex discrimination or other prohibited conduct would occur if a complaint is not initiated;
- The severity of the alleged sex discrimination or other prohibited conduct, including whether the discrimination or other prohibited conduct, if established, would require the removal of the Respondent from campus or imposition of another disciplinary sanction to end the discrimination or other prohibited conduct and prevent its recurrence;
- Use of, or threat to use, a weapon, access to or attempts to access weapons, or a history of bringing weapons to the University;
- Whether the alleged prohibited conduct was facilitated by the incapacitation of the Complainant (through alcohol, drugs, disability, unconsciousness, or other means);
- The age and relationship of the Parties, including whether the Respondent is an Employee of the University;
- The scope of the alleged sex discrimination or other prohibited conduct, including information suggesting a pattern, ongoing sex discrimination or other prohibited conduct, or sex discrimination or other prohibited conduct alleged to have impacted multiple individuals; and, whether any other aggravating circumstances or signs of predatory behavior are present.
- The location of the alleged incident(s);
- The availability of evidence to assist a decision-maker in determining whether sex discrimination or other alleged prohibited conduct occurred;
- Whether the University could end the alleged sex discrimination or other prohibited conduct and prevent its recurrence without initiating its grievance procedures;
- Whether the alleged prohibited conduct includes threats of further prohibited conduct;
- Use of, or threat to use, a weapon, access to or attempts to access weapons, or a history of bringing weapons to the University;
- Whether the Respondent has been found responsible in legal or other disciplinary proceedings for acts of prohibited conduct; or
- Whether the Complainant is a minor.

The Title IX Coordinator or designee's decision will be conducted on a case-by-case basis after an individualized review and the Title IX Coordinator or designee may consult with other

University officials as appropriate including but not limited to the UCCS Police Department, the CARE Team, and/or Human Resources. If the University honors the individual's request for privacy, the University's ability to meaningfully investigate the incident and pursue disciplinary action, if appropriate, may be limited.

The OIE has discretion to conduct a Policy Compliance Education Meeting if it decides that such a meeting is the most appropriate way to respond to an allegation of Prohibited Conduct. Additionally, the OIE retains discretion to proceed with a Formal Grievance Process for allegations that, if proven true, would violate one or more of the Applicable Policies. The OIE will notify the Complainant if it is determined appropriate to commence or resume a Formal Grievance Process at any time. In the case that Policy Compliance Education is appropriate, the OIE may:

- Provide interim or long-term supportive measures to the Complainant, Respondent, or other Parties;
- Provide a referral to other campus-based resolution processes as appropriate for the specific facts of the case; • Meet with the Respondent to: o discuss the impact of the alleged behavior and provide the Respondent an opportunity to respond; o review Prohibited Conduct under the Applicable Policy(ies); or o identify and discuss appropriate future conduct with the Respondent, as well as how to avoid behavior that could be interpreted as retaliatory. If OIE meets with the Respondent, the OIE may inform the Complainant of the Respondent's responses if appropriate; notify the Respondent's appointing/Disciplinary Authority of the allegations and responses if necessary, who will determine whether any other disciplinary action is appropriate; or,
- Provide targeted or broad-based educational programming or training as appropriate.

The Title IX Coordinator or designee will offer assistance to victims in the form of opportunities for academic accommodations, changes in working situations and other assistance as may be appropriate and available (such as no-contact orders, Wellness Center referrals, campus escorts, targeted interventions, etc.). Options can also be discussed for managing academic issues while maintaining privacy as sometimes experiencing a sexual assault or other form of sexual misconduct can compromise concentration, ability to focus on school, or feeling able to get to class. With the assistance of the Office of Residence Life and Housing, options can be discussed for a change of housing, for individuals who live in UCCS Housing. No victim is required to take advantage of these services and resources, but UCCS provides them in the hope of offering help and support. A summary of rights and options is provided to all victims.

In a formal resolution of a sexual misconduct, protected class discrimination/harassment or retaliation case, investigators will follow the procedure outlined in the OIE Resolution Procedures, which can be found by following the link: [Office of Institutional Equity](#).

Possible supportive and safety measures, and sanctioning

Supportive and safety measures ("supportive measures") are individualized measures designed to (1) restore or preserve an individual's access to the University's education or employment program or activity, including measures to protect the safety of an individual or the University's educational or work environment; or (2) provide support during an OIE resolution process. Supportive measures are offered as appropriate and reasonably available, without fee or charge, and cannot unreasonably burden any party involved. Supportive measures will be

provided to the applicable party(ies) and afforded regardless of participation in an OIE resolution process or reports of an alleged crime to law enforcement. Supportive measures, as defined above, may involve temporarily restricting a Respondent's access to university programs and activities (Emergency Removal). Complainants, Respondents, and other Parties involved in an OIE resolution may request supportive measures from the Associate Vice Chancellor/Title IX Coordinator or designee. The Associate Vice Chancellor/Title IX Coordinator or designee will maintain oversight of these requests and the provision of any supportive measures. Additionally, Parties may request modification or termination of a supportive measure applicable to them if their circumstances change materially. Whether supportive measures are appropriate is determined by the Associate Vice Chancellor/Title IX Coordinator or designee after an Individualized Safety and Risk Assessment and every effort should be made to avoid depriving any student or Employee of access to their educational or employment activities.

Supportive measures may be kept in place, lifted, or modified as additional information is obtained; or, they may be extended indefinitely, as appropriate.

Supportive measures that may be available include, but are not limited to:

- academic services (extensions of deadlines or other course-related adjustments, arranging for a party to re-take a course, excusing related absences, or withdrawing from a class without penalty);
- support with extra-curricular modifications or related adjustments;
- support in accessing medical services;
- support in accessing counseling or other confidential services;
- support with employment modifications (such as changes to schedule or location);
- campus safety escort services and/or increased security and monitoring of certain areas of campus;
- transportation/parking modifications; • mutual or individual no-contact orders enforced by the University;
- provision of information for obtaining a protection order through the court system; • leaves of absence;
- adjustments, modifications, or refund related to campus housing or residency (as applicable);
- training and education programs related to sex-based harassment and other prohibited conduct under the Applicable Policies; and Emergency Removals

Safety Measures (Emergency Removal)

The University may remove a Respondent from an education program or activity on an emergency basis after the University: 1) undertakes an Individualized Safety and Risk Analysis; 2) determines that an imminent threat to the health or safety of any students or other individuals arising from the allegations of misconduct under an Applicable Policy justifies removal; and 3) provides the Respondent with notice and an opportunity to challenge the decision immediately following the removal. Emergency removals are done in accordance with other applicable policies and processes, including as administered by the Office of the Dean of Students (for student Respondents) and/or Human Resources (for Employee Respondents). Emergency Removals may not be construed to modify any rights under Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 794, or the Americans with Disabilities Act of 1990, 42 U.S.C. 12101 et seq.

The OIE must initiate the Formal Grievance Process before or within a reasonable timeframe after an Emergency Removal has been determined an appropriate course of action. When a Complainant or Respondent is both a Student and an Employee, the University will consider whether the Party's primary relationship with the University is to receive an education and whether the alleged misconduct occurred in the context of their employment.

Types of Emergency Removal include, but are not limited to:

- 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 an OIE Formal Grievance Process are made in consultation with Chief Human Resource Officer or designee and appointing/Disciplinary Authority).
- Temporary suspension of supervisory or evaluative authority for Employees in consultation with the Chief Human Resource Officer or designee and appointing/Disciplinary Authority. C. Implementation of Supportive Measures The OIE may, as appropriate, modify or terminate supportive measures at the conclusion of a resolution process, or the recipient may continue them beyond that point. The University will keep private any supportive measures provided, to the extent that maintaining such privacy will not impair the University's ability to provide the supportive measures. The Associate Vice Chancellor/Title IX Coordinator or designee may consult with other campus authorities or individuals whose assistance may be required in order to effectively implement supportive measures, including but not limited to appropriate leadership within departments that support students and/or Employees with matters regarding disability or other accommodations, academics, and employment. When implemented as part of a Formal Grievance Process, supportive measures may be considered as evidence during the investigation and hearing.

The OIE must not disclose information about any supportive measures to persons other than the person to whom they apply, including informing one party of supportive measures provided to another party, unless necessary to provide supportive measures or restore or preserve a party's access to the education program or activity, or when an exception applies:

- When the recipient has obtained prior written consent from a person with the legal right to consent to the disclosure;
- When the information is disclosed to a parent, guardian, or other authorized legal representative with the legal right to receive disclosures on behalf of the person whose personally identifiable information is at issue;
- To carry out the Applicable Policies, including action taken to address prohibited conduct in the University's education program or activity;
- As required by Federal law, Federal regulations, or the terms and conditions of a Federal award, including a grant award or other funding agreement; or
- To the extent such disclosures are not otherwise in conflict with the Applicable Policies, when required by State or local law or when permitted under FERPA, 20 U.S.C. 1232g, or its implementing regulations, 34 CFR part 99.

Appeal of Supportive Measures (including Safety Measures)

Impacted Parties will be provided with written notice of decisions regarding case-specific supportive measures and will ensure that impacted Parties are afforded the opportunity to seek modification or reversal of the decision to provide, deny, modify, or terminate supportive measures that are applicable to them. Appeals must be submitted to the Associate Vice Chancellor/Title IX Coordinator or designee in writing. All supportive measures included in the initial Notice of Supportive Measures will remain in effect pending the outcome of any appeal. An appeal must include a description of why the supportive measures implemented: 1) fail to restore or preserve an individual's access to the University's education or employment program, including measures to protect the safety of an individual or the University's educational or work environment; 2) fail to provide support during an OIE resolution process; 3) requires fee or charge; 4) unreasonably burdens any involved party. The Associate Vice Chancellor/Title IX Coordinator will notify other involved Parties (as applicable) of the receipt of an appeal and refer the appeal to an appropriate trained University authority ("appeal officer"), who is someone other than the person that provided the supportive measures and has the authority to provide, deny, modify, or terminate them. The appeal officer may decide to lift, uphold, or modify supportive measures. All decisions of the appeal officer are final and will be issued in writing to the appealing party(ies) within 14 days of receipt of the appeal. This 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.

Sanctions

The range of sanctions for student Respondents found responsible for violating one or more Applicable Policies are stated in the Student Code of Conduct, posted online at: [Student Conduct | Office of the Dean of Students \(uccs.edu\)](#), and includes those designed to provide education or remedial measures up to and including expulsion or termination.

The range of sanctions for Employee Respondents found responsible for violating one or more Applicable Policies is:

- 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.
- Suspension/Unpaid Leave. The Employee is suspended from employment without pay for a definite period of time.
- 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, action may be taken by the police for trespass.

- 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.
- Initiation of Employment Status-Specific Process. Classified staff and tenured/tenure-track faculty have rights to specific disciplinary processes. The Disciplinary Authority may choose to initiate that process as a sanction for an Applicable Policy violation.
- 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.

Sanctions imposed must be based upon consideration of all the circumstances in a particular case, mitigating and aggravating circumstances may be considered. Repeated violations are likely to result in progressively severe sanctions and one or more may be imposed. It is important to note that in all cases, the conduct officer or disciplinary authority reserves the right to use their discretion in determining the appropriate sanction for a case. All decisions regarding responsibility and appropriate sanctions will be given in writing. Both the complainant and the respondent have the right to meet with the conduct officer or disciplinary authority, give an impact statement, or discuss mitigating factors for the purposes of influencing the sanctions, and shall be informed of the outcome of the corrective action or disciplinary process. A student respondent who is sanctioned may appeal a conduct determination, which will consist of a review of the existing record by a different authority, in accordance with the process outlined in the UCCS Student Code of Conduct. The ability of an employee respondent who is sanctioned to appeal will be determined by specific departmental policies.

Upon request, the University will disclose the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of any crime of violence or a non-forcible sex offense to the alleged victim, or the next of kin, if the victim is deceased.

Training, Education and Awareness Programs

- Within 60 days of hire, UCCS employees are required to complete Skillsoft training that covers the following topics (based on law and policy):
 - Sexual Misconduct Policy (CU APS 5014)
 - Affirmative Consent
 - Incapacitation
 - Relationships – healthy and unhealthy behaviors
 - Protected Class Discrimination and Harassment (UCCS Policy 300-017)
 - Conflict of Interest in Cases of Amorous Relationships (CU APS 5015)
 - Bystander Intervention and safety strategies
 - Retaliation
 - Mandatory Reporting by Responsible Employees
 - Resources and Resolution Options
- OIE partners with the Office of the Dean of Students and UCCS PD to deliver training live and/or via pre-recorded video) known as #SmartMoveUCCS to all students during their freshmen year via Gateway Program Seminar (GPS) courses and offered to all transfer and incoming students. The training on the same subjects covered in the Skillsoft training for employees, but with additional topics addressed, including healthy behaviors and intervention when it comes to alcohol and drug use.

- OIE conducts targeted in-person and live virtual trainings for specific populations. Most are conducted annually, and some are as needed (in response to concerning trends or increased reporting), or as requested, including but not limited to:
 - Residence Life staff and student employees
 - Student employees
 - Athletics
 - Facilities Services Department
 - Faculty in LAS, EAS, COE, and CPS
 - Student Engagement Leaders
 - Executive Team Leadership
 - Peak Educators
 - Summer Conference Assistants
 - International Students
 - Gateway Program Seminar (GPS) Students
 - UCCS Public Safety
 - Greek Life
 - All new staff and faculty

UCCS training includes primary prevention and awareness programs that does the following:

- Identifies sexual assault, sexual harassment, sexual exploitation, dating violence, domestic violence and stalking as prohibited conduct by UCCS policies and state criminal law;
- Defines what behavior constitutes sexual assault, sexual harassment, sexual exploitation, dating violence, domestic violence and stalking pursuant to UCCS policies and state criminal law;
- Defines what behavior and actions constitute consent to sexual activity pursuant to UCCS policies and state criminal law;
- Provides safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of sexual assault, sexual exploitation, domestic violence, dating violence or stalking against a person other than the bystander;
- Provides information on risk reduction so that students and employees may recognize warning signs of abusive behavior and how to avoid potential attacks; and
- Provides overviews of relevant UCCS policies, including the CU Protected Class Nondiscrimination Policy, which explains reporting requirements, resources available, investigative and resolution options and processes and other information.

Within these training programs, the university provides information on effective and safe bystander intervention techniques. The university cautions students and employees that bystander intervention must only be engaged in when an individual does not feel their safety is at risk in doing so. The university describes the positive effects of bystander intervention in various situations and trains how to intervene directly or using delegation or distraction in the most effective ways possible. The training is accomplished using slides, multimedia, demonstration and role-playing. The university also trains students and employees on risk reduction techniques, focusing on awareness, planning and vigilance to protect themselves and others in various contexts.

Campus and Community Resources

Resources available to persons who report being the victim of sexual assault, dating violence, domestic violence or stalking, include (the following contact information was current as of the date of publication of this report, but may not remain accurate. It is recommended that individuals verify this information.

These resources are provided throughout this report, they are also specifically provided here because they contain helpful resources available for VAWA related crimes.

On-Campus		
Wellness Center	719-255-4444	https://recwellness.uccs.edu https://recwellness.uccs.edu/mental-health-services
UCCS Police Department	719-255-3111	https://police.uccs.edu
Office of Institutional Equity	719-255-4324	https://equity.uccs.edu
Office of the Dean of Students	719-255-3091	https://dos.uccs.edu
Disability Services	719-255-3354	https://disability.uccs.edu
Human Resources	719-255-3372	https://hr.uccs.edu
MOSAIC	719-255-3319	https://mosaic.uccs.edu
LGBTQ Resource Center	719-255-3347	https://lgbtresourcecenter.uccs.edu
Off-Campus		
Colorado Springs Police Department	911 719-444-7000	https://coloradosprings.gov/police-department
El Paso County Sheriff's Office	719-520-7100	https://www.epcsheriffsoffice.com
TESSA	719-633-1462 Crisis line: 719-633-3819	https://www.tessacs.org
Haseya Advocacy	719-600-3939	https://www.haseya.org/
Voces Unidas for Justice	720-588-8219	http://www.vocesunidasforjustice.org/
Laboratory to Combat Human Trafficking	866-455-5075 Text: 720-999-9724	https://combathumantrafficking.org/
Colorado Coalition Against Sexual Assault		http://www.ccasa.org
WINGS Foundation (Survivors of childhood sexual abuse)		http://www.wingsfound.org
RAINN (Rape, Abuse and Incest National Network)		http://www.rainn.org
Department of Justice		https://www.justice.gov/ovw/sexual-assault
Department of Education, Office of Civil Rights		https://www.ed.gov/about/ed-offices/ocr

Sex Offender

Statement Addressing Sex Offender Registration

In accordance with the “Campus Sex Crimes Prevention Act” of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, UCCS Police are providing a link to the Colorado Bureau of Investigations Sex Offender registry.

A person may also request a list from the Colorado Bureau of Investigation (CBI). CBI maintains the registry and is the official custodian of high-risk registered sex offenders. CBI has established a website pursuant to 16-22-111 Colorado Revised Statutes (C.R.S.). For more information visit CBI’s sex offender website at <https://www.colorado.gov/apps/cdps/sor/>

Release of Information

Pursuant to 16-22-112(2), Colorado Revised Statutes, each Colorado law enforcement agency shall release information regarding any person registered with the local law enforcement agency pursuant to this article to any person residing within the local law enforcement agency’s jurisdiction. The information is available for the UCCS Police Record Custodian, during normal business hours. The release of such information does not violate the Family Educational Rights to Privacy Act (FERPA).

For the City of Colorado Springs, you can visit the Colorado Springs Police Department website <https://coloradosprings.gov/police-department/page/sex-offender-information>. The information provided by the Colorado Springs Police is only for sex offenders who reside in Colorado Springs, are required by law to register as sex offenders with the police department, are in compliance with the sex offender registration laws, and are adults who have committed a felony or hold an active warrant for the sex offender’s arrest. If you wish to receive a more complete list of sex offenders, you will need to complete the appropriate form and attach appropriate fees.

To obtain sex offender registry information for El Paso County, visit the El Paso County Sheriff’s website at <https://www.epcsheriffsoffice.com/services/sex-offenders-search>. The website includes only those persons who have been required by law to register and who are in compliance with the sex offender registration laws.

The use of this sex offender registry information to harass, threaten, or intimidate any registered sex offender, their significant others, or any member of their community supervision team will not be tolerated and will result in criminal prosecution.

This statement is provided in compliance with the Campus Sex Crimes Prevention Act of 2000 and the Colorado Sex Offender Registration Act, Article 22 of Title 16, C.R.S.

Alcohol and Drug Policy

Statement Addressing Possession, Use, and Sale of Alcoholic Beverages Alcohol Use at the University

UCCS is committed to excellence in all aspects of personal and academic life. Alcohol abuse and misuse is a significant impediment to achieving this excellence. Therefore, UCCS permits only responsible, legal consumption of alcohol. The university complies with all federal, state and local laws concerning alcohol and illegal drugs. As a UCCS community member, you are responsible for acquainting yourself with the laws and university policies regarding alcohol and illegal drugs.

Alcohol Policy

Alcohol policies apply to the UCCS campus and University sponsored activities at off-campus locations. Administrators, alumni, faculty, guests, staff, and students must adhere to all applicable state and local laws and University regulations related to the sale, possession and use of alcoholic beverages. The most common laws related to alcohol use and sales are as follows:

1. The sale of alcoholic beverages is prohibited except in designated areas at times and dates licensed by the Colorado State Department of Revenue.
2. In the State of Colorado, it is against the law for persons under 21 years of age to possess or consume malt beverages, fermented malt liquor or vinous or spirituous liquor. UCCS Police complies with all federal, state and local laws concerning possession and/or consumption of ethyl alcohol. However, enforcement options may include criminal charges as well as a referral to the Dean of Students Office or the Office of Residence Life and Housing for possible disciplinary sanctions.
3. The furnishing of alcoholic beverages to underage persons is also against the state law.
4. Alcohol cannot be consumed or carried in open containers on any street, sidewalk, and alley, automobile or public area.
5. Alcohol is not permitted in the Summit Village and Village at Alpine Valley Residence Halls. In the Alpine Village Apartments, any student 21 years of age or older may consume alcohol in their room, or if all residents in the apartment are over 21 years of age, alcohol may be consumed in the apartment's common living room as long as no one else present is under 21 years of age.
6. No person under legal drinking age or any obviously intoxicated person shall be furnished, served, or given an alcohol beverage.
7. It is University policy that the cost of admission to an event may not include alcoholic beverages. Alcoholic beverages must be purchased separately.

Policy found at <https://aod.uccs.edu/sites/g/files/kjihxj1956/files/inline-files/100-003.pdf>.

Standards of Conduct

The purpose of the UCCS Student Code of Conduct is to maintain the general welfare of the University community. The University strives to make the campus community a place of study, work, and residence where people are treated, and treat one another, with respect and courtesy. The University views the student conduct process as a learning experience that can result in growth and personal understanding of one's responsibilities and privileges within both the University community and the greater community. All students must follow these standards. Students who violate these standards will be subject to the actions described below. These procedures are designed to provide fairness to all who are involved in the conduct process.

It is the goal of the Office of the Dean of Students for all students to fully understand their rights and responsibilities throughout the student conduct process. This starts at Orientation through discussions about the responsibilities of all members of the University Community and to information and programs during the academic year. At all conduct meetings, students are presented with all necessary information for them to make informed decisions about the process. UCCS' Student Code of Conduct can be obtained from the Office of the Dean of Students or by visiting <https://dos.uccs.edu/student-conduct>.

University Requirements for Serving Alcohol

Any event where alcohol is served that meets either of the following conditions is covered by this policy – the event takes place on university property or the event is paid for in part or in whole by university funds.

1. No person under legal drinking age nor any obviously intoxicated person shall be furnished, served or given an alcoholic beverage.
2. All alcohol events where University funds are used require the Event with Alcohol Authorization Form.
3. Regardless of who caters the event, servers of alcohol must be TIPS certified unless the event is an un-catered event at a private residence. Bartending services can be provided should your caterer not have TIPS certified employees.
4. Security requirements will be determined on a case-by-case basis by the UCCS Police Department.
5. Guests under 21 years of age are allowed to attend events with alcohol, but there must be a system in place (such as wristbands or hand stamps) to identify guests who are not of age so they will not be served alcohol.

Best Practices

1. If the event lasts more than two hours, alcohol should not be served during the last hour of the event. For events lasting less than two hours, service should end at least 30 minutes before the scheduled end of event.
2. Identify those whose age has been checked by using wristbands or hand stamps for those old enough to drink alcohol.
3. At a private event, use a check-in list at the entrance of the event to verify that only invited guests attend. Use a nametag, wristband, hand stamp or other means of identifying persons who have checked in at the entrance to a private event.
4. Use tickets or other means to limit/monitor the number of alcoholic drinks consumed.
5. Develop a "get home safe" booth for guests to call taxis, designated driver or other safe ride home.

Statement Addressing Illegal Drugs

State drug laws as well as University policy prohibit the sale, unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance, or of illicit drugs, on university property or as part of any university activity, in compliance with the **Drug Free Schools and Communities Act** and the **Drug-Free Workplace Act**. Although possession and use of marijuana is no longer a crime under Colorado law, for those 21 years of age and over, the possession and use of marijuana remains illegal under federal law. The use and/or possession of marijuana in any form is prohibited on campus and/or on any property owned, leased or operated by UCCS, including UCCS student housing.

UCCS Police enforces all state and local drug laws. This prohibition applies to all students, employees and visitors. Any employee (including student employees) whose act in violation with the above policy also results in a criminal conviction must report the conviction in writing to the employee's supervisor within five days. The University, in turn, is obliged by law to report certain convictions to the federal government.

University sanctions for violation of this policy may include, but are not limited to, mandatory participation in a rehabilitation program, or disciplinary action such as reprimand, suspension, salary reduction, demotion, or termination of employment for employees, and for students a warning, probation, suspension, ineligibility for financial assistance, or dismissal or expulsion from the University.

Many of the acts, which violate this policy, also violate criminal law and must be referred for prosecution. In such cases, law enforcement authorities may administer a separate penalty such as a fine or imprisonment.

In addition to the legal and financial consequences associated with the abuse of drugs and alcohol, the physical and psychological effects of such abuse can have a devastating effect upon the ability to perform physical and intellectual skills required of a student or employee. It can also impair the ability to develop and maintain the interpersonal skills and the working relationships essential to an effective working and learning environment.

Health Risks

A myriad of health risks are associated with drug and alcohol abuse. Risks include but are not limited to malnutrition, brain damage, heart disease, digestive problems, injury or death through violent or self-destructive behavior, depression, cirrhosis of the liver, high blood pressure, dependency potential. Personal relationships, family dynamics, ability to work and study are also at risk. Further information on health risks is available at the Wellness Center, wellness@uccs.edu, (719) 255-4444.

Drug and Alcohol Abuse Education Programs

UCCS provides education, counseling, and referrals for rehabilitative treatment relating to drug and alcohol abuse. Programs are available through Student Support Services (Wellness Center and Disability Services) <https://www.epcsheriffsoffice.com/>, CU Benefits Office (Colorado State Employee Assistance, UC Health Insurance) and the UCCS Police Department (event guidance and training). Also, see crime prevention programs beginning on page 20 of this report.

For further information on UCCS alcohol and drug policies, visit the Alcohol and Other Drug website at <https://aod.uccs.edu>.

Campus Facilities

Campus delays/closures

Information concerning campus delays or closure is posted by the UCCS Police Dispatch Center. Information is available in several ways: on the Internet at <https://www.flashalert.net/> by calling the campus Emergency Information Line at (719) 255-3346; via e-mail and Emergency

Notification System text alerts sent out to staff, faculty, and students; and by listening to local radio and TV stations.

The primary premise for weather-related closing of UCCS is that the institution will remain open unless there is unreasonable risk or danger to a substantial number of students and employees due to unreasonably hazardous driving conditions to campus. While utmost consideration is given to conditions for travel, UCCS continues to function during inclement weather.

Given the range of institutional programs, the number of essential services provided, and the continuing needs of resident students, the university will remain open in all but the most extreme circumstances. University employees and students are urged to use their own discretion in deciding whether they can safely commute to class or to work. If personal health or safety is at issue in that decision, responsible judgment should be used.

In the event of heavy snowfall, extreme weather conditions, campus emergency, a mechanical system failure or some other condition that prevents the safe operation of the campus, classes may be canceled or delayed. The authority to cancel or delay regularly scheduled classes rests with the Chancellor or the Chancellor's designee. Every attempt will be made to announce this decision by no later than 6:00 a.m. for morning and afternoon classes, or 3:00 p.m. for evening classes and activities.

Statement Addressing Access to Campus Facilities

- **Residence Halls:** All residence hall doors that lead to living areas are locked 24 hours a day. The village front desks located in the lobbies of Monarch House and LaPlata House are staffed Monday through Friday from 8:00 am to 8:00 pm, Saturday and Sunday 1:00 pm to 5:00 pm. During these hours, a resident may enter the hall through the lobby or common area or use an access card to enter the hall through several outside doors. Access to residence halls is restricted to residents and guests. A guest may access any residential facility if a housing resident accompanies them. The residents are responsible for escorting their guest(s) at all times, and for explaining housing rules and regulations to each guest. At check in, residents are provided with keys for their room, mailbox and access via mobile ID to the exterior doors of the building. Keys may be metal keys, electronic access cards or a combination of both. Outside doors to residence halls should never be propped open, and malfunctioning doors should be reported to the hall office. Residents are advised to lock their rooms whenever they leave and to always carry their key/cellular phone for Mobile ID access. All residence hall keys remain the property of the university, and duplication of residence hall keys is prohibited. It is against residence hall policy for people to have residence hall keys that were issued in someone else's name. Only original university keys are accepted when residents check out of the halls. If a resident loses their keys, the lock on the room door is changed at the resident's expense. It is the responsibility of the resident to notify the residence hall office if keys have been lost. Residents should never allow strangers to follow them through locked security doors into their residence hall.
 - Residence Hall Maintenance Work Orders. Residents are responsible for reporting to the Office of Residence Life and Housing problems or issues that may arise within their personal suite. The on-duty staff make several rounds through all common areas of the housing village during their duty rotation and report any maintenance concerns via the housing work order system; if an issue is found after hours that affects the health or safety of residents the issue is reported to the on-call maintenance staff for a return to campus. Work orders are

typically attended to within 24 hours of receiving the request for work Monday through Friday 7:30 am to 6:00 pm. Afterhours or weekends residents are instructed to report the concern to the on-duty staff, and an assessment will occur. If the on-duty staff cannot remedy the situation then the on-call maintenance staff is requested to return to campus to attend to the concern.

- **Campus Buildings:** As a member of the campus community, you (as well as university guests and visitors) have access to most campus buildings and facilities during regular business and class hours (Monday – Saturday, from 07:30 am to 10:30 pm) and for scheduled classes and events on Sundays, excluding most holidays. The UCCS Police Department is responsible for locking and unlocking designated university buildings and for patrols of campus grounds and buildings. If you need assistance in gaining authorized entry outside of business hours to a university building or room and no other help is available, you may call the UCCS Police at 719-255-3111.

Statement Addressing Maintenance of Facilities and Security

- **Lighting:** Exterior campus lighting is essential to creating a safe campus environment. Parking lots, main pedestrian walkways and bike paths, and most campus building exteriors are lit either all night long or several hours past the end of the last class. The exterior lighting receives a comprehensive inspection by the UCCS Police Department to identify any unreported lighting failures or deficiencies and resulting issues are placed into a work order routed to the Facilities Department for correction. You are encouraged to report any exterior lighting problems by either submitting a work order to Facilities Services via website-[Facilities Services work order](#) or by calling Facilities at (719) 255-3313, or by calling the UCCS Police Department at (719) 255-3111. Work orders are addressed between the hours of 7:00 am to 3:30 pm, Monday-Friday.
- **Trees, Vines, and Shrubs:** Campus groundskeepers, Facilities Services staff, trim trees, vines, shrubs, and other vegetation on a regular basis to maintain campus security. Obstructing vegetation is trimmed away from pedestrian walkways, building entrances, windows and lighting fixtures. You are encouraged to report any specific concerns regarding vegetation to Facilities Services at [Facilities Services work order](#), by calling (719) 255-3313, or by calling the UCCS Police Department at (719) 255-3111.
- **Doors and Locks:** UCCS Police personnel regularly patrol the exterior and interior of campus buildings throughout the night, on weekends and during holidays. These officers report door lock and security hardware failures to Facilities Services on a daily basis.

Campus Resource Organizations

Wellness Center - Confidential Resource

Recreation and Wellness Center

P: (719) 255-4444

E-mail: wellness@uccs.edu

Web: <https://recwellness.uccs.edu>

Mental Health Services

The Wellness Center's Mental Health Services offers a variety of services and interventions to

students who are currently enrolled at UCCS. Students have access to the services for free for the first three visits and thereafter are charged very affordable fees for counseling services. As a way to address developmental needs, provide preventive information and enhance the quality of campus life, the Wellness Center conducts workshops on topics such as acquaintance rape, healthy relationships, study skills and stress management. Please refer to the following website for further information: <https://recwellness.uccs.edu/mental-health-services>. Counseling appointments can be made by calling the Wellness Center at (719) 255-4444 or by coming to the Wellness Center in person. Normal clinical service hours are 8am-5pm, Monday-Friday.

University mental health clinicians, when acting as such, are not considered to be a campus security authority and are not required to report crimes for inclusion into the annual disclosure of crime statistics. Students who have been victims of crime and who address those issues in therapy at the Wellness Center are made aware of their reporting options and are encouraged to report the crime as a part of therapy. However, it is made very clear to the student that the final decision to report or not report is left up to the student.

You may use the University's on-line anonymous reporting option at https://secure.ethicspoint.com/domain/en/report_custom.asp?clientid=14973. If you choose the anonymous reporting, please be aware that the report cannot be immediately viewed. If there is an immediate threat to life or safety, please call 9-1-1 immediately.

Health Services

The Wellness Center's Health Services provides convenient and affordable access to quality medical care for students. The clinic is located at the Recreation and Wellness Center; Information is also available at <https://recwellness.uccs.edu/mental-health-services>.

All actively enrolled students are welcome at the Wellness Center and medical insurance is not needed to be seen for an appointment. The clinic's medical staff consists of nurse practitioners and other qualified health professionals. Normal clinic hours are Monday-Friday 8am-5pm. The Wellness Center's Health Services is a fee for service clinic with \$20 office visits. Students that report being victims of a sexual assault will be seen and treated free of charge for all services that can be provided within the clinic. Victims will be informed that the exam at the Wellness Center is limited, and all victims will be informed about the option to obtain a sexual assault nurse examination at the local hospital. They will also be informed about reporting options and

assisted in connecting with the proper authorities if the decision to report is made, as well as being given information about community victim advocates available to support them regardless of their decision to report. University nurse practitioners and health professionals, when acting as such, are not considered to be a campus security authority and are not required to report sexual assaults unless the victim chooses to do so. Nurse practitioners and health professionals are mandated to report certain observable injuries that are believed to have been inflicted during criminal activity per C.R.S. 12-240-139.

OFFICE OF INSTITUTIONAL EQUITY

Associate Vice Chancellor of Institutional Equity/Title IX Coordinator, Laura Emmot

Main Hall 312

P: (719) 255-4324

E-mail: equity@uccs.edu

Web: <https://equity.uccs.edu>

The OIE resolves all matters involving allegations of sexual misconduct, protected class discrimination and harassment, and related misconduct. Anyone who believes that they have experienced or witnessed sexual misconduct, protected class discrimination, harassment or related misconduct should promptly report such behavior to the Title IX Coordinator/OIE.

Campus Resources and Services		
EthicsLine Reporting https://www.cu.edu/ethicsline	800-677-5590	
Disability Services https://disability.uccs.edu	719-255-3354	Main Hall 105
International Affairs https://international.uccs.edu	719-255-5018	Copper House 9202
Housing and Residential Life Residence Life & Housing	719-255-6288 719-255-4042	Monarch Hall 1102 La Plata Lobby
Human Resources https://hr.uccs.edu	719-255-3372	University Office Parks 1831 Austin Bluffs Pkwy
MOSAIC (Multicultural Office for Student Access, Inclusiveness, Community) https://mosaic.uccs.edu	719-255-3319	University Center 110
Office of Dean of Students https://dos.uccs.edu	719-255-3091	Main Hall 201
Office of Institutional Equity https://equity.uccs.edu	719-255-4324	Main Hall 312
Office of Veteran & Military Student Affairs https://military.uccs.edu	719-255- 3253	Gateway Hall
Department of Student Life https://studentlife.uccs.edu	719-255-3470	University Center 104
University Center https://uces.uccs.edu	719-255-3450	University Center 101
Wellness Center Confidential Resource https://recwellness.uccs.edu	719-255-4444	Recreation and Wellness Center
Student Success – Academic Advising https://advising.uccs.edu	719-255-3260	Main Hall 208

Community Resources (Dial 9 first if you are calling from a campus phone)		
Alcohol Abuse/Alcohol and Drug Treatment (24 hour helpline and treatment)	1-800-662-HELP (4357)	
Diversus Health (formerly AspenPointe)	719-572-6100	https://diversushealth.org
Alcoholics Anonymous (24 hours)	719-573-5020	http://www.coloradospringsaa.org
Domestic Violence		
Domestic Violence 24 hour Safe Line-TESSA	719-633-3819	www.tessacs.org

CSPD Victim's Advocacy	719-444-7777	Victim Advocacy Unit City of Colorado Springs
District Attorney-El Paso County and Teller County	719-520-6000 El Paso 719-520-71687 Teller	https://www.da4colorado.gov/
Hospitals		
Memorial Hospital UCHHealth	719-365-5000	UCHHealth Memorial Hospital Central Colorado Springs UCHHealth
Penrose Hospital	719-776-5000	Penrose Hospital Colorado Springs CommonSpirit Health
St. Francis Medical Center	719-571-1000	St. Francis Hospital Colorado Springs CommonSpirit Health
Mental Health Crisis Line, Diversus Health(formerly AspenPointe)	719-572-6100	
Rape Crisis Center (24 hours)	1-844-493-TALK (8255)	
Social Services/Human Services	719-636-0000	https://humanservices.elpasoco.com/
Suicide Prevention Hotline	1-844-493-TALK (8255)	PikesPeak Suicide Prevention
Victim Services District Attorney	719-520-6000	Victim Advocacy FAQs

National Domestic Violence Hotline: 1-800-799-7233

National Suicide and Crisis Lifeline: 988

Love Is Respect: love is respect's purpose is to engage, educate and empower young people to prevent and end abusive relationships. www.loveisrespect.org

The Stalking Prevention, Awareness, and Resource Center (SPARC)

This resource provides stalking information, help for victims, trainings and webinar events, stalking laws and more to help victims of crime rebuild their lives.

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

How to Report a Crime

In an Emergency dial 911	
UCCS Police Department UCCS Department of Public Safety	719-255-3111
Information line	719-255-3346
Non-Emergency Off-Campus	
Colorado Springs Police Department	719-444-7000
Colorado State Patrol	719-544-2424
El Paso County Sheriff's Office	719-390-5555

2025 Fire Safety Report



Prepared by: Environmental Health and Safety (EH&S)

This report contains information from calendar year 2024

Introduction

On August 14, 2008, President George W. Bush signed the Higher Education Opportunity Act of 2008. In order to comply with this act and inform UCCS students, faculty, staff, as well as, prospective students, faculty, and staff of how fires affect university residential facilities, Environmental Health and Safety (EH&S) has compiled all required fire statistics and fire safety information for on-campus student housing facilities into the 2024 annual fire safety report.

Reporting of fires

Students and staff should report a fire by immediately calling 9-1-1 or UCCS Police at (719) 255-3111 (on campus 3111).

If a member of the UCCS community finds evidence of a fire that has been extinguished, and the person is not sure whether UCCS Police has already responded, the community member should immediately notify UCCS Police to investigate and document the incident.

Residence Life and Housing

Resident Assistants residing in UCCS residence halls are provided with comprehensive training and information that will enable them to prevent, escape, report or handle any fire emergency within the residence halls.

Provided comprehensive training will encompass the following:

- Emergency Preparedness Overview
- Fire Life Safety Overview
- Residence Hall Room Violations

Divided into groups for on-hands training stations:

- Emergency Response
- Fire extinguisher training
- Risk Management
- Evacuation from a smoke-filled corridor

Debrief meeting as a group on training and exercises.

Fire Drill Training and Evacuation Exercises

Fire drill exercises are conducted once a semester for Summit Village, Alpine Village and Village at Alpine Valley student housing facilities on campus (fall and spring semesters). The fire alarms are inspected on an annual basis. Records are maintained on these exercises to include the following information: person conducting the drill, date and time, notification method used, staff members participating, number of occupants evacuated, special conditions simulated, problems encountered, weather conditions, and time required to complete evacuation.

Procedures for Student Housing Evacuation

Students should determine the most direct evacuation route from their room and when the alarm is sounded, they should leave the building IMMEDIATELY. No resident may use an elevator during a fire alarm. Residence Life staff will check to see residents have left the building as they exit themselves. It is a violation of Federal Law for anyone to remain inside a building when a fire alarm is sounding. Failure to evacuate the building during a fire drill or fire may result in disciplinary action. Fire officials will give the okay to return to the building. Under NO circumstances may a resident return to the building before permission is given.

General Procedures Students and Employees should follow in the case of a fire

Pull the nearest fire alarm and leave via the preplanned evacuation route if safe to do so. Dial 911 or 719-255-3111 and give your name and location of the fire. (If necessary, dial 911 from another building)

When a fire alarm sounds, occupants should

Proceed immediately to an exit according to the posted evacuation plan and move a safe distance away from the building. If the primary exit is blocked, choose the best alternate route. If time permits, close doors and windows behind you. Do not use an elevator.

If there is smoke in the area, remain close to the floor

Before passing through any door, feel the metal doorknob. If it is hot, do not open the door. Before opening a door, brace yourself against it slightly; if heat or heavy smoke is present, close the door and stay in the room.

If you cannot leave the room

- Seal the cracks around doors with clothing or other material, soaked with water if possible.
- Hang an object (bed sheet, jacket, shirt, etc.) in the window to gain attention.
- Shout for help.
- If possible, call 719-255-3111 or 911 and report that you are trapped.
- If all exits are found to be blocked, go to a room as far as possible from the fire, close the door and follow the above procedures.
- As with any emergency, the best advice is to be prepared by familiarizing yourself with evacuation route plans.

Fire Safety and Education

The UCCS Police Department offers evacuation, and hazard recognition training throughout the academic year, and hands-on fire extinguisher training as requested to students, staff, and faculty. Fire safety training is provided for all Resident Assistants before the start of each fall semester.

Policies on portable electrical appliances

Items allowed in Summit Village and Village at Alpine Valley: small microwave, small refrigerator, hot air popcorn popper, crock-pot, and coffee maker. All standard appliances are permitted in the Alpine Village Apartments, as they have the proper kitchen facilities for their storage and safe use.

Prohibited Items

Any appliance with an open coil-heating element is a fire hazard and is not allowed, such as:

- Hot plates
- Space heaters
- Toaster/toaster ovens and indoor/outdoor grills

Please see the Conduct Expectations section for a complete list of prohibited items in housing: [Housing Contracts | Residence Life & Housing](#).

Smoking Policy

Smoking is not allowed in any residential building. Per Colorado State Law, you must smoke at least 20 feet away from any building entrance. Smoking is prohibited within 20 feet of all UCCS building entrances. Smoking is only allowed in exterior designated areas of the campus.

Open Flames Policy

Housing policies prohibit open flames, candles, smoking indoors, modification of fire safety devices (sprinklers, smoke detectors, extinguishers, etc.), and initiating false alarms. Further, campus policies prohibit storage and use of hazardous materials inside all housing villages. Please see the Conduct Guidelines, Article VIII - Prohibited Item for a complete list of prohibited items in housing [Housing Contracts | Residence Life & Housing](#).

On-Campus Student Housing Facility Fire Safety Systems

- **Summit Village:** There are two fire alarm panels that control the fire detection devices for Summit Village. Fire audible/visual alarms and fire detection devices are located in each bedroom, living room, common area and data/electrical and mechanical rooms. There are also standalone smoke detectors in each suite. The area is fully equipped with fire sprinklers and fire extinguishers are located in the common areas.
- **Alpine Village and Village at Alpine Valley:** Each building has its own fire alarm control panel. There are fire audible/visual devices located in each bedroom and living room. Fire detection devices are in common areas and data/electrical and mechanical rooms. There are standalone smoke detectors in each bedroom of each suite. This area is fully equipped with fire sprinklers and fire extinguishers located in the common areas.

Fire Log

UCCS maintains a daily fire log for the residential facilities. It can be reviewed at the UCCS Police Department – Environmental Health & Safety office. The fire log is also integrated into the Crime/Fire Log at: [Crime & Fire Log | UCCS Department of Public Safety](#).

On Campus Life Safety Systems

Residential Facility	On-Site Fire Alarm	Full Fire Sprinkler System with Fire Pump	Full Fire Sprinkler System without Fire Pump	Smoke Detection	Fire Extinguishers	Evacuation Plans	Number of Evacuation (fire) drills Per Calendar Year
SUMMIT VILLAGE							
Aspen House	✓	✓	X	✓	✓	✓	2
Breckenridge House	✓	✓	X	✓	✓	✓	2
Keystone House	✓	✓	X	✓	✓	✓	2
Monarch House	✓	✓	X	✓	✓	✓	2
Steamboat House	✓	✓	X	✓	✓	✓	2
Telluride House	✓	✓	X	✓	✓	✓	2
Vail House	✓	✓	X	✓	✓	✓	2
Copper House	✓	X	✓	✓	✓	✓	2
Eldora House	✓	X	✓	✓	✓	✓	2
ALPINE VILLAGE							
Antero House	✓	✓	X	✓	✓	✓	2
Crestone House	✓	✓	X	✓	✓	✓	2
Shavano House	✓	✓	X	✓	✓	✓	2
VILLAGE AT ALPINE VALLEY							
La Plata House	✓	X	✓	✓	✓	✓	2
Cucharas House	✓	X	✓	✓	✓	✓	2
San Juan House	✓	X	✓	✓	✓	✓	2

Future Improvements in Fire Safety

The University continues to assess and upgrade fire safety equipment as an ongoing process to ensure that all equipment meets National Fire Safety standards. Future improvements will be made as needed as part of the ongoing assessment process.

On-Campus Housing Fire Statistics

An institution must report statistics for each on-campus housing facility, for the three most recent calendar years.

UCCS Fire Log Statistics 2024

On-Campus Residential Facility	Total Fires in Each Building	Fire #	Cause of Fire	Number of Injuries That Required Treatment in a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire
SUMMIT VILLAGE						
Monarch House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Keystone House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Breckenridge House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Vail House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Telluride House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Steamboat House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Aspen House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Copper House @ 1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Eldora House @ 1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
ALPINE VILLAGE*						
Antero House @4641 Clyde Way	0	0	NA	0	0	0
Crestone House @4645 Clyde Way	0	0	NA	0	0	0
Shavano House @4643 Clyde Way	0	0	NA	0	0	0
VILLAGE AT ALPINE VALLEY*						
La Plata House @4725 Clyde Way	0	0	NA	0	0	0
Cucharas House @4735 Clyde Way	0	0	NA	0	0	0
San Juan House @4745 Clyde Way	0	0	NA	0	0	0

UCCS Fire Log Statistics Report 2023

On-Campus Residential Facility	Total Fires in Each Building	Fire #	Cause of Fire	Number of Injuries That Required Treatment in a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire
SUMMIT VILLAGE						
Monarch House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Keystone House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Breckenridge House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Vail House @1010 Austin Bluffs Pkwy	1	1	Unintentional/Cooking	0	0	\$0-99
Telluride House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Steamboat House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Aspen House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Copper House @ 1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Eldora House @ 1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
ALPINE VILLAGE*						
Antero House @4641 Clyde Way	0	0	NA	0	0	0
Crestone House @4645 Clyde Way	0	0	NA	0	0	0
Shavano House @4643 Clyde Way	0	0	NA	0	0	0
VILLAGE AT ALPINE VALLEY*						
La Plata House @4725 Clyde Way	0	0	NA	0	0	0
Cucharas House @4735 Clyde Way	0	0	NA	0	0	0
San Juan House @4745 Clyde Way	0	0	NA	0	0	0

UCCS Fire Log Statistics Report 2022

On-Campus Residential Facility	Total Fires in Each Building	Fire #	Cause of Fire	Number of Injuries That Required Treatment in a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire
SUMMIT VILLAGE						
Monarch House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Keystone House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Breckenridge House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Vail House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Telluride House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Steamboat House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Aspen House @1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Copper House @ 1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
Eldora House @ 1010 Austin Bluffs Pkwy	0	0	NA	0	0	0
ALPINE VILLAGE*						
Antero House @4641 Clyde Way	0	0	NA	0	0	0
Crestone House @4645 Clyde Way	0	0	NA	0	0	0
Shavano House @4643 Clyde Way	0	0	NA	0	0	0
VILLAGE AT ALPINE VALLEY*						
La Plata House @4725 Clyde Way	0	0	NA	0	0	0
Cucharas House @4735 Clyde Way	0	0	NA	0	0	0
San Juan House @4745 Clyde Way	0	0	NA	0	0	0

*The address change from Stanton Rd to Clyde Way occurred in spring 2021 for Alpine Village and Village at Alpine Valley.

APPENDIX A

Crime Definitions

As Per the Handbook for Campus Safety and Security Reporting 2016 Edition

Criminal Homicide

- **Murder / Non-negligent Manslaughter:** The willful (non-negligent) killing of one human being by another.
- **Manslaughter by Negligence:** The killing of another person through gross negligence.

Sexual Assault: See Appendix B. Sexual Assault (Sex Offense) Definition

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

Assault

- **Aggravated:** an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.)
- **Simple:** An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Burglary: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes, this definition includes: unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned-including joy riding).

- 18-4-409. Aggravated motor vehicle theft
 1. A person commits aggravated motor vehicle theft in the first degree if he or she knowingly obtains or exercises control over the motor vehicle of another without authorization or by threat or deception and:
 - a. Retains possession or control of the motor vehicle for more than twenty-four hours; or
 - b. Attempts to alter or disguise or alters or disguises the appearance of the motor vehicle; or
 - c. Attempts to alter or remove or alters or removes the vehicle identification number; or
 - d. Uses the motor vehicle in the commission of a crime other than a traffic offense; or
 - e. Causes five hundred dollars or more property damage, including but not limited to property damage to the motor vehicle involved, in the course of obtaining control over or in the exercise of control of the motor vehicle; or

- f. Causes bodily injury to another person while he or she is in the exercise of control of the motor vehicle; or
- g. Removes the motor vehicle from this state for a period of time in excess of twelve hours; or
- h. Unlawfully attaches or otherwise displays in or upon the motor vehicle license plates other than those officially issued for the motor vehicle.

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

Arrests and Referrals for Disciplinary Action

- **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.
- **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.
- **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.

APPENDIX B

Sexual Assault (Sex Offense) Definitions

As per the National Incident-Based Reporting System Edition of the Uniform Crime Reporting Program

Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent. Sex offenses include: Rape, Fondling, Incest and Statutory Rape.

Such instances may include:

- Where the victim is prevented from resisting due to alcohol or drugs.
- Where the assailant uses physical force or the threat of force to overpower and control the victim.
- Where the victim fears that she, he or another will be injured if the victim does not submit.
- Where the victim is at the time unconscious of the nature of the act, and this is known to the assailant.
- Where the victim is incapable of giving legal consent because of their age or because of their temporary or permanent mental or physical incapacity and this is known or reasonably should be known to the assailant.
- Where the act is accomplished by threatening to use the authority of a public official to incarcerate, arrest, or deport the victim or another person.
- Where the assailant uses duress, such as a direct or implied threat of hardship or retribution, to coerce the victim.
- Where the assailant uses force, fear, or threats to accomplish sexual intercourse against the will of the spouse. This provision of the law is known as the "spousal rape law."

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 body parts of another person for the purpose of sexual gratification, against the person's will where the victim is incapable of giving consent because of their youth or because of their temporary or permanent mental or physical 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.

Unlawful Sexual Behavior:

CRS 18-3-401. (1.5) "Consent" means cooperation in act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act. A current or previous relationship shall not be sufficient to constitute consent under the provisions of this part 4. Submission under the influence of fear shall not constitute consent. 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.

Consent for sexual activity is clear, knowing, voluntary, freely and actively given, mutually understandable words or actions which indicate a willingness to participate in mutually agreed

upon 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 actual or implied physical force, threats, intimidation, or coercion. In the absence of mutually understandable words or actions (a meeting of the minds on what is to be done, where, with whom, and in what way), it is the responsibility of the initiator, or the person who wants to engage in the specific sexual activity, to make sure that he or she has consent from the partner(s) at every stage of sexual interaction. Engaging in sexual activity with a person who you know to be incapacitated or reasonably should know to be incapacitated, due to illness, consumption of alcohol or drugs, is unconscious, etc., is a violation of this policy. Consent that is obtained through the use of fraud or force (actual or implied) whether that force is 1) physical force, 2) threats, 3) intimidation, or 4) coercion, is ineffective consent.

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

(5) "Sexual intrusion" means any intrusion, however slight, by any object or any part of a person's body, except the mouth, tongue, or penis, into the genital or anal opening of another person's body if that sexual intrusion can reasonably be construed as being for the purposes of sexual arousal, gratification, or abuse.

(6) "Sexual penetration" means sexual intercourse, cunnilingus, fellatio, or anal intercourse. Emission need not be proved as an element of any sexual penetration. Any penetration, however slight, is sufficient to complete the crime.

Sexual misconduct: May include sexual assault, domestic violence, dating violence, physical sexual abusive behavior, intimate partner violence, stalking. See Appendix B. Crime Definitions for further information of these crimes.

APPENDIX C

Hate Crime Definitions

Statistics as per the UCR Hate Crime Reporting Guidelines

Hate Crimes: 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 reported:

Race: A preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair; facial features, etc.) genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind (e.g., Asians, blacks, whites).

Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).

Sexual orientation: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual Orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

Gender: A preformed negative opinion or attitude toward a group of persons or group of persons based on their actual or perceived gender (e.g., male or female).

Gender Identity: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity (e.g., bias against transgender or gender non-conforming individuals). Gender non-conforming describes a person who does not conform to the gender-based expectations of society (e.g., a woman dressed in traditionally male clothing or a man wearing makeup). A gender non-conforming person may or may not be a lesbian, gay, bisexual, or transgender person but may be perceived as such.

Ethnicity: A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term "race" in that "race" refers to a grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.

National Origin: A preformed negative opinion or attitude toward a group of people based on their actual or perceived country or birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associated with people of a certain national origin.

Disability: A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

In conjunction with the Clery Act, hate crimes include any of the offenses listed above and the offenses motivated by bias below:

Larceny-Theft: *The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded. Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.*

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/damage/Vandalism of Property: To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

APPENDIX D

Violence Against Woman Act (VAWA) Definitions

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

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

Since Colorado does not have a Dating Violence statute, the above definition is being used for purposes of preparing this report.

Domestic violence:

1. A felony or misdemeanor crime of violence committed—
 - i. By a current or former spouse or intimate partner of the victim;
 - ii. By a person with whom the victim shares a child in common;
 - iii. By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
 - iv. 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
 - v. 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.

CRS 18-6-800.3 Domestic violence is 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 relationships can occur among heterosexual or same-sex couples and does not require sexual intimacy. A court may take into account the following three factors: (1) The length of time the relationship has existed or did exist; (2) the nature or type of the relationship; and (3) the frequency of interaction between the parties.

Intimate relationships violence includes:

- Physical violence is the intentional use of physical force with the potential for causing death, disability, injury, or harm.
- Sexual violence is divided into three categories:

Use of physical force to compel a person to engage in a sexual act against their will, whether or not the act is completed;

- Attempted or completed sex act involving a person who is unable to understand the nature or condition of the act, to decline participation, or to communicate unwillingness to engage in the sexual act, e.g., because of illness, disability, or the influence of alcohol or other drugs, or because of intimidation or pressure; and abusive sexual contact.
- Threats of physical or sexual violence use words, gestures, or weapons to communicate the intent to cause death, disability, injury, or physical harm.
- Psychological/emotional violence involves trauma to the victim caused by acts, threats of acts, or coercive tactics.

Stalking: (VAWA definition)

1. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
 - i. Fear for the person's safety or the safety of others; or
 - ii. Suffer substantial emotional distress.
2. For the purpose of this definition—
 - i. *Course of conduct* means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveys, threatens, or communicates to or about, a person, or interferes with a person's property.
 - ii. *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
 - iii. *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.

CRS 18-3-602.

1. A person commits stalking if directly, or indirectly through another person, the person knowingly:
 - a. Makes a credible threat to another person and, in connection with the threat, repeatedly follows, approaches, contacts, or places under surveillance that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship; or
 - b. Makes a credible threat to another person and, in connection with the threat, repeatedly makes any form of communication with that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship, regardless of whether a conversation ensues; or
 - c. Repeatedly follows, approaches, contacts, places under surveillance, or makes any form of communication with another person, a member of that

person's immediate family, or someone with whom that person has or has had a continuing relationship in a manner that would cause a reasonable person to suffer serious emotional distress and does cause that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship to suffer serious emotional distress. For purposes of this paragraph (c), a victim need not show that he or she received professional treatment or counseling to show that he or she suffered serious emotional distress.

Dating partner: The term “dating partner” refers to a person who is or has been in a social relationship of a romantic or intimate nature with the abuser, and where the existence of such a relationship shall be determined based on a consideration of –

1. The length of the relationship.
2. The type of relationship; and
3. The frequency of interaction between the persons involved in the relationship.

Protection order or restraining order

CRS 18-6-803.5 (a.5) (I) "Protection order" means any order that prohibits the restrained person from contacting, harassing, injuring, intimidating, molesting, threatening, or touching any protected person or protected animal, or from entering or remaining on premises, or from coming within a specified distance of a protected person or protected animal or premises or any other provision to protect the protected person or protected animal from imminent danger to life or health, that is issued by a court of this state or a municipal court.

The term “protection order” or “restraining order” includes—

- A. Any injunction, restraining order, or any other order issued by a civil or criminal court for the purpose of preventing violent or threatening acts or harassment against, sexual violence or contact or communication with or physical proximity to, another person, including any temporary or final orders issued by civil or criminal courts whether obtained by filing an independent action or as a pendent lite order in another proceeding so long as any civil order was issued in response to a complaint, petition, or motion filed by or on behalf of a person seeking protection; and
- B. Any support, child custody or visitation provisions, orders, remedies, or relief issued as part of a protection order, restraining order, or stay away injunction pursuant to State, tribal, territorial, or local law authorizing the issuance of protection orders, restraining orders, or injunctions for the protection of victims of domestic violence, dating violence, sexual assault, or stalking.

APPENDIX E

Geography Definitions

As Per the Handbook for Campus Safety and Security Reporting 2016 Edition

On-Campus-Defined as:

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

Non-Campus Building or Property-Defined as:

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

Public Property-Defined as:

1. All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus. The UCCS crime statistics do not include crimes that occur in privately owned homes or businesses within or adjacent to the campus boundaries.