University of Colorado
Colorado Springs

2026 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 2025.

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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 Jeanne Clery Campus Safety 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 11,000 students and under 1600 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,

John Fields, Jr.

Assistant Vice Chancellor Public Safety and 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.

On December 23, 2024, the Stop Campus Hazing Act (SCHA) was signed into law by President Biden. The SCHA amends section 485(f) of the Higher Education Act, otherwise known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). Notably, the bill also changes the name of the Clery Act to the "Jeanne Clery Campus Safety Act" representing the Act's evolution in addressing broad campus safety needs.

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 protect 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, including the ability to make arrests. 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 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 in the City of Colorado Springs Municipal Court. The UCCS PD routinely aids 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.

Statement Addressing Development of the Annual Report

UCCS Public Safety reaches out to each of the organizations on campus involved in developing or implementing policies and practices regarding:

- procedures for students and others to report criminal actions or other emergencies on campus,
- security or access to campus facilities,
- follow up on reported incidents including investigations and/or disciplinary or criminal actions,
- educational activities associated with campus or personal safety, and
- resources available to victims of crimes.

The information provided by each of these organizations is then incorporated into this report in the appropriate places.

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. UCCS Police Dispatch does not receive an "echo" from cell phones placing calls to 911 on campus.

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)**. CSAs 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. CSAs 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 encourage 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 Ethics 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 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.

Mental health clinicians and health care providers receive instructions on confidential reporting options during their new hire orientation as well as during internal peer case reviews.

Visit Wellness Center Operations | Gallogly Recreation and Wellness Center for 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 have been afforded specific rights pursuant to the Victim Rights Act (VRA). The VRA provides victims with a more active role in the criminal justice process 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 because 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 Public Safety 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 Public Safety 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: it 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
    - Hazing
    - 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 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.

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.

Possible tools used to disseminate Timely Warning information may include:

System to use	Primary Message Creator	Backup Message Creator	Authority for approval & sending messages	Primary Message Sender	Backup Messag e Sender
PRIMARY					
Email to campus community	Public Safety	University Communications and Media Relations	DPS Command	Public Safety	University Communications and Media Relations
UCCS website	Public Safety	University Communications and Media Relations	DPS Command	Public Safety	University Communications and Media Relations
UCCS Police website	Public Safety	University Communications and Media Relations	DPS Command	Public Safety	Office of Information Technology
SECONDARY					
Emergency Notification System (Text, email, voice messages, Emergency Management Social Media Sites)	Public Safety	University Communications and Media Relations	DPS Command	Public Safety	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 Communication s and Media Relations	Chancellor's Office
Poster/flyers	Public Safety	University Communications and Media Relations	Public Safety	DPS Command	Available campus personnel.
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.

Statement Addressing Emergency Response and Evacuation Procedures

Policy Statement

This policy establishes 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, without delay and considering the safety of the community, upon confirmation of an ongoing significant emergency or dangerous situation that poses an imminent threat to the health and safety of campus community members, determine the content of the notification and initiate the 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 if in the professional judgment of responsible authorities, 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 16) 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, registered in the alert system will receive notifications. All staff, faculty, and affiliates are enrolled in the alert notification system based upon the information provided in the Human Capital Management (HCM) system maintained by human resources. Visitors, contractors or other community members can register for notifications on a 90-day basis. Instructions are available on the UCCS Alerts. 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 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

Apart from 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.

Notification to the Larger Community

Visitors, contractors or other community members can register for notifications on a 90-day basis. Instructions are available on the UCCS Alerts. Registration is free, and more information about the system can be found at UCCS Alerts. Any individual can also download the UCCS Safe App to receive notifications.

In the event that an emergency occurring on campus has the ability to impact the surrounding community, UCCS will work with both the UCCS Public Information Officer (PIO) and the Pikes Peak Regional Office of Emergency Management (PPROEM) to reach the larger Colorado Springs community via readily available mass media outlets and PPROEM's emergency notification systems.

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 UCCS.edu 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 Public Safety, 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 description of the situation, 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.

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
9cPRIMARY					
ENS: Text, email, voice messages, Emergency Management Social Media Sites	Public Safety	University Communications and Media Relations, IT	DPS Command	Public Safety	University Communications and Media Relations, IT
All UCCS staff, faculty, & student campus email addresses	Public Safety	University Communications and Media Relations	DPS Command	Public Safety	University Communications and Media Relations, IT
UCCS website	Public Safety	University Communications and Media Relations	DPS Command	Public Safety	University Communications and Media Relations
UCCS Digital Signage	Public Safety	University Communications and Media Relations	DPS Command	Public Safety	University Communications and Media Relations
System	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender	Backup Message Sender
SECONDARY					
Emergency Notification System	Public Safety	University Communications and Media Relations	DPS Command	Public Safety	University Communication s and Media Relations
UCCS Official Social Media	University Communicatio ns and Media Relations	Chancellor's Office	DPS Command	University Communicati ons and Media Relations	Chancellor's Office
Media release	University Communicatio ns and Media Relations	Chancellor's Office	DPS Command	University Communicati ons and Media Relations	Chancellor's Office
Flashnews	Public Safety	none	DPS Command	Public Safety	none
Campus Closure Line	Campus Police	none	Campus Police	Campus Police	Campus Police
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	Public Safety	none	DPS Command	Public Safety	none
Police Vehicle Public Address Systems/Bullhorn	Public Safety	none	Campus Police Command	Public Safety	none
Building PA	Public Safety	Campus Fire Marshall, Building Manager or EHS staff	Public Safety	Responsible Building Manager	Campus Fire Marshall
Poster/flyers	Public Safety	University Communications and Media Relations	Public Safety	Public Safety	Available to 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 or lockdown 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 Public Safety 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 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 Public Safety, which will include the date, time, and whether the test was announced or unannounced. UCCS Public Safety 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 Public Safety).

- 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 Division of Emergency and Safety Services.

Crime Statistics

Statement Addressing Preparation of Disclosure of Annual Crime Statistics

The UCCS Public Safety Department prepares this report to comply with the Jeanne Clery Campus Safety 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 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 for 2025, the University identified potential discrepancies in our Clery Act disclosures. 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), which is updated every two-business days and contains all crimes reported to the UCCS Police.

Historical crime logs can be requested from the UCCS Police department at police@uccs.edu.

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". It is still included in the total for that category but then is identified as "unfounded".

- "Unfounded" cases are not included in Disciplinary Actions category.
- Larceny-Theft, Simple Assault, Intimidation, and Vandalism are not included in these statistics unless it is categorized as a Hate Crime.

Crime Statistics Table

Criminal Offenses	Year	All On Campus Property	Non-Campus Property	Public Property	On Campus Housing	Unfounded
Murder/non-negligent manslaughter	2023	--	--	--	--	--
	2024	2	--	--	2	--
	2025	--	--	--	--	--
Negligent manslaughter	2023	--	--	--	--	--
	2024	--	--	--	--	--
	2025	--	--	--	--	--
Rape	2023	4	--	--	2	1
	2024	5	--	--	5**	--
	2025	3	--	--	3	1
Fondling	2023	--	--	--	--	--
	2024	5	--	--	3	--
	2025	2	--	--	1	2
Incest	2023	--	--	--	--	--
	2024	--	--	--	--	--
	2025	--	--	--	--	--
Statutory rape	2023	--	--	--	--	--
	2024	--	--	--	--	--
	2025	--	--	--	--	--
Robbery	2023	2	1	--	--	--
	2024	--	--	--	--	--
	2025	--	--	--	--	--
Aggravated assault	2023	3	--	--	2	--
	2024	1	--	--	1	--
	2025	1	--	--	1	--
Burglary	2023	1	--	--	--	--
	2024	5	--	--	3	--
	2025	13	2	--	3	--
Motor vehicle theft	2023	7	--	--	--	--
	2024	7	--	--	--	--
	2025	2	--	--	--	--
Arson	2023	1	--	--	--	--
	2024	--	--	--	--	--
	2025	1	--	--	--	--
VAWA Offenses						
Domestic violence	2023	1	--	--	--	--
	2024	--	--	--	--	--
	2025	2	--	--	2	--
Dating violence	2023	--	--	--	--	--
	2024	--	--	1	--	--
	2025	--	--	--	--	--
Stalking	2023	11	--	--	3	1
	2024	20	--	--	10	--
	2025	2	--	--	1	1

Criminal Offenses	Year	All On Campus Property	Non-Campus Property	Public Property	On Campus Housing	Unfounded
Arrests						
Weapons: carrying, possessing, etc.	2023	--	--	--	--	--
	2024	1	--	--	--	--
	2025	--	--	--	--	--
Drug abuse violations	2023	4	--	--	2	--
	2024	3	--	--	1	--
	2025	2	--	--	--	--
Liquor law violations	2023	11	--	--	4	--
	2024	7	--	--	7	--
	2025	--	--	--	--	--
Disciplinary Actions						
Weapons: carrying, possessing, etc.	2023	--	--	--	--	--
	2024	--	--	--	--	--
	2025	1	--	--	1	--
Drug abuse violations	2023	25	--	--	22	--
	2024	34	--	--	33	--
	2025	7	--	--	7	--
Liquor law violations	2023	66	--	--	62	--
	2024	75	--	--	74	--
	2025	33	1	--	31	--
Hazing *						
Hazing	2023	n/a	n/a	n/a	n/a	n/a
	2024	n/a	n/a	n/a	n/a	n/a
	2025	--	--	--	--	--

* it was not required to track hazing until 2025
** This data was updated on October 7th, 2026 after a review of the crime reports. This data was identified in the 2025 ASR requiring an internal review for accuracy. Careful collaboration with campus partners, investigations, and an internal audit identified a reporting error that incorrectly logged 15 On Campus Housing Rape cases and only 5 All On Campus Property reports. The 2026 ASR now reflects the 2024 data to accurately reflect all reporting system records.

Hate Crime	Bias Category	Year	All On Campus Property	Non-Campus Property	Public Property	On Campus Housing	Unfounded
Simple Assault	Race	2023	--	--	--	--	--
		2024	1	--	--	--	--
		2025	--	--	--	--	--
	Ethnicity	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Religion	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Sexual Orientation	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Gender	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Gender Identity	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	National Origin	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Disability	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
Larceny-Theft	Race	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Ethnicity	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Religion	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Sexual Orientation	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Gender	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Gender Identity	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	National Origin	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Disability	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--

Hate Crime	Bias Category	Year	All On Campus Property	Non-Campus Property	Public Property	On Campus Housing	Unfounded
Intimidation	Race	2023	--	--	--	--	--
		2024	2	--	--	2	--
		2025	2	--	--	1	--
	Ethnicity	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Religion	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Sexual Orientation	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Gender	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Gender Identity	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	National Origin	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Disability	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
Vandalism	Race	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	2	--	--	1	--
	Ethnicity	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Religion	2023	--	--	--	--	--
		2024	1	--	--	1	--
		2025	--	--	--	--	--
	Sexual Orientation	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Gender	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Gender Identity	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	National Origin	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--
	Disability	2023	--	--	--	--	--
		2024	--	--	--	--	--
		2025	--	--	--	--	--

Crime Prevention, Education and Security Awareness

Statement Addressing Security Awareness Programs

The UCCS Public Safety Department, 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 Public Safety 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 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*

- **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.

Educational and Teaching Resources:

Dean of Student prevention programs:

- **First Year/Transfer Orientation Tabling:** 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. This program is offered 3-4 times prior to the fall semester.
- **SmartMoveUCCS Video Series**: Six-part video series shown on the first two days of Gateway Program classes, Gateway Days. These videos focus on responsible drinking, consent, sexual misconduct, healthy relationships, discrimination and harassment, and bystander intervention. Also available to the campus community online. The associated handout provides information around sexual misconduct, protected class discrimination and harassment, and domestic/dating violence, among other resources.
- **Alcohol Level 1**: This is a 90-minute peer-facilitated class offered 1-3 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 programs for college students involving reflective journaling to reduce their alcohol-related risk and harm.
- **Marijuana Level 1**: 60-minute peer-facilitated class offered 1-3 times per month during the fall and spring semesters for students who were referred to by Residence Life and Housing and/or the Office of the Dean of Students for a first-time marijuana violation The program focuses on harm and risk reduction.
- **Alcohol Level 2/ Marijuana Level 2**: 90-minute facilitated one-on-one meeting offered on an as needed bases during the fall and spring semesters for students who were referred by Residence Life and Housing and/or the Office of the Dean of Students for a second alcohol or second marijuana violation Individuals learn strategies for taking personal responsibilities and making positive, long-lasting behavior changes that will lead to better choices in the future.
- **"Safe Spring Break" Passive Program**: Provided resources and information focused on encouraging safe, healthy behaviors and alternatives for students to engage in during Spring break.
- **Alcohol Awareness Passive Program:** Provided resources and information to 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 annually near Veteran's Day, 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:** Once a year, the UCCS Public Safety Department hosts free coffee for the campus community at the University Center pass through area in front of Berger Hall. This was an opportunity for the UCCS Department of Public Safety to interact with the campus in a friendly and non-threatening environment.
- **MOSAIC Staff Meeting:** At least annually, the UCCS Police Department meets with the MOSAIC staff to discuss safety concerns and answer questions about police

response to calls for assistance.

- **Self-Defense Classes:** The UCCS Police coordinated with the Recreation and Wellness Center to offer free self-defense classes at the Recreation Center.

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 polices, sexual harassment policies, and a reference to the Student Code of Conduct.
- **Fraternity and Sorority Life New Member Development:** Offered once per year (fall semester) and required for all new members, content includes sexual assault and violence prevention, bystander training, alcohol and drug awareness, and discrimination and harassment.
- **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:** Fraternity and Sorority Life New Member Development: Offered once per year (fall semester) and required for all new members, content includes sexual assault and violence prevention, bystander training, alcohol and drug awareness, and discrimination and harassment.
- **FSL President’s Council**: Fraternity and Sorority Life New Member Development: Offered once per year (fall semester) and required for all new members, content includes sexual assault and violence prevention, bystander training, alcohol and drug awareness, and discrimination and harassment.
- **Roar Days Drag Show:** Student Life & Leadership 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.
- **QPR Training:** Student Life & Leadership professional 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.
- **SexED Bingo**: Student Life & leadership 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:

- **Letter Writing for Students:** This event is an opportunity to write letters to anyone who has supported you! Express your appreciation and we’ll mail the letters for you. Waffles, snacks, and all letter writing materials will be provided!
    - Offered January 22, 2025
- **Game & Chip:** As a part of Winter Welcome Week, come to the MOSAIC lounge to hang out with staff to play some games and grab some chips!
    - Offered January 28, 2025
- **Rainbow Reunion – Welcome Back Mixer:** Join the MOSAIC and LGBTQ+ Resource Center as we jump into spring semester with the Rainbow Reunion: Welcome Back Mixer. We'll have food, games, activities, prizes, and much more. Learn about upcoming events and opportunities to get involved.
    - Offered February 4, 2025

- **MOSAIC Spring Refresh Retreat:** Start the semester with a focus on feeling refreshed! Join us for a half-day experience designed for UCCS students to enhance skills around self-care, academic success, and building community.
    - Offered February 8, 2025
- **The Burlesque Werkout with Mr. Valdez:** Step into a world of empowerment, fun, and scientifically backed benefits with the Burlesque Werkout! Wear whatever makes you feel comfortable and powerful and bring a water bottle, this class is open to all body types and skill levels. The serotonin boost from feeling part of a supportive community, paired with endorphins from physical activity, makes this class as mentally uplifting as it is physically rewarding.
    - Offered February 10, 2025
- **Table Talk- Period Products 101:** MOSAIC presents Period Products 101. Period education is essential for everyone. When it comes to managing menstruation, there are various products available, each designed to meet different preferences, needs, and lifestyles. We will showcase several different period products and resources. As well as where to find free period products around UCCS Campus. UCCS Sex Week events are open to all students. Please contact Allison Hine at chine@uccs.edu for questions.
    - Offered February 11, 2025
- **Canine Connections:** Drop by the MOSAIC lounge and say hi to Mocha on Thursday February 20th from 2-3:30 PM.
    - February 20, 2025
    - March 6, 2025
    - March 20, 2025
    - April 3, 2025
    - April 27, 2025
- **Affirming the Spectrum – Intersex:** On this next event from our Affirming the Spectrum series, we will be learning and having a conversation around intersex identities. This space is for anyone wanting to learn more about intersex, identify as intersex, or wanting to make connections with others around this topic.
    - Offered February 26, 2025
- **MOSAIC Mindfulness- Self Soothe Boxes:** Join us for a mindfulness activity of creating self-soothe boxes.
    - Offered February 28, 2025
- **Periods in the US for International Students:** This event is a safe space and intended for International Students who menstruate (have their period). Join International Affairs and MOSAICC to make a free heating pad, take home some free period products and learn about period products available to you in the US.
    - Offered March 4, 2025
- **Intersectional Legacies- Queerness within Black Communities:** MOSAIC, in collaboration with BSU and QTPOC, invite speaker Stoney Roberts (they/he), Site Director for Prism Community Collective, to come speak. Participants will hear their story and engage in insightful discussions that challenge perspectives at the intersections of queerness and blackness. Event open to all!
    - Offered March 4, 2025
- **International Women's Day Advocacy Fair:** Drop in to Berger Hall on March 6th between 12-2pm for this collaborative community event focused on empowerment, education, and action at the International Women's Day Advocacy Fair! Free pizza, crafting, and advocacy resources to uplift the voices of our community.
    - Offered March 6, 2025
- **Nourish & Flourish:** Take a break for yourself and join us for the *Nourish and Flourish Series*, in partnership with MOSAIC! Every Friday morning, we'll be offering a variety of wellness activities designed to help you recharge and center yourself. This series provides a dedicated space for you to prioritize your health. No matter what your level of

wellness, you're invited to come, participate, and enjoy a peaceful moment. Let's nourish our minds and bodies together, every week!
  - March 7, 2025
  - March 21, 2025
  - March 28, 2025
- **Body Reclamation and Empowerment- Unlearning the Effects of Patriarchy on the Body:** Join MOSAIC, Sisterhood, and the Feminist Club in this one-hour workshop that guides participants in understanding how the patriarchy has affected one's body image. Learn to celebrate your own body and reclaim your power. Workshop to be led by Jessica Langley.
  - Offered March 13, 2025
- **MOSAIC Mindfulness- Gratitude Journals:** Craft a personal gratitude journal with us and learn about mindfulness.
  - Offered March 14, 2025
- **Community Building Workshop:** We've all experienced conflict in our interpersonal relationships but learning how to navigate conflict is a skill we all need. Get deep, get brave, and join MOSAIC and guest speaker Irina Amouzou for a workshop that teaches students how to build, maintain, and repair community.
  - Offered March 17, 2025
- **Trans Day of Visibility and Joy: I**n collaboration between MOSAIC, Queer Student Alliance, and Student Life & Leadership, stop by the MOSAIC lounge anytime to pick up some self-care items, buttons, and flags in recognizing trans visibility and joy. In the evening starting at 6pm, we will have guests from the LGBTQ+ Oral History Project coming to talk about their stories. We will end the evening with celebration and space for trans joy. Food to be provided.
  - Offered March 31, 2025
- **Digital Dragwave Drag Show:** Join us during ROAR Daze for the annual drag show. We will have a night of professional and student performances. In addition, we'll have photobooth, and tabling from on and off-campus partners, including Hey719, Prism Community Collective, Inside Out Youth Services, Bread and Roses Legal Center, etc. We will have a sensory space outside of Berger Hall. Doors open at 6:30 p.m.
  - Offered April 8, 2025
- **Sexual Assault Awareness Month – Zine Hang:** Come hang out and make zines in recognition of Sexual Assault Awareness Month. No prior zine-making experience necessary, we're happy to help you get started! Supplies and snacks provided.
  - Offered April 9, 2025
- **Community Connections - The Forbidden Pages:** This is a week-long event to celebrate Asian American and Pacific Islander (API) Heritage Month in collaboration with the Kraemer Library. We will be highlighting (API) authors throughout the week and having a display in the MOSAIC lounge. On Tuesday, April 15 from 12PM-2PM we will explore the significance of banned books, shedding light on the reasons certain works are censored and why it's important to fight for intellectual freedom.
  - Offered April 14 – 18, 2025
- **Pride in Practice Allyship Dialogue Circle:** Start of LGBTQ+ Pride Week by attending a dialogue circle on the idea of allyship but also in celebrating the wonderful allies that continue to show support and advocate for the LGBTQ+ community. Breakfast food to be provided.
  - Offered April 21, 2025
- **Intersectional Legacies – Crossroads of Asian American and Queer Identities:** Join MOSAIC for the next Intersectional Legacies series "Crossroads of Asian American and Queer Identities." We will be screening the Chinese American rom-com "Saving Face" (2004) and follow with a discussion facilitated by Dr. Haruki Eda from the sociology department.

  - Offered April 21, 2025
- **MOSAIC Alumni Mixer with QSA:** Come enjoy some food over conversation with LGBTQ+ alumni with the MOSAIC Office and the Queer Student Alliance. Learn more about life after UCCS, tips to better prepare for your future career, and gain insights into making the most of your college experience. Open to all.
  - Offered April 21, 2025
- **Gender Euphoria Resource Table:** Stop by the gender euphoria resource table on the 2nd floor of the University Center by Big Cat Coffee to learn about some of the free resources MOSAIC provides in its space that contributes to gender euphoria. We will have menstrual, chest binding, and tucking resources & products.
  - Offered April 22, 2025
- **The Power of Protest Music:** Want your emotions turned into song? Have some music students turn your ideas, frustrations, anger, etc. into song lyrics and song, performed with instruments and vocals. Stop by the MOSAIC lounge anytime between 2pm - 4pm!
  - Offered April 22, 2025
- **Carve with Pride – Linocut Art Social Campfire:** Come join us in this art campfire event. We'll be using linocut supplies to create custom stamps for a community postcard. We'll be discussing topics like LGBTQ+ art and activism. We'll have food and drinks.
  - Offered April 22, 2025
- **Pride Quest – Collective Gayming:** Come take a break and play some games with the Staff and Faculty Pride Committee co-chairs and members. Learn more about how these committees have and continue to create a welcoming environment for everyone.
  - Offered April 23, 2025
- **TRANSformative Stories from Transgender and NonBinary Leaders:** Motus Theater presents *TRANSformative Stories from Transgender and Nonbinary leaders*. Performing artfully crafted personal stories about their hopes, dreams, and experiences of negotiating oppression and liberation with live musical accompaniment.
  - Offered Apil 23, 2025
- **Pride in Service – Honoring LGBTQ+ Veteran Experiences:** Join this impactful panel of amazing individuals discussing the experiences and impact of LGBTQ veterans. Also, a space to honor these individuals and recognize the ongoing changes and impacts affecting current active military members.
  - Offered April 24, 2025
- **Unwritten Verses of Pride:** Nico the Poet will be returning to campus to conduct a poetry workshop. Nico the Poet is well-known in the community as a poet, activist, and community organizer.
  - Offered April 24, 2025
- **The Art of Pride:** Come show your PRIDE with GOCA and MOSAIC from 4-7pm on Thursday, April 24th! Join us for food, music, and hands-on art activities, featuring a special immersion into the powerful Felix Gonzalez-Torres installation at 5:30.
  - Offered April 24, 2025
- **Manifesting Pride – A Queer Futurism Workshop:** Come create your own vision boards with PRISM Community Collective, a local non-profit LGBTQ+ resource center. Learn about the various resources, space, and services including offering free mental health, gaming, and gender inclusive clothing closet.
  - Offered April 25, 2025
- **Affirming Educator Celebration:** Calling all affirming educators! Are you an educator that intentionally creates affirming classrooms for LGBTQ+ students? Join us as we celebrate with you. Students are welcome to attend too! In partnership with the Safe at Schools Coalition through Inside Out Youth Services, we'll provide opportunities to connect, additional resources, and food provided!
  - Offered April 25, 2025

- **Pride Prom – The Fairy Ball:** End Pride Week by attending Pride Prom with mocktails, dancing, and participating in Pride-themed Ball categories. This is an annual pride week tradition and packed with lots of fun!
    - Offered April 25, 2025
- **Student Safe Zone Program:** The Safe Zone program provides participants the knowledge on the LGBTQ+ community, skills to effectively practice allyship with the goal of creating positive environments on campus. Students will join a cohort and complete 4 workshops throughout the fall and spring semester. The program will have some excursions to off-campus LGBTQ+ partners.
    - Offered September 15, 2025 – May 15, 2026
- **LGBTQ+ Colorful Connections:** Start of the school year by attending this affirming social that everyone is invited to. We'll have food, music, games, and opportunities to get to know other students.
    - Offered September 18, 2025
- **Affirming the Spectrum: Bi+ Bash:** Join MOSAIC and QSA for our Affirming the Spectrum series with Bi+ Bash. This is a celebration and discussion around bisexual+ identities. We'll have snacks and opportunities to mingle with others. Affirming the Spectrum series are 1-hour events throughout the semester focused on community building and an opportunity to highlight different identities through discussion, presentation, connection and activities.
    - Offered September 25, 2025
- **Culture Fest:** Join the MOSAIC office in collaboration with Student Life and Leadership, and UCCS cultural student clubs for the annual Culture Fest! This event will include performances, interactive booths, and highlights of the various cultural clubs on campus! Free and open to all UCCS community members.
    - Offered September 26, 2025
- **Brave Pages:** Join us for an affirming and creative space to honor National Coming Out Day! We'll be making zines, sharing experiences, and holding open discussions around the intersection of coming out and mental health. Whether you're out, questioning, or just looking to connect, this is a space for you.
    - Offered October 8, 2025
- **First2Go Midterms Mental Break:** Join First2Go for a meal while learning about ways to protect your mental health during midterm season.
    - Offered October 9, 2025
- **Letters with Love for Dear Jack Foundation:** Join LIVE Leaders for Pizza and drinks while writing heartfelt letters to young adults bravely facing cancer. Your words can bring hope, strength, and love.
    - Offered October 10, 2025
- **Community Connections: The Creative Healer:** In collaboration with the Psych Club and the Wellness Center's Mental Health Awareness Week, MOSAIC is hosting an event to celebrate World Mental Health Day through Art Therapy! Utilize art and creativity as a healing tool, a way to process emotions, a technique for enhancing self-awareness, and to gain insight into your well-being. We will offer a range of drawing materials, gratitude letters, affirmation cards, and snacks. Take a short break in your day and check in with your mental health.
    - Offered October 10, 2025
- **Disability Awareness Open Mic:** Join us for an inspiring night of poetry, passion, and purpose! The Disability Awareness Open Mic ft. Jordan Robinson hits the mic. Free food will also be provided at this event.
    - Offered October 17, 2025
- **Aces & Arrows with QSA:** Join MOSAIC & QSA for a fun Aro/Ace themed crafting night. We'll be designing cards, painting arrows, and playing games!
    - Offered October 23, 2025

- **Intersectional Legacies: Deafness in Queer Spaces:** Join MOSAIC for an inspiring event with deaf speaker and ASL professor Ida Wilding! Ida will share her journey navigating deaf and LGBTQ+ spaces and talk about the intersection of deafness and queer identity within the community. The event will be held in American Sign Language (ASL), with an interpreter provided for non-signing attendees.
    - Offered October 28, 2025
- **LGBTQ+ Traveling Office - Queer Pumpkin Painting:** Join MOSAIC's LGBTQ+ team in the Copper Commons for the LGBTQ+ Traveling Office. Every month, the LGBTQ+ team will be traveling to the residents' halls with fun activities. This month, MOSAIC will have little plastic pumpkin to paint.
    - Offered October 31, 2025
- **Affirming the Spectrum – Polyamorous Tea and Chat:** Join MOSAIC for a tea and chat centered around polyamorous people and destigmatizing nonmonogamous relationships. There will be plenty of tea and snacks, along with discussions about polyamorous people and relationships.
    - Offered November 11, 2025
- **LGBTQ+ Traveling Office – Letters of Love and Thanks:** Join MOSAIC's LGBTQ+ team in La Plata for the LGBTQ+ Traveling Office. Every month, the LGBTQ+ team will be traveling to the residents' halls with fun activities. This month, MOSAIC will have the materials to write letters of love, thanks, and affirmation for you and your loved ones.
    - Offered November 14, 2025
- **Intersectional Legacies – Gender Outside the Binary in BIPOC Communities:** Join MOSAIC in collaboration with QTPOC and Dr. Ilaheva Tua'One in a roundtable discussion about non-binary genders, such as nonbinary and intersex, and how gender presents outside of a Eurocentric lens, in BIPOC communities. Come discuss how the Eurocentric gender binary affects BIPOC communities and how it affects gender expression in those communities.
    - Offered November 14, 2025
- **International Education Week – Immigration Attorney Info Session:** Come and hear from Immigration Attorney Jacqueline McCullough as she will discuss permanent residency, the H-1B program, and other visa statuses, and learn about options after graduation for international students.
    - Offered November 18, 2025
- **Days of Remembrance and Legacy:** Join us in a powerful afternoon of reflection, creation, and community as we observe *Trans Day of Remembrance and Resilience*. Together, we will honor the lives of trans people lost to violence. This event will include a community art project where participants can contribute messages, symbols, and tributes that speak to both grief and resilience. We'll also hold a facilitated discussion focused on the systemic issues behind anti-trans violence, centering the voices and experiences of trans women of color. Throughout the evening, we will share notes of love, affirmation, and solidarity for our trans community. This is a space for mourning, for resistance, and for celebrating the enduring strength and beauty of trans lives.
    - Offered on November 19, 2025
- **3 Year Mark of the Tragedy of Club Q:** On the third year mark of the Club Q tragedy, we gather in remembrance, reflection, and resilience. While not all of us knew Club Q personally, we honor its legacy as a space of joy, freedom, and chosen family for the LGBTQ+ community in Colorado Springs. Together, we'll paint *Stars of Hope* with QSA—bright, personal messages of love and solidarity—to carry forward the spirit of Club Q. The evening will feature shared stories that celebrate the laughter, dance, and community that filled its walls, reminding us that its light lives on in memory and action with guests from the United Court of Pikes Peak Empire.
    - Offered on November 20, 2025

- **Native American Heritage Month Cooking Class:** Celebrate Native American Heritage Month with a hands-on cooking class on Thursday, November 20th, at the Lane Center Teaching Kitchen! Hosted by UCCS Wellness Center & MOSAIC, this event is all about sharing recipes, flavors, and a meal with your campus community. Come hungry and leave inspired!
    - Offered November 20, 2025
- **LGBTQ+ Day of Gratitude:** LGBTQ+ Day of Gratitude is almost here! Join us for an afternoon of community, warmth, and gender-affirming winter style! We're teaming up with Clyde's Clothing Corner and YDSA to host a clothing exchange where you can bring items you no longer need and pick out something new for you. Come swap, shop (for free!), and celebrate gratitude with us.
    - Offered December 2, 2025
- **World AIDS Day – Free HIV and STI Testing:** In alignment with recognizing World AIDS Day on December 1st, MOSAIC, the Wellness Center, and BE YOU COLORADO with the Colorado Children's Hospital will be offering free HIV/STI testing.
    - Offered December 4, 2025
- **LGBTQ+ Traveling Office – Winterfest Goodie Bags:** Join MOSAIC's LGBTQ+ team in the Copper House Commons for the LGBTQ+ Traveling Office. Every month, the LGBTQ+ team will be traveling to the residents' halls with fun activities. This month, MOSAIC will have create your own Winter themed goodie bags.
    - Offered December 12, 2025
- **International Book Club:** Come Read Tuesdays with Morrie with us!
    - Oct 22, 2025
    - Nov 12, 2025
    - Dec 3, 2025
    - Dec 17, 2025

UCCS Wellness Center

Hosts presentations, events and programs on safety related topics to the UCCS community. Topics 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.

- **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.
- **Bystander Intervention Workshop:**
  Training is available for students and employees. Training educates individuals on how to recognize and safely intervene in situations of potential harm, harassment, or violence; empowering them to take action and promote a safer community. The Wellness Center provides trainings for students and employees several times during the year as well as trainings for specific groups and classes upon request.
- **UCCS Wellness Promotion/PEAK Peer Health Educator Tabling and Events:** The Wellness Center does events throughout the year in collaboration with other campus departments and student organizations. PEAK peer health educators host tabling events

every week on health and wellness topics that impact students. 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; mental health; nutrition; and sleep health.

- **STI testing and LARC clinics:** In collaboration with the El Paso County Health Department, the Wellness Center provides monthly clinics for students that include free testing for multiple STIs and free Long Acting Reversible Contraception (LARC).
- **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 collaborated 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.
- **Wellness Wagon:** Travel across campus distributing education on health & safety topics including sun safety, sexual health, nutrition, 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, and at least every two years thereafter, all UCCS employees are required to complete Percipio/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 it is offered to all transfer and incoming students. The training covers the same subjects covered by Percipio/Skillsoft training for employees, but with additional topics, 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 Training and Ongoing Development**
  - Resident Assistants (RAs) receive Fall and Winter training to prepare them to support residential communities, respond to emergencies and policy concerns, identify and report safety issues, and connect residents with university resources. In 2025, Fall training was extended by four days to allow for additional depth and coverage of training topics.
  - Training combines instruction, practical application, and scenario-based learning. Topics include emergency response; fire and life safety; residence hall policies; on-call procedures; incident reporting; UCCS Police and first-responder interactions; behavioral and wellness concerns; and reporting and referral responsibilities.
  - Residence Life & Housing cross-trains RAs with UCCS Police, Environmental Health & Safety, the Dean of Students Office, the Office of Institutional Equity (OIE), the Wellness Center, the Colorado Springs Fire Department, and other campus partners. Cross training includes Incident Report writing, reporting responsibilities, student support and referral resources, and response to emergency and policy-related situations.
  - Residence Life & Housing collaborates with the Colorado Springs Fire Department on RA fire and life-safety education. RAs receive practical preparation for fire emergencies, evacuation, and fire-extinguisher use, including the PASS method, with emphasis on appropriate evacuation and emergency response.
  - RAs continue to receive policy updates and training throughout the academic year through weekly small-staff meetings, weekly or biweekly one-on-one meetings with supervisors, and monthly large departmental staff meetings.
- **Campus Safety, Reporting, and Referral**
  - Residence Life staff serve in Campus Security Authority (CSA) roles as applicable and are expected to report qualifying incidents to UCCS Police. RAs are trained to respond to disclosures, share reporting and support resources, document incidents appropriately, and seek professional or emergency assistance when needed.
  - RAs are expected to complete intentional interaction conversations with residents throughout the semester. These interactions are documented in Roompact and support proactive identification of resident needs, resource referral, community connection, and follow-up.

- **Resident Education and Engagement**
  - Programs and Activities: RAs and/or RDs provide programs individually, as staff teams, or with campus partners to educate residents, build community, and connect students with resources.
  - Bulletin Boards: RAs complete monthly bulletin boards on approved or prescribed topics, including alcohol and other substance education, sexual health and consent, safety, wellness, and other community needs.
- **Fire Safety, Rounds, and Preparedness**
  - Residence Life & Housing works with UCCS Environmental Health & Safety, UCCS Police, the Colorado Springs Fire Department, and other partners to prepare staff and residents for emergencies. Training reinforces fire and life-safety expectations, evacuation, emergency communication, recognition of unsafe conditions, and appropriate escalation.
  - During routine rounds, RAs visually check fire extinguishers, including confirming appropriate pressure, and identify or report fire and life-safety concerns in residential spaces.
  - Residence Life & Housing participates in required fire-drill and evacuation exercises. RAs reinforce evacuation expectations, established routes and instructions, and re-entry only after authorized clearance.

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 “Run, Hide, Fight” video. This 6:39- minute video is featured on the UCCS Office of Emergency Management 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. On-going open working sessions are offered at least monthly during the academic year to allow departments to dedicate time to COOP development with technical assistance being readily available.
- **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 2025, 183 individuals completed in person training and 232 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 2025, 125 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 2025.
- **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 210 individuals were fitted and 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 periodic training and various exercises with PPROEM.
- **Outreach Tabling Events:** The Division of Emergency and Safety Services also participate in several 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.

- **Open Campus Trainings:** Commencing with 2025 DESS started offering open campus trainings on various topics such as “how to prepare for everything”, “Stop the bleed”, “Fire Extinguisher”, “Office Ergonomics”, Civilian response to Active Harmer”, and “Debunking Safety Myths”. These were well received with over 140 individuals taking part in the trainings.

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:

- Registered confidentially
- 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 Stalking Programs

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

Alternatively, you can also contact the federal Office of Civil Rights:

U.S. Department of Education
Office for Civil Rights
Lyndon Baines Johnson Department of Education Bldg.
400 Maryland Avenue, SW
Washington, DC 20202-1100

Telephone: 800-421-3481
FAX: 202-453-6012; TDD: 800-877-8339
Email: OCR@ed.gov

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/ope/aps/5014
- CU Protected Class Nondiscrimination Policy (APS 5065): https://www.cu.edu/ope/aps/5065
- Conflict of Interest in Cases of Amorous Relationships (CU APS 5015) see https://www.cu.edu/ope/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: 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 receives 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.

Definitions for purposes of these Resolution Procedures

Advisor: An individual designated by the Complainant or Respondent to be present at interviews and/or conduct cross-examination. Advisors may be, but do not have to be, attorneys. If a Party does not designate an Advisor, the OIE will appoint an Advisor for cross-examination in cases of alleged Sexual Misconduct. Advisors may not be witnesses to the incident(s) at issue, or persons who may have a conflict of interest (such as a university administrator with evaluative authority over one or more involved Parties).

Aggravating Factor: Relevant circumstances accompanying the commission of misconduct or occurring prior to the misconduct as specified in prohibited conduct that add to its seriousness. Examples may include the use of violence or force, violation of trust or duty, premeditation of an incident, and the existence of a previous conduct violation.

Complainant: An individual who is alleged to be subjected to prohibited conduct under any Applicable Policy.

Day: For purposes of these policies and procedures, a day is a calendar day, excluding business days that UCCS is officially closed. The OIE will not require Parties to submit documents or responses or participate in any meetings on a weekend, holiday, or any other campus closure. If a scheduled meeting or deadline falls on a weekend, holiday, or any other campus closure, the OIE will extend a deadline to the next business day or promptly reschedule a meeting. Please refer to the UCCS Holiday calendar here: Document Library | Human Resources (uccs.edu).

Employee: Anyone under the University's control (excluding independent contractors) who receives payment from the University for work performed, including but not limited to regular faculty, research faculty, University staff, classified staff, undergraduate and graduate Student Employees, or temporary Employees.

Emergency Removal: Removal from the University's education program or activity on an emergency basis, after an individualized safety and risk analysis and determination that an imminent and serious threat to the health or safety of a Complainant or any Students

Employees, or other persons arising from the allegation(s) of sex discrimination or other prohibited conduct justifies removal. Emergency removal may include immediate and temporary suspension from classes or any other University building, activity, or program. This could include an interim suspension from all University activities and programs, and exclusions from all University buildings.

Mitigating Factor: Relevant circumstances accompanying the commission of misconduct or other extenuating circumstances that may be considered to reduce a sanction.
These factors do not constitute justification or excuse for the behavior in question.

Participants: Complainant, Respondent, and any Witnesses or other third Parties participating in an OIE resolution process.

Party: Complainant or Respondent and collectively referred to as "Parties."

Respondent: An individual who is accused of prohibited conduct under any Applicable Policy.

Sanction: Refers to the discipline imposed because of a policy violation.

Sanctioning Authority: A Sanctioning Authority (may also be referred to as an "Appointing Authority" regarding Employees) is the individual or office that has the authority or delegated authority to impose discipline upon a particular Employee or Student.

Student: Per the UCCS policy glossary, "Students shall include, but not be limited to, individuals enrolled in UCCS classes, whether credit or non-credit, on the home UCCS campus, those employing distance learning technologies, those offered through continuing education, and those offered through study abroad programs."

Support Person: An individual, who may be a friend, family member, or other trusted person, chosen by a Party or Witness to accompany the Party or Witness in meetings with the OIE, and/or a hearing, to provide emotional comfort or support. Support persons are not Advisors, witnesses to the incident(s) at issue, or persons who may have a conflict of interest (such as a university administrator with evaluative authority over one or more involved Parties) as defined in these Resolution Procedures.

University: The University of Colorado Colorado Springs.

University Official: A University Employee working in the performance of their duly authorized duties.

University Property: University owned or controlled property.

Witness: Any individual who may have information relating to a matter being investigated by OIE.

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 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 CI 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.

   Complainants may report confidentially via the following resources:

Students

- The Wellness Center (719) 255-4444 https://www.uccs.edu/recwellness/wellness

Employees

- Colorado State Employee Assistance Program: (800) 821-8154
https://cseap.colorado.gov

Air Force ROTC

Students in the Air Force Reserve Officer Training Corps (ROTC) program may access the UCCS Wellness Center (or publicly available confidential resources). Active-Duty Air Force personnel may be eligible to confidentially report sexual misconduct and access services through the Sexual Assault Prevention and Response (SAPR) program. The resources below can provide further information on reporting eligibility and resources:

- 24/7 Safe Helpline: 877-995-5247
- https://www.resilience.af.mil/sapr

Air Force ROTC
Members of the Army Reserve Officers' Training Corps (ROTC) program may also be eligible to confidentially report sexual misconduct and access services through the Sexual Harassment/Assault Response and Prevention (SHARP) program:

- DoD Safe Helpline: 877-995-5247
- DPRR: SHARP (army.mil) safehelpline.org

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 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 several 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 remedy.

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, or 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 help 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 the 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.

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.

Statement on Case Resolution Procedures

Types of Resolution Procedures

OIE Resolution processes include:

- Preliminary Inquiry
- Informational Report (document only)
- Policy Compliance Remedies
- Formal Grievance Process
- Adaptable Resolution Process

OIE investigations are administrative in nature and are not criminal investigations. Participating in an OIE resolution as a Complainant, Respondent or Witness is voluntary, although Responsible Employees are expected to provide information in accordance with their obligations to report conduct prohibited by the Applicable Policies to the OIE.

Resolution Process Officials

The OIE's Resolution Processes will be conducted by staff who are appropriately trained and have qualifications and experience that will facilitate prompt, fair, equitable and impartial resolutions. The AVC of Institutional Equity or designee shall ensure that OIE Resolution Process Officials, including investigators and appeal officers, receive annual training that does not rely on sex stereotypes and promotes impartial investigations and adjudications of formal complaints, on the Applicable Policies and these Resolution Procedures, including the University's obligations for compliance with applicable laws and regulatory guidance, how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias; evidence standards and what is "relevant,"
recordkeeping, and other training as relevant to the official's specific responsibilities. The AVC of Institutional Equity or designee shall determine if one or more investigators shall be assigned to each case depending on the specific circumstances and as warranted.

Participant Rights and Responsibilities

Participants shall be given the following rights, with specific provisions of the applicable resolution process as noted:

1. The OIE shall treat Complainants and Respondents equitably;
2. Retaliation is prohibited, as defined in the Applicable Policies.
3. Resolutions shall be conducted by trained officials who do not have a conflict of interest or bias for or against the Complainant(s) or Respondent(s). An official shall recuse from participating in a resolution in those instances where the official believes that their impartiality might reasonably be questioned by an independent, neutral observer due to the official's personal bias or prejudice against the Complainant(s) or Respondent(s), or where the official has a personal or professional relationship with one of the Parties that would adversely affect the official's ability to serve as an impartial finder of fact;
4. Respondents are presumed *not responsible* for alleged prohibited conduct until a determination is made at the conclusion of a Formal Grievance Process; and, prior to the determination, the Parties will have an opportunity to present relevant and not otherwise impermissible evidence to a trained, impartial decision-maker;

5. A process with reasonably prompt timeframes established for evaluation of a report or complaint, investigation, determination, and appeal (as applicable), that allows for reasonable extension of timeframes on a case-by-case basis for good cause, as described above;
6. Reasonable steps taken by the OIE to protect the privacy of Parties and Witnesses during the pendency of a Formal Grievance Process, provided the steps do not restrict the ability of Parties to: obtain and present evidence, including by speaking to Witnesses, consult with their family members, confidential resources, or Advisors; or otherwise prepare for or participate in the investigation; and, reasonable steps to prevent and address the Parties' and their Advisors' unauthorized disclosure of information and evidence obtained solely through the Formal Grievance Process, including as related to alleged prohibited conduct. Disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the complaint of prohibited conduct are authorized;
7. An objective evaluation of all evidence that is relevant and not otherwise impermissible, including both inculpatory and exculpatory evidence, including that credibility determinations must not be based on a person's status as a Complainant, Respondent, or Witness;
8. The exclusion of the following types of evidence, and questions seeking that evidence, as impermissible (i.e., must not be accessed or considered, except by the recipient to determine whether an exception in paragraphs (i) through (iii) applies; must not be disclosed; and must not otherwise be used), regardless of whether they are relevant:
   (i) Evidence that is protected under a privilege as recognized by Federal or State law or evidence provided to a confidential Employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality;
   (ii) A Party's or Witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the Party or Witness, unless the recipient obtains that Party's or Witness's voluntary, written consent for use in the University's Resolution Procedures; and, in cases of alleged sexual misconduct,
   (iii) In cases of alleged sexual misconduct: Evidence that relates to the Complainant's sexual interests or prior sexual conduct, unless evidence about the Complainant's prior sexual conduct is offered to prove that someone other than the Respondent committed the alleged sexual misconduct or is evidence about specific incidents of the Complainant's prior sexual conduct with the Respondent that is offered to prove consent to the alleged sexual misconduct. The fact of prior consensual sexual conduct between the Complainant and Respondent does not by itself demonstrate or imply the Complainant's consent to the alleged sexual misconduct or preclude a determination that sexual misconduct occurred;
9. Consistent principles for how the University will determine which procedures apply to the resolution of different kinds of complaints.
10. The same opportunity to receive Supportive Measures from OIE before, during, and after a resolution process;
11. The same opportunity to utilize an Advisor of their choosing, who may or may not be an attorney, advocate, or other Support Person throughout the process and in any meeting or proceeding. To protect the integrity of the investigation, an Advisor may not be a potential Witness in the investigation, or individual who could otherwise compromise the investigation. During a meeting with the OIE, a Party's Advisor, advocate, or Support Person may not speak on behalf of the Party. The Advisor, advocate, or other Support Person may not engage in any conduct that would constitute harassment or retaliation against any person who has participated in an investigation and may be denied further participation for harassing or retaliatory conduct;

12. Receive notice before they participate in any interview with the date, time, location, Participants, and purpose of all meetings or proceedings, with sufficient time to prepare for meaningful participation, including presentation of inculpatory and exculpatory evidence or information, and Witnesses;
13. Timely and equal access to relevant information, case updates, and applicable Notices;
14. In the case of a Formal Grievance Process, Parties also have the right to review any OIE investigative report and inspect the case file, which contains all information and evidence collected, including that which a decision-maker does not intend to rely on in reaching a determination, prior to any hearing (as applicable), and prior to the determination of any investigative findings, determination regarding responsibility, or conclusions, and unless prohibited or confidential under law gathered as part of the investigation;
15. In the case of a Formal Grievance Process, the opportunity to present Witnesses, including expert Witnesses;
16. In the case any sanctions are issued, Notice will include the basis upon which the sanction was determined, whether any Party has a right of appeal and appeal requirements, and Parties will be provided the opportunity to present information about aggravating or mitigating circumstances prior to the sanction's implementation.

Investigators

While investigations will generally be conducted by OIE staff who are appropriately qualified and trained, the OIE may also designate other individuals (either from within the University, including an administrator), or from outside the University, to conduct or assist with a resolution. Circumstances which may warrant such outside resolutions include, but are not limited to, conflicts of interest, allegation(s) of bias, or workload. The AVC of Institutional Equity or designee retains discretion to determine whether the use of outside investigator(s) is warranted and reasonable given the circumstances and information available. Outside investigators shall have adequate training, qualifications, and experience that will, in the judgment of the OIE, facilitate a prompt, fair, and impartial resolution. Any outside investigator designated to address an allegation(s) must adhere to the requirements of these Resolution Procedures and will confer with the AVC of Institutional Equity or designee on a regular basis about the progress of the resolution.

Timeframes for Complaint Resolution

The OIE is committed to providing a prompt, fair, and impartial resolution of all reports and complaints with timelines as follows:

- Preliminary Inquiry: 30 days
- Adaptable Resolution Process: 90 days
- Formal Grievance Process:
    - Preliminary Inquiry: 30 days
    - Evidence gathering: 90 days
    - Hearing process, including virtual, live cross-examination, the Determination Regarding Responsibility, and any associated sanctions applicable): 90 days
    - Appeals process: 30 days

These time frames may be extended for good cause with prior written notice to the Complainant and Respondent about the delay and reason for the delay. The University will provide the Complainant and Respondent (as applicable) with regular written updates on the status of resolution throughout the process until conclusion.

Good cause may exist for a variety of factors, including the complexity of the circumstances of each allegation(s), the integrity and completeness of the investigation, compliance with a request by law enforcement, concurrent law enforcement activity likely to produce materially

relevant evidence, absences by the Parties, the availability of Witnesses, the necessity to provide translation services or accommodations of a disability, University breaks or vacations, the necessity to access relevant and probative documentation that is not immediately available, or other legitimate reasons.

To deliver a reasonably prompt resolution, the Complainant and the Respondent each have an obligation to meet deadlines as requested by OIE during a Formal Grievance Process. Extensions of time shall only be granted for good cause shown, and the Parties shall be provided with written notice of extensions or any delay, as applicable, and the reasons for any such extensions or delays. Nonparticipation by any Party, and lack of evidence, does not preclude the OIE from proceeding to the next stage of the investigation process through to conclusion

Detailed Procedures for Types of Resolutions

Preliminary Inquiry, Dismissal, and Referral
A. Preliminary Inquiry

The OIE has the authority to conduct a preliminary inquiry upon receiving a report or complaint alleging prohibited conduct that would fall under the OIE's jurisdiction. A preliminary inquiry may include, but is not limited to, evaluating whether the complaint implicates an Applicable Policy, whether the complaint and Parties are within the jurisdiction of the OIE, whether the allegation(s), if true, describe conduct that would violate an Applicable Policy, or whether the complaint presents a safety threat requiring the OIE to report the concern to law enforcement. The OIE may collect information from one or more Parties or sources as part of the preliminary inquiry. Upon conclusion of the preliminary inquiry, the OIE may close the matter as an informational report, dismiss the complaint, refer the matter to another campus process (as appropriate), implement supportive or safety measures, or initiate an Adaptable or Formal resolution.

In cases when alleged prohibited conduct, even if true, would not violate an Applicable Policy, or the OIE is unable to gather sufficient information to make a determination that an Applicable Policy is implicated and/or whether the OIE may assert jurisdiction, the OIE may inform appropriate campus authorities of the complaint and recommendations for preventive, remedial, or supportive measures, based on the information collected.

B. Dismissal

Prior to dismissing a complaint, the AVC of Institutional Equity or designee must make reasonable efforts to clarify the allegation(s) with the Complainant, provide supportive measures to Complainant and Respondent as appropriate, and take other appropriate prompt and effective steps to ensure prohibited conduct does not continue or recur.

- Protocols for dismissal are further discussed under the various resolution types

C. Referral

The OIE will support the Complainant and other Parties, as applicable, by providing information about available resources and referral to other campus offices for consideration of the matter and specific support needs, as appropriate.

Informational Report (Document Only)

At a Complainant's request, and when there are no overriding factors present, or, if insufficient information is obtained through a preliminary inquiry to determine whether the report is within the OIE's jurisdiction, the OIE may close a case by documenting the incident as an informational report and providing the appropriate resource referrals and supportive measures as applicable. The AVC of Institutional Equity or designee will assess for barriers to reporting and consider implementing further supportive measures or initiation of another resolution process if additional information regarding the initial complaint is received.

Policy Compliance Remedies (Informal Resolution)

The OIE has discretion to implement a Policy Compliance Remedy if it is determined the most appropriate way to respond to an allegation(s) of prohibited conduct. Additionally, the OIE retains discretion to proceed with a Formal Grievance Process for allegation(s) 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 a Policy Compliance Remedy 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;
- Contact the Respondent to inform them of the alleged behavior and involved parties (as appropriate), the outcome of the Preliminary Inquiry resulting in the determination that a Policy Compliance Remedy is an appropriate resolution, the prohibition of retaliation, and options for voluntary participation tailored to the unique circumstances of the case, which may include and is not limited to:
- Adaptable Resolution;
    - Meeting with Respondent(s) to discuss the alleged behavior, the relevant
    - Applicable Policy(ies') provisions, the impact of the alleged behavior, ways to prevent discrimination and comply with the Applicable Policy(ies), and the prohibition of retaliation;
    - Targeted or broad-based educational programming or training.

Formal Grievance Procedure: Sexual Misconduct (CU APS 5014)

The OIE may resolve a report of alleged prohibited conduct through the Formal Grievance Procedure when the alleged conduct, if true, would be prohibited under the Applicable Policies. The University may dismiss a request for a Formal Grievance Process in accordance with Section V(C). The University may also elect to move forward with a Formal Grievance Process, overriding a Complainant's request, pursuant to Section V(C).

The OIE may consolidate complaints in situations that arise out of the same facts or circumstances and involve more than one Complainant or more than one Respondent, or what amount to countercomplaints by one Party against the other. This Formal Grievance Procedure is how the OIE investigates allegations(s) of conduct prohibited by this Policy, and to determine whether an individual more likely than not engaged in conduct that violates the Policy. Individuals found responsible for violating CU APS 5014 are subject to sanction, up to and including expulsion or termination of employment.

A. Filing and Evaluation of a Formal Complaint

1. **Formal Complaint**
   In cases of alleged violations of conduct prohibited by CU APS 5014, either the Complainant or the Title IX Coordinator or designee must file a formal complaint for the university to initiate the Formal Grievance Procedure. The formal complaint must contain the Complainant's or Title IX Coordinator's physical or digital signature. The formal complaint form is available by contacting OIE. A Complainant who reports allegation(s) of Sexual Misconduct may receive supportive measures with or without filing a formal complaint. Refer to Section VI.

2. **Who May File a Formal Complaint**
   To initiate a grievance process under CU APS 5014, either the Complainant or Title IX Coordinator or designee must file and sign a formal complaint.

   Title IX Sexual Misconduct:

   To file a formal complaint, a Complainant must be participating in or attempting to participate in the university's education program or activity. "Attempting to participate" can include a Complainant who (1) is applying for admission or employment; (2) has graduated from one program but intends to apply to another program and/or intends to remain involved with a university's alumni programs or activities; or (3) has left school because of Sexual Misconduct but expresses a desire to re-enroll. A Complainant who is on a "leave of absence" may also be participating or attempting to participate in a university's programs or activities.

   Sexual Misconduct:

   To file a formal complaint, a Complainant may or may not be a member of the university community who alleges to be a victim of conduct that violates this Policy.

   Formal Complaints by Title IX Coordinator and Overriding Factors

   If a complainant has disclosed an incident of Sexual Misconduct but wishes to maintain privacy and does not wish to initiate the Formal Grievance Process, the AVC of Institutional Equity or designee must discuss the availability of supportive measures with the complainant, describe the process for filing a Formal Complaint, and explain that the university prohibits retaliation. The AVC of Institutional Equity or designee will further explain the steps the university will take to prevent retaliation if the individual participates in a Formal Grievance Process and how the university will take responsive action should retaliation occur.

   If, having been informed of the university's prohibition of retaliation and its obligations to prevent and respond to retaliation, the complainant would still like to maintain privacy or does not want to file a Formal Complaint initiating the Formal Grievance Procedure, the AVC of Institutional Equity or designee will weigh that request against the university's obligation to provide a safe, non-discriminatory environment for all Students, faculty, and staff. In making that determination, the AVC of Institutional Equity or designee will consider a range of potentially overriding factors that would cause the AVC of Institutional Equity or designee or designee to file a Formal Complaint and initiate a Formal Grievance Procedure. The decision to file a Formal Complaint by the AVC of Institutional Equity or designee and initiate the Formal Grievance Process will be made on a case-by-case basis after an individualized and thoughtful review.

3. Evaluation of a Formal Complaint

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

The university may consolidate Formal Complaints in situations that arise out of the same facts or circumstances and involve more than one Complainant, more than one Respondent, or what amount to countercomplaints by one Party against the other. The university may also consolidate under the Formal Grievance Process related violations as designated in CU APS 5014 or other prohibited conduct under other policies, procedures, or codes of conduct.

a. Mandatory and Discretionary Dismissals

If the alleged conduct would not violate the policy, even if proven true, or the university lacks jurisdiction under CU APS 5014 to pursue the matter, the AVC of Institutional Equity or designee will dismiss the Formal Complaint with regard to that conduct (mandatory dismissal).The OIE may, but is not required to, dismiss a formal complaint at any time during the investigation if the Complainant notifies the AVC of Institutional Equity or designee in writing that the Complainant would like to withdraw the formal complaint or any allegation(s) therein, if the Respondent is no longer enrolled or employed at the university, or if specific circumstances prevent the university from gathering evidence sufficient to reach a determination as to the formal complaint or the allegation(s) therein (discretionary dismissal).

The AVC of Institutional Equity or designee will notify both the Complainant and the Respondent of the complaint either by issuing a Notice of Allegation(s) or a Notice of Complaint and Dismissal (below).

b. Notice and Opportunity to Appeal Dismissal of Formal Complaint

Upon either mandatory or discretionary dismissal, the university will promptly send written notice of the dismissal and reason(s) simultaneously to the Parties, along with information about the appeal process. If a Formal Complaint is dismissed, both Parties may appeal in writing. To file an appeal for the dismissal, a Party must submit the written appeal to the AVC of Institutional Equity or designee within seven (7) days of the notice of dismissal.

Either Party may appeal the dismissal of a Formal Complaint on the following basis:

- To determine whether there were procedural irregularities that affected the dismissal;
- If new evidence that was not reasonably available at the time of dismissal could affect the outcome of the matter;
- The AVC of Institutional Equity, investigator(s), or other decision-makers for the dismissal of the Formal Complaint had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the dismissal.

After the submission of all documentation or the seven-day deadline for response has passed, the AVC of Institutional Equity or designee will conduct a preliminary review of the appeal to verify that it is timely and meets the criteria for consideration through the appeal process. Following this preliminary review, if a determination is made that the appeal is

timely and meets the criteria for consideration, the AVC of Institutional Equity or designee will appoint one or more trained university Employees, or an appropriate third party to serve as the Appeal decision-maker(s). The decision-maker(s) for the appeal may not be the same person that reached the determination of responsibility or dismissal, the investigator(s), or the AVC of Institutional Equity or designee. All appeal decision-maker(s) must be trained.

Both Parties may submit a written statement in response to the appeal, either in support of, or challenging, the dismissal.

The university will consider the appeal and issue a determination either upholding the appeal or overturning the dismissal within seven (7) days. If additional time is needed to consider the appeal, the appeal decision-maker will notify the Parties of the extension for good cause. This could include gathering additional information from the complainant, the respondent, or additional individuals. The decision-maker for the appeal of a dismissal may not be the same decision-maker that reached the determination regarding dismissal, the investigator(s), or the AVC of Institutional Equity. The decision-maker for the appeal must be trained.

The appeal decision-maker will issue a written decision describing the result of the appeal and the rationale for the result. The appeal decision must be provided simultaneously to both Parties.

B. Written Notice of Allegation(s)

If the Formal Grievance Procedure is commenced, the Respondent and Complainant shall receive a written Notice of Allegation(s). The written Notice of Allegation(s) may be sent to the Respondent and the Complainant: 1) by email; 2) via U.S. mail to the permanent addresses appearing in the university's information system; 3) the address appearing in a police report; or 4) may be hand-delivered. Notice will be considered furnished on the date of hand-delivery, on the date emailed, or on the date U.S. mailed.

For Student Respondents, a notation will be placed on their transcript stating either that the student is under investigation or if an interim suspension or exclusion is in place for applicable cases. This notation will be removed at the conclusion of the Formal Grievance Process but may be replaced with a sanctioning notation as applicable if a policy violation is found.

For Employee Respondents, the OIE will send a copy of the Notice of Allegation(s) to the Sanctioning Authority, the Department Director or Executive Director, the appropriate division Vice Chancellor, the Chancellor, and Human Resources. For Student Respondents, the OIE will send a copy of the Notice of Allegation(s) to the Office of the Dean of Students and the Chancellor. If the Respondent is a Student Employee and the alleged misconduct occurs outside the employment capacity, the OIE may determine that the Respondent's supervisory upline has a legitimate need to know information related to the case resolution and will send a copy of the Notice of Allegation(s) to the Student Employees supervisor and Student Employment.

The written Notice of Allegation(s) will include a request that the Respondent contact the OIE within three (3) business days of the issuance of the Notice of Allegation(s) to schedule an initial meeting.

If, in the course of an investigation, a Complainant alleges additional violations or the Title IX Coordinator or designee decides to investigate additional allegation(s) about the Complainant or Respondent that are not included in the initial Notice of Allegation(s), the OIE will issue an Amended Notice of Allegation(s) to both Parties.

The written Notice of Allegation(s) (and any Amended Notices of Allegation(s)) will include:

- The identity of the Parties involved in the incident;
- The specific section(s) of the policy allegedly violated;
- The conduct allegedly constituting a policy violation;
- The date and location of the alleged incident, to the extent known and available;
- Information about the Formal Grievance Procedure;
- A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the Formal Grievance Procedure;
- Information about the policy provisions that prohibit knowingly making false statements or knowingly submitting false information during the Formal Grievance Procedure;
- Information that the Parties have equal opportunity to inspect and review evidence;
- Information that the Complainant and Respondent may each have an Advisor of their choice, including an attorney. The Advisor may not engage in any conduct that would constitute harassment or retaliation against any person who has participated in an investigation and may be denied further participation for harassing or retaliatory conduct.
- Require that the Respondent contact the OIE within three (3) business days to schedule an initial meeting.

Sanctions

Sanctioning Process for Student Respondents

To remediate the effects of misconduct, the Dean of Students will impose sanctions for Student Respondents. The Dean of Students will determine the type of sanctions in consultation with the AVC of Institutional Equity or designee, and any other administrative staff with a need to know. Even if the Student Respondent is found to not have violated an Applicable Policy, nothing precludes the AVC of Institutional Equity or designee from referring the matter to the Dean of Students or designee for consideration of discipline for other Student misconduct under the Student Code of Conduct. The range of sanctions for student Respondents found responsible for violating one or more Applicable Polices 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.

Sanction Education Classes

- Alcohol Level 1 and 2
- Marijuana Level 1 and 2
- Illicit Drugs Level 1 and 2
- Restorative Justice

All classes cost $75.00 per class.

Administrative Sanctions

- Letter of Notice
  - Policy reminder
- Written Warning
  - A written statement that the behavior was inappropriate and more serious conduct action will be taken should subsequent infractions occur
- Formal Reprimand

  - More serious than a Written Warning, a student receives a Formal Reprimand when any future violations of the Student Code of Conduct will likely result in more severe disciplinary actions
- Parent/Guardian Notification
  - A parent/guardian may be notified of an alcohol or drug violation (when the student is under the age of 21) or if a housing student is sanctioned to a formal reprimand.
- Disciplinary Probation
  - Probation for a designated period in which specific sanctions or restrictions may be imposed as part of this probation. Further prohibited conduct is likely to result in suspension. The student on disciplinary probation is not in good standing with the University. Loss of good standing may prohibit or impact a student from:
    - a. Representing the University through official events
    - b. Studying Abroad
    - c. Serving in a leadership position or on a university committee
- No Contact Order
- Exclusion
  - The student is denied access to all or a portion of campus. Student exclusions will be issued in coordination with the UCCS Police Department. When a student is excluded from university property, that student may be permitted onto university property for limited periods and specific activities with the permission of the UCCS Chief of Police and the Dean of Students or designee. Should the student enter University property without permission, the student is subject to action taken by law enforcement for criminal trespass.
- Termination of Housing Contract
  - The student's residence hall agreement is terminated through the conduct process, and the student is prohibited from residing in any University residence hall on either a permanent or temporary basis. Specific exclusion from the residence halls may also be made. Termination may occur in cases where a student appears to be involved in violations of the Code, and the behavior or pattern of behavior has a significant negative impact on their living community. Students whose housing contract is terminated through the conduct process are financially responsible for all charges associated with housing for the remainder of the academic year. Parents or guardians of housing residents under age 21 will be notified of residence hall termination because of suspension or expulsion.
- Suspension in Abeyance
  - The student is suspended from the University, but due to mitigating circumstances, the suspension is deferred, allowing the student to continue with daily University activities and providing a student with one final opportunity to prove they can operate responsibly within the community. If the student, through the conduct process, is found to have violated the Code during the period of the suspension in abeyance, the student will be immediately suspended from the University for the duration of the abeyance, as well as given additional sanctions, including an extension of the suspension, or expulsion.
- Suspension
  - The student is required to leave the University for a specific period of time. An indication of suspension appears on the student's transcript. After the period of suspension has expired, the transcript notation will be removed upon request of the student. The student Updated 9/7/2022 12 is required to apply for readmission to the University after the suspension period through the Office of Admissions. Suspension from the University includes an automatic exclusion from campus property during the period of suspension. A suspension decision results in the student being suspended from all campuses of the University of Colorado System.

- Expulsion

- The student is required to permanently leave the University. A notation of expulsion keeps the incident on file in the Office of the Dean of Students indefinitely. Expulsion from the University includes an automatic exclusion from the campus property. An expulsion decision results in the student being expelled from all campuses in the University of Colorado System. An indication of expulsion appears on the student's transcript

Sanctioning Process for Employee Respondents

The AVC of Institutional Equity or designee will notify the Sanctioning Authority if an Employee Respondent was found to have violated an Applicable Policy or acted inappropriately or unprofessionally. To remediate the effects of misconduct, the Sanctioning Authority will impose sanctions. The Sanctioning Authority will determine the type of sanctions in consultation with the Chief Human Resources Officer or designee, the AVC of Institutional Equity or designee, and any other administrative staff with a need to know. Any applicable sanctioning meeting for an Applicable Policy violation pursuant to these Resolution Procedures does not replace any additional meetings that may be required under other applicable personnel processes (e.g., State Personnel Board Rules for classified Employees; Privilege and Tenure process for faculty). The Sanctioning Authority may have access to the investigative records. Additionally, the OIE can provide redacted information to the Sanctioning Authority related to similarly situated investigations and sanctioning outcomes to ensure consistency and equity in sanctioning.

The range of sanctions for Employee Respondents found responsible for violating one or more Applicable Polices 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.

Appeals of Formal Grievance Procedure

In cases resulting in no policy violation, either Party may file a written appeal of the determination regarding responsibility. In cases a Student Respondent is found responsible for violating a policy, either Party may file a written appeal of the determination regarding responsibility, which includes sanctions. In cases an Employee Respondent is found responsible for violating a policy, either Party may file a written appeal prior to sanctioning and after receipt of the Written Determination; appeals of sanctions may be governed by other procedures (e.g., State Personnel Board Rules for classified Employees; Privilege and Tenure process for faculty). All appeals must be made in accordance with the Procedures outlined in this section.

Bases for appeal of a determination regarding responsibility

1. To determine whether there were procedural irregularities that affected the outcome of the matter;
2. If new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the outcome of the matter;
3. The AVC of Institutional Equity, investigators, or Hearing Officer had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

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

1. How to File an Appeal and Timeframe

Appeals must be submitted in writing to the AVC of Institutional Equity or designee within seven (7) business days after the Written Determination is issued. The appeal should indicate the specific basis for the appeal (see above), supporting arguments and documentation, and any other relevant information the appealing Party wishes to include.

Generally, appeals are determined solely on the merits of the documents submitted, and no interviews are conducted. Therefore, appeal documents should be as complete and succinctly as possible. All sanctions imposed in the case will not go into effect until either the deadline for filing an appeal passes and no appeal is filed or, if a timely appeal is filed, the appeal is decided, whichever comes first.

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

2. **Notification and Opportunity to Respond**
   If an appeal is received, the AVC of Institutional Equity or designee will notify the non-appealing Party (Complainant or Respondent) in writing of the appeal, and the non-appealing Party will be provided seven (7) business days to respond, in writing, to the appeal.
   The non-appealing Party is not required to respond to an appeal. Not responding to an appeal does not imply agreement with the appeal.

   After the submission of all documentation or the seven-day deadline for response has passed, the AVC of Institutional Equity or designee will appoint one or more trained university Employees, or an appropriate third party to serve as the Appeal decision-maker(s). The decision-maker(s) for the appeal may not be the same person that reached the determination of responsibility or dismissal, the investigator(s), or the AVC of Institutional Equity. All appeal decision-maker(s) must be trained.

The appeal decision-maker(s) will issue a written decision describing the result of the appeal and the rationale for the result. The appeal decision must be provided simultaneously to both parties.

Upon review of the appeal, the Appeal decision-maker(s) may:

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

The Appeal decision-maker(s) shall not make new findings of fact. The Appeal decision-maker(s) shall review all documentation submitted, make the final decision upon appeal, and simultaneously provide the Parties with a written Notice of Appeal Decision within 30 days of its receipt of all final documentation.

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 do 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.

Bystander Intervention

Detailed information about bystander interventions can be found on the Office of Institutional Equity website at https://equity.uccs.edu/bystander-intervention.

What is a bystander?

Someone who witnesses or observes acts or situations that create the potential for violence or danger. While they may not be directly involved in the situation, they are present and, in a position to discourage or prevent an incident of potential violence, harassment, or discrimination.

What is bystander intervention?

When individuals take positive action in the face of social injustice or when another person needs assistance.

What are the Five D's of Bystander Intervention?

If you see someone who might need help, here are five ways you can support them:

1. Distract

   Draw attention away from the intensity of the interaction. You can start a conversation with the person who needs help, create a physical distraction, or make a scene.

2. Delegate

   Ask others around you for help diffusing a situation. This can include delegating to people you know, finding a stranger, or using on-campus resources.

3. Document

   Document to have proof or evidence for after a situation. This works best when two guidelines are met--make sure someone is already intervening and make sure you provide any documentation you gather to the person who needed help. Documentation can include cellphone cameras/audio recording or a written account of the situation. Do

not cause further harm. Avoid sharing any videos or photos of the incident on social media or with the news.

4. Delay

   Check in on the person after the situation has ended. Checking in can be a way of validating someone's experiences and showing them that they are not alone.

5. Direct

   Confront the situation by setting a clear boundary with the person who may be causing problems. Always consider your physical safety before confronting the person causing harm. If you feel that it is not safe for you to intervene, please delegate to UCCS Police at (719) 255-3111 or via the UCCS Safe App.

Things to Remember

- It is important to communicate empathy and compassion to someone when they are telling you their story of harassment or violence.
- Be open to hearing what that person has to say. It is helpful to simply sit and listen without offering advice or direction.
- Ask how you can provide support to the individual.
- Allow the individual to make their own decisions regarding the next steps.
- Know your limits – If you feel like the information is difficult to hear, it's okay to set boundaries.
- Offer to get them in contact with someone that will be able to provide support to them.
- If you are a mandatory reporter, let the person know you will be notifying the OIE about the incident.
    - For more information on mandatory reporting, visit Mandatory Reporting | Office of Institutional Equity.
- Help connect them to confidential on- and off-campus support resources.
    - For on- and off-campus resources, including confidential resources, visit Resources | Office of Institutional Equity.

Bystander Intervention Workshop

Bystander Intervention Workshop is a program designed to empower students, faculty, and staff to recognize, prevent, and safely intervene in situations of harm, such as harassment, discrimination, bullying, sexual misconduct, or violence. The training equips participants with the knowledge, confidence, and skills needed to step in as active bystanders and foster a safer, more supportive campus community.

To request a training for your classroom or group meeting:
https://recwellness.uccs.edu/wellness/presentation-request-form

Risk Reduction

Avoiding Attacks

These tips are designed to help you protect yourself on campus, in town, at your home, or while you travel. These are preventative tips and are designed to instruct you in crime prevention tactics.

1. Go with someone. There's safety in numbers.
2. Stay away from isolated areas. In buildings, avoid stairwells.
3. If you commute by public transportation, try and sit near the driver, take an aisle seat, and arrange to have someone meet you at the bus stop and escort you home. Never fall asleep. Stay alert!
4. Stay near streetlights when walking at night. Avoid alleys, parks, and dark parking lots.
5. Protect your valuables. Hold your purse or backpack tightly and close to your body.
6. Don't carry a purse or pack hanging from one shoulder.
7. Don't carry large amounts of cash and carry your wallet in your front pocket not the back one.
8. Protect yourself with the clothing you wear. Clothing does matter because your first response to danger should be to get away. But you can't run as fast in high heels or tight pants as you can in running shoes or clothing that is not confining.
9. When driving your car, keep your doors locked and windows rolled up and keep your car in good repair.
10. When you use the restroom, go with another person if possible; look carefully in corners before you enter the restroom and installs before you use them.

What To Do If You Are Being Followed

These tips are designed to help you protect yourself on campus, in town, at your home, or while you travel. These are preventative tips and are designed to instruct you in crime prevention tactics.

1. Change direction.
2. Cross the street.
3. Walk with confidence, hold your head up high.
4. Walk briskly.
5. Keep looking around and behind you so the follower knows you can't be surprised.
6. Go to a well-lighted area; a residence hall, the university center, library, classroom, anywhere there are people.
7. Notice and remember as much as possible about the person so you can give a good description.
8. Report the incident to the University Police. (719) 255-3111.
9. If you are held up, don't resist. No amount of money is worth your life.
10. Don't assume the robber is unarmed.

Protecting Yourself from Assault

These tips are designed to help you protect yourself on campus, in town, at your home, or while you travel. These are preventative tips and are designed to instruct you in crime prevention tactics.

1. Keep your doors locked when you are alone, night and day.
2. Don't let strangers into your room or apartment.
3. Don't leave a door unlocked for someone planning to come later. Never leave a door propped open.
4. Don't pick up hitchhikers and don't hitchhike!
5. Park your car in well lighted areas if possible.

6. Always check the back seat of your car before entering.
7. Don't walk alone, remember to call the University Police (719-255-3111) for an escort.
8. Don't give out information or directions to strangers.
9. Report all suspicious activity on campus to the University Police (719-255-3111).
10. Take a course in self-defense and personal empowerment.

Learn How to protect yourself while traveling
These tips are designed to help you protect yourself on campus, in town, at your home, or while you travel. These are preventative tips and are designed to instruct you in crime prevention tactics.

Many times, you are required to travel on official business as a part of your job. When you are staying in an unfamiliar city, don't become a victim. Protect yourself by following these suggestions.

1. Find out where the safe and unsafe neighborhoods are located.
2. When you can, travel with a trusted colleague.
3. Ask if you can be seated with other guests in the hotel dining room or in restaurants to avoid being targeted as a woman traveling alone.
4. When you leave your room, always lock the door.
5. When you are in your room, keep the deadbolt locked and the chain on the door.
6. Don't open your door unless you are expecting visitors.
7. If someone knocks on your door, verify that your caller is the person you're expecting, before you open the door. Even if you're expecting someone, if your door has a peephole, look through it before opening the door.
8. If you like to jog or work out while you're on travel, ask the hotel/motel to recommend a safe place. Don't jog in areas that are unsafe.
9. Take taxis after dark. Don't walk alone at night. And even during the day - be alert!

Protect Yourself from Theft
These tips are designed to help you protect yourself on campus, in town, at your home, or while you travel. These are preventative tips and are designed to instruct you in crime prevention tactics.

1. Make a list of all your valuables and keep it in a safe place. Include date of purchase, price, serial numbers, and place of purchase.
2. Don't leave your belongings unattended in the classroom, library, cafeteria, gymnasium, etc...
3. Always lock your bike, even if you are only going to be a few minutes!
4. Register your bike with the University Police. Record the description, serial number and registration number.
5. Engrave your bike with your ID number.
6. Lock your doors every time you leave.
7. Never leave your doors propped open!
8. Always lock your car and take the keys. Lock valuables in the trunk so that a thief won't be tempted to break in.
9. Park in well-lit areas.
10. Be careful when lending out belongings.

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

Statement Addressing written notification to students and employees of available resources

CU APS 5014 (Sexual Misconduct, Intimate Partner Violence, and Stalking Policy), Section V.B.4. states, "When a student, faculty, or staff member reports a possible incident of Sexual Misconduct, whether it occurred on- or off-campus, the campus shall provide the complainant with written notification of the following:… Counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, availability of forensic nurses to administer forensic sexual assault nurse exams ("SANE"), and other services available for victims within the campus and the community…".

When OIE receives a report, an email is sent to the person who is reported to have experienced harm (the "Complainant"); template below, which includes links to resources:

> *Hello {{PREFERRED_NAME,*
>
> *My name is {{ASSIGNED_TO_NAME}} and I work in the Office of Institutional Equity (OIE). OIE administers the University of Colorado (CU) Sexual Misconduct policy, the Protected Class Nondiscrimination Policy, and the CU Consensual Amorous Relationships Policy, (considered "Applicable Policies"). You may review OIE's Resolution Procedures and the Applicable Policies on the Office of Institutional Equity's website. I am reaching out to you because we received a report regarding unwelcome {{CUSTOM_1}} you may be experiencing from {{CUSTOM_2}}.*
>
> *First, take care of your needs. I encourage you to access any resources that may be most helpful to you, including confidential resources. There are campus and community resources posted on OIE's Resource Page.*
>
> *Please contact the police if you believe that you are in danger. On campus, contact UCCS Police at 719-255-3111 or via the UCCS Safe App. Off campus, contact Colorado Springs Police Department (911 in an emergency), and 719-444-7000 for non-emergencies.*
>
> *If you would like to meet to discuss supportive or safety measures and resolution options, please tell me some days and times that work for a 30-minute Teams meeting. You are not required to meet with OIE and there is no time limitation for when you can report or contact the OIE. You may also have anyone of your choosing present for the meeting as a support to you.*
>
> *All individuals, regardless of participation in an OIE resolution process, are protected from retaliation and are prohibited from engaging in any behavior that may constitute retaliation.*
>
> *I can be reached via email at {{ASSIGNED_TO_EMAIL}} or via phone at {{ASSIGNED_TO_PHONE}}. I look forward to hearing from you.*
> *Thank you for your time.*
>
> *Sincerely,*
>
> *{{SIGNATURE}}*

OIE has information on the reporting and resources web pages to be more explicit about legal services and visa/immigration services. Counseling, Healthcare, Mental Health, and other services are also posted.

If the reported victim of a sexual assault reports the incident to UCCS Police, they are provided with a victim's rights brochure which includes information regarding counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance

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 Statues, 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 for 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 l sting 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 another 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 remain 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 of 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 to 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 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.

Hazing Policy

Definition of Hazing

Hazing is defined in our Student Code of Conduct as:

Any activity by which a person recklessly endangers the health or safety of or causes a risk of bodily injury to an individual for purposes of initiation or admission into or affiliation with any student organization; except that" hazing "does not include customary athletic events or other similar contests or competitions, or authorized training activities conducted by members of the armed forces of the state of Colorado or the United States. Hazing includes, but is not limited to:

- Forced and prolonged physical activity.
- Forced consumption of any food, beverage, medication or controlled substance, whether prescribed, more than the usual amounts for human consumption, or forced consumption of any substance not generally intended for human consumption.
- Prolonged deprivation of sleep, food, or drink.
- Causing, coercing, or otherwise inducing another person to perform sexual acts.
- Any activity against another person that violates criminal law or any activity that induces, causes, or requires another person to violate criminal law.

Applicable laws governing hazing

Hazing is prohibited under Colorado State law.

Colorado Revised Statutes § 18-9-124 (Hazing)

1. "Hazing" means any activity by which a person recklessly endangers the health or safety of or causes a risk of bodily injury to an individual for purposes of initiation or admission into or affiliation with any student organization; except that "hazing" does not include customary athletic events or other similar contests or competitions, or authorized training activities conducted by members of the armed forces of the state of Colorado or the United States.
2. "Hazing" includes but is not limited to: a. Forced and prolonged physical activity; b. Forced consumption of any food, beverage, medication, or controlled substance, whether prescribed, in excess of the usual amounts for human consumption or forced consumption of any substance not generally intended for human consumption; c. Prolonged deprivation of sleep, food, or drink.

Hazing Record Retention

Copies of this Campus Hazing Transparency Report will be maintained on the University's public website for a minimum of five calendar years from the date of publication, in accordance with federal law.

Report an Incident

UCCS provides multiple avenues for students, family members, faculty, staff, and community members to report hazing. We want to ensure that we are supporting the health, safety, and well-being of students. By reporting something you see or hear that concerns you, you are on the right track to support your fellow Mountain Lions! Having accurate, timely, and good information makes all the difference.

*Please don't assume others have reported the same incident; we would rather have multiple reports than none.

Reporting Options

The following are ways to report hazing concerns. Please provide as much detail as possible:

- If there is an immediate concern for safety, ensure you call 911 or our campus police at (719) 255-3111.
- Submit a Student Conduct Reporting Form or contact the Office of the Dean of students at (719)-255-3091 or dos@uccs.edu.
- Another useful tool is the UCCS Safe app. This app has many features, including an option to report an incident.

Hazing Prevention Education

SmartMoveUCCS is a social norming campaign that aims to provide harm prevention education and awareness through a video series and supplemental programming on the UCCS campus. The SmartMoveUCCS Hazing Prevention video was created to help students learn the definition of hazing, the components of hazing, and hazing prevention resources.

To view SmartMoveUCCS Video Series, please visit SmartMove UCCS.

Hazing Transparency Report

The Campus Hazing Transparency Report is published in accordance with the Stop Campus Hazing Act. Under the Stop Campus Hazing Act, institutions are required to publicly disclose findings of responsibility issued to student organizations for hazing policy violations. The Campus Hazing Transparency Report includes:

- The name of the organization
- The date of hazing behavior
- Investigation and adjudication timeline
- Summary of the finding.

Any reports of hazing that did not result in a responsible finding are not included. UCCS will update this page twice a year (July and December).

Hazing Victim Support

- National Anti-Hazing Hotline
  - Call 1-888-NOT-HAZE to anonymously report suspected hazing incidents.

- UCCS Health and Wellness
  - Mental Health Services: 719-255-4444
  - Health Services: 719-255-4444
  - To speak confidentially about hazing, please contact the Wellness Center

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 always escorting their guest(s), 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/media/en/gui/14973/index.html. 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 https://www.uccs.edu/experience/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) Diversus Health (formerly AspenPointe)	1-800-662-HELP (4357) 719-572-6100	https://findtreatment.gov/locator 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	https://coloradosprings.gov/police-department/page/victim-advocacy-unit
District Attorney-El Paso County and Teller County	719-520-6000 El Paso 719-520-71687 Teller	https://www.epcounty.com/da/
Hospitals		
Memorial Hospital UCHealth	719-365-5000	https://www.uchealth.org/locations/uchealth-memorial-hospital-central/
Penrose Hospital	719-776-5000	https://www.mountain.commonspirit.org/location/penrose-hospital
St. Francis Medical Center	719-571-1000	https://www.mountain.commonspirit.org/location/st-francis-hospital
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)	http://www.pikespeaksuicidepreventi on.org
Victim Services District Attorney	719-520-6000	https://www.da4colorado.gov/victim-advocacy

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 https://police.uccs.edu	**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

2026 Fire Safety Report

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

This report contains information from calendar year 2025.

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 2025 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.

Comprehensive training provided 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 2025

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	1	1	Cooking	0	0	$100-200
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 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

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 a 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: *M*ay 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 make 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 performed 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.