



**COLORADO
COLLEGE**

**2026 Annual Security & Fire
Safety Report**

Introduction

Dear Colorado College Community,

Thank you for taking the time to review the Colorado College 2026 Annual Security & Fire Safety Report.

The Jeanne Clery Campus Safety Act requires colleges and universities that participate in federal financial aid programs to disclose information regarding crime on and around their campuses. This report provides a comprehensive overview of campus safety and security at Colorado College, including crime and fire statistics, safety policies, procedures, and resources available to our community.

The report is a compilation of statistical information gathered from a variety of campus and community partners, including Campus Safety, the Student Life Division, the Wellness Resource Center, the Office of Civil Rights and Title IX, the Colorado Springs Police Department, and the Saguache and Teller County Sheriff's Offices.

At Colorado College, safety and security are shared responsibilities and a commitment embraced across our entire community. We encourage all students, faculty, and staff to familiarize themselves with this report and the programs, services, and training opportunities available to support a safe, inclusive, and welcoming learning environment.

Thank you for your continued partnership in helping make Colorado College a safe and supportive place to learn, live, and work.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Pedro', with a stylized flourish at the end.

Pedro de Araujo

Chief Operating Officer

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Preparation of the Annual Security & Fire Safety Report

The Department of Campus Safety prepares the Annual Security and Fire Safety Report in collaboration with campus partners and local law enforcement agencies. Crime statistics are collected from Campus Safety records and local law enforcement agencies with jurisdiction in geographical locations where property is owned, controlled, or leased by Colorado College (or “CC”). As well as Campus Security Authorities (CSAs) as defined by the Jeanne Clery Campus Safety Act (commonly referred to as the “Clery Act”). Fire safety information and fire statistics are compiled from records maintained by Campus Safety, Facilities Services, Housing & Residential Experience, and other appropriate departments.

This report includes required disclosures regarding campus security policies, crime prevention programs, emergency response and evacuation procedures, missing student notification procedures, fire safety systems, fire safety education and training programs, and crime and fire statistics for the preceding three calendar years. The information is reviewed for accuracy and completeness to ensure compliance with the Jeanne Clery Campus Safety Act, as well as related federal regulations.

The Annual Security and Fire Safety Report is distributed on or before October 1 each year. It is sent electronically to all current students and employees via their college email addresses. This notification includes information about the report's availability, the electronic and physical addresses where the report can be accessed, and a brief description of its contents. This report is also made available to prospective students through the Office of Admissions and to new employees through the Human Resources Department.

A digital copy of the report is available on Colorado College’s [Annual Security and Fire Safety Report](#) webpage, where it can be accessed by the public. It can be viewed in a web browser or downloaded as a PDF file. Additionally, printed copies of the report can be requested from the Department of Campus Safety’s Office, located at 1106 N Cascade Avenue, Colorado Springs, CO 80903.

Campus Overview:

Colorado College is located thousands of feet above sea level, nestled at the foot of the Rockies in the City of Colorado Springs, CO. Our campus is just a short walk or bike ride to downtown Colorado Springs, a 10-minute drive to Garden of the Gods, and an hour’s drive to Denver. Colorado College is accredited through the Higher Learning Commission (HLC) to award bachelor’s and master’s degrees.

The main campus consists of over 147 buildings totaling over 2 million gross square feet, almost equally divided between academic space and residence halls, on 95 acres.

Geographical Location and Boundaries

The Clery Act requires institutions to disclose crime and fire statistics that occur on campus, on public property, or immediately adjacent to the campus, and in or within proximity to non-campus properties owned or controlled by the institution. The statistical data provided in this report reflect reported incidents that occur within the geographical boundaries described below:

Colorado College comprises a main campus in Colorado Springs, CO, and two off-campus (or non-campus) sites: one outside Crestone, CO, and the other outside Florissant, CO.

Colorado College Main Campus – Colorado Springs

Address:

14 E. Cache La Poudre St.
Colorado Springs, CO 80903

Description: One hundred sixty-two residential, academic, and support-related facilities located on 95 acres supporting 2,100 undergraduate students and approximately 650 faculty and staff.

Colorado College Baca Campus – Crestone/Moffat

Address:

Baca Campus Road
Moffat, CO 81143

Description: Six residential, academic, and support facilities located on 300 acres supporting short-term academic classes, retreats, and reflective ventures.

Colorado College Gilmore-Stabler Cabin

Address:

4645 Hwy 24
Florissant, CO 80816

Description: A multi-use cabin and low ropes course on 80 acres used for short-term academic classes, retreats, and reflective ventures.

Crime Reporting and Emergencies:

How to Report Crimes and Other Emergencies

Colorado College encourages students, faculty, staff, and visitors to promptly and accurately report all criminal incidents, individuals exhibiting suspicious behavior, and emergencies occurring at all CC owned or controlled facilities and property, or at non-campus locations owned or controlled by CC, to the local law enforcement agency that has jurisdiction where the incident occurs. Reports of criminal incidents at CC's Main Campus should be made to the Department of Campus Safety and the Colorado Springs Police Department (CSPD).

Reports of crimes occurring at the Colorado College Baca Campus should be made to the Saguache County Sheriff's Department and CC's Department of Campus Safety. Reports of crimes occurring at CC's Gilmore-Stabler Cabin should be made to the Teller County Sheriff's Office and CC's Department of Campus Safety.

Promptly reporting these incidents to the Department of Campus Safety improves the ability to provide support services, conduct follow-ups, and ensure accurate notifications and crime reporting. Prompt reporting contributes to providing timely warning notices to the community when appropriate, may aid in the prevention of similar incidents, and may assist in the investigation and apprehension of the perpetrator(s). CC strongly encourages accurate and prompt reporting of all criminal incidents, including when the victim of a crime elects to, or is unable to, make such a report.

In the event of an emergency, call 911 directly from your cell phone or from a campus phone. CC's Department of Campus Safety's emergency line is 719-389-6911. Main campus phones are equipped with a speed dial button to CC's Department of Campus Safety emergency line at extension 6911.

Reports can also be made through the [RAVE Guardian App](#), which provides an interactive dashboard and allows for immediate communication with Campus Safety via phone or in-app messaging if you are in a situation where it is not safe to place a call.

Colorado College uses the Standard Response Protocol (SRP), developed by the ["I Love U Guys" Foundation](#), as a guide for the campus community to respond to situations on or near campus that pose risks to our health and safety. These protocols are determined based on the type of situations and risks that are discovered or brought to the attention of Campus Safety. These protocols are:

- HOLD! In your room or area. Clear the halls.
- SECURE! Get inside. Lock outside doors.
- LOCKDOWN! Locks, lights, out of sight.

- EVACUATE! (To the announced location)
- SHELTER! Hazard and safety strategy.

There are four emergency call boxes located on each floor of the Colorado College Parking Garage (114 E Dale St.), next to the northwest entry doors. These boxes are bright yellow, contain a rectangular blue light built into the top front section of the box, display the word “Emergency” in bold black lettering on the side faces of the box, and have a red push button on the lower front face of the box that reads “Press for Assistance”. These may be used to assist an individual in distress or in an emergency. These call boxes allow for immediate communication with Campus Safety.

The Colorado Springs Police Department, El Paso County, Teller County, and Saguache County Sheriff's Offices have text-to-911 capabilities. Due to this method being slower, it is only recommended during those instances when it is unsafe for you to be speaking due to an immediate threat or when you have an impairment that affects your speech or hearing.

Reporting Non-Emergency Crimes/Incidents

Non-emergency crimes/incidents that take place on the CC's Main Campus should be reported to the Department of Campus Safety or the Colorado Springs Police Department.

You can contact Campus Safety in the following ways:

- *In-Person:* Campus Safety Office - 1106 N Cascade Ave, Colorado Springs, CO 80903 (Round brick building by Loomis Hall)
- *Phone:* Non-Emergency Line 719-389-6707 (dial 6707 on a campus phone)
- *Email:* campussafety@coloradocollege.edu

You can contact the Colorado Springs Police Department through their non-emergency line at 719- 444-7000.

If you are on the Baca Campus, contact the Saguache County Sheriff's Office at 719-655-2544.

If you are at the Gilmore Stabler Cabin, contact the Teller County Sheriff's Office at 719-687-9652.

Online Reporting

Online reports may be submitted through the [Campus Safety Reporting Crimes and Emergencies](#) webpage. Reports may be submitted for the following incidents (incidents that are not included must be made to Campus Safety by the ways listed above):

- Damage to Property
- Lost Item
- Suspicious Behavior

- Theft
- Theft from a Motor Vehicle

Individuals may report problems anonymously. But to help everyone involved, it is better to know who is reporting. If you report something, you do not have to worry about losing your privacy. Reporting helps Campus Safety and Colorado College explain what support is available to you. This [support](#) is available to everyone, regardless of your level of involvement.

Speak Up Colorado College

Colorado College has partnered with Convercent/OneTrust to develop [Speak Up Colorado College](#), an anonymous reporting platform. Speak Up Colorado College is our 24-hour reporting system where you can anonymously submit your concerns or ask questions.

The college strives to provide a secure and healthy atmosphere for students, staff, faculty, vendors, and visitors alike. Colorado College wants every employee and student to have a reliable, anonymous communication tool to report concerns or violations of Colorado College policies, or to ask a question in a timely manner.

The Speak Up Colorado College platform is an enhancement, not a replacement for our current policies and procedures. Please feel free to continue to use existing channels within the college to report concerns or ask questions, whether that be with the three Deans' Offices, the Office of Civil Rights, the Office of Human Resources, or the Office of the President.

Speak Up Colorado College maintains anonymity for all reporters; however, the platform is not a confidential resource for concerns relating to discrimination or harassment. Any concerns reported through the platform related to harassment or discrimination will be passed on to the Office of Civil Rights and Title IX. Speak Up Colorado College is a mandatory reporter for discrimination and harassment.

To make a report at any time, go to the [Speak Up Colorado College Reporting Concerns Platform](#) or call toll-free 1-800-461-9330.

Safe2Tell Colorado

A 24/7 anonymous reporting system run by the Colorado Attorney General's Office. Safe2Tell provides students, families, and communities a way to report threats without fear. Reports can be submitted in the following ways:

- Calling 877-542-SAFE (7233)
- Through the reporting link on the [website](#) (safe2tell.org)
- Through the mobile app – Safe2Tell CO on the App Store for iPhone and the Google Play Store
- Or by texting **S2TCO** to **738477**

Once a report is submitted, Safe2Tell will reach out with any follow-up questions. The more information that is shared, the better the response to the report will be. Safe2Tell will send the report to the appropriate school and/or law enforcement officials and verify the report receipt and response.

Reporting Crimes Off-Campus

If a crime or incident occurs off the Colorado College campus, it should be reported to the law enforcement agency that has jurisdiction in that area. Additionally, please inform the Department of Campus Safety so that the appropriate campus partners can offer support and resources to any CC students, staff, or faculty who may have been affected. Notifying the Department of Campus Safety also helps in gathering crime statistics for this report.

Reporting to Campus Security Authorities

Although every institution wants its campus community to report criminal incidents to law enforcement, Colorado College knows that this does not always happen. A student or employee may report it to someone other than the local police or Campus Safety. Another avenue for reporting is through a [Campus Security Authority \(CSA\)](#). CSAs are individuals and organizations at Colorado College who are required by the Clery Act to report any alleged Clery Act Crimes that are reported to them in good faith, as well as any Clery Act Crimes they personally witness. This obligation arises from the nature of their positions within Colorado College. CSAs include many students, staff, and sometimes faculty of Colorado College. Once a person is designated as a CSA, they are provided with notification and training on their CSA role and responsibilities.

Under the Clery Act, a crime is “reported” when it is brought to the attention of an individual designated as a CSA. When a CSA receives a report, they must report the acquired information to the Department of Campus Safety to allow Campus Safety to determine whether to make a timely warning notification or emergency notification, and for inclusion in this annual statistical disclosure. CSAs are also able to submit non-emergent reports via the [Maxient Incident Reporting Form](#).

Colorado College identifies CSAs based on specific definitions and the responsibilities associated with a position, rather than merely the job title. Individuals generally fit into one of the following categories:

- A campus police department or a campus security department of an institution.
 - o Ex: Campus Safety
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department.
 - o Ex: Event security for sporting events or large college-sponsored events

- Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
 - o Examples at CC:
 - The Office of Civil Rights & Title IX
 - Housing & Residential Experience
 - Dean of Students Office
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. An “official” is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.
 - o Examples at CC are, but are not limited to:
 - Athletic Administrators (including volunteer coaches, part-time employees, and graduate assistants)
 - Athletic Trainers
 - Faculty advisor to a student group/organization
 - Residential Life Coordinator (RLC)
 - Resident Advisor (RA)
 - Fraternity/Sorority Coordinator
 - Title IX Coordinator
 - Campus Advocate

Voluntary Confidential Reporting Procedures

If you are the victim of a crime and do want to pursue action within the college’s system or through a local law enforcement agency and the criminal justice system, you may want to consider making a voluntary confidential report, as allowed by applicable law.

The purpose of voluntary confidential reporting is to foster a proactive, non-punitive environment where individuals can report incidents or crimes without fear of retaliation. Personally Identifying Information (PII) is not included in reports made to voluntary confidential reporting resources.

Voluntary confidential reporting allows victims to remain anonymous while enabling Colorado College to take measures to ensure the safety of individuals and the wider community. By gathering this information, CC can maintain an accurate record of incidents involving students, employees, and visitors, identify patterns of criminal activity related to specific locations, methods, or assailants, and inform the CC community about potential dangers. Reports submitted through this method are included in CC's annual crime statistics as part of the aggregate data.

Voluntary Confidential Resources On Campus

- The Campus Advocate
 - o A confidential and judgment-free resource for students who have been directly or indirectly affected by sexual assault, relationship violence, stalking, or other forms of gender-based harm.
 - o The Advocate provides trauma-informed support, helps individuals understand their options without pressure, and connects them with resources both on and off campus.
 - o While the Campus Advocate is listed as a Confidential Resource internally at CC, based on the nature of their role and within the Clery Act, for statistical reporting purposes they are considered a voluntary confidential resource.
- The Office for Civil Rights and Title IX
 - o The Office for Civil Rights and Title IX is committed to preventing and addressing discrimination and harassment based on race, color, creed, religion, national origin, ethnicity, disability, veteran status, age, marital status, genetic information, sex, sexual orientation, gender, gender identity, gender expression, and pregnancy.

Campus Security and Access to Facilities

Colorado College addresses community crime in numerous ways: educational programs on crime prevention, security systems, which include surveillance cameras and access control systems, safety planning for CC facilities, and investigation and prosecution for crimes that occur on campus. These measures are designed to prevent and deter crime and keep members of the CC community better aware of their surroundings. Overviews of these components are provided below.

Campus Patrol

The main campus is patrolled by officers on foot, on bicycles, and in vehicles. Foot or bike patrols enhance the opportunity for officers to interact with the CC community to provide support and service. Raising the visibility and engagement of patrol officers is an integral part of our community policing efforts.

Campus Safety Dispatch Office

The Campus Safety Dispatch Office is staffed 24 hours a day, seven days a week, to receive and dispatch calls requesting Campus Safety, police, fire, medical, or other services, both emergency and non-emergency. Safety receives and dispatches calls related to security and facility issues, access, escorts, and calls for service. Safety monitors CSPD radio traffic for issues affecting the main campus and monitors campus fire safety, electronic access control, duress alarm, and surveillance camera systems. Safety serves as the after-hours point of contact to initiate notification to other campus organizations, including Facilities, Residential Experience, Information Technology, and CC administrators. The dispatch center also provides customer service for walk-in traffic and visitor information

and assistance, as well as serves as the after-hours contact for Lost and Found. To contact the Campus Safety Dispatch Office, call 719-389-6707 (or ext. 6707 from a campus phone).

Safety Lighting

Lighting has been installed throughout the campus to increase evening visibility. CC Facilities Department conducts lighting surveys to identify lamps that need replacing and to note problem areas. Campus Safety will assist the Facilities Department by submitting work orders for damaged or non-functioning lamps. Major pathways are well-lit. Pedestrians are encouraged to stay in areas with high visibility.

Video Surveillance

Cameras are in place in many residence halls, academic buildings, and external locations such as bicycle racks. Camera coverage has been expanded and enhanced with more high-resolution cameras, allowing Campus Safety staff to monitor key locations from our dispatch center. The video coverage aids in both deterring and solving crimes. When a crime occurs, Campus Safety reviews surveillance videos to identify possible suspects, witnesses, or other information related to the incident.

Access Control

Academic buildings (except for those where semi-public access is necessary for daily operations) are only open to students, faculty, staff, contractors, and other guests and persons having business with the college during business hours. Residence halls are secured 24 hours a day, and access is restricted to students, their guests, staff, contractors, or others having legitimate reasons to access the residence halls.

Academic Building Access

Electronic access control (card readers) has been added to many academic buildings to provide convenient card access for members of the CC community. Those academic buildings equipped with card access are secured 24/7. Students, faculty, and staff can access these buildings with their gold cards. Employees working off-hours are encouraged to report their presence to Campus Safety by calling 719-389-6707 so officers can include the area in their patrol. The following are some security/safety tips to follow when utilizing campus buildings:

- Do not prop locked doors. Most buildings have card readers to allow access to the CC community after hours. Propping doors creates opportunities for unauthorized people to enter.
- Avoid allowing people you do not know to “piggyback” in. Waiting for an authorized user to swipe in and then following before the door closes (piggybacking) is a method criminals use to defeat security systems. If someone you do not know piggybacks behind you and you have any concerns, go to a safe place and notify Campus Safety.

- Notify Campus Safety about any safety hazards (i.e., burned-out lightbulbs in hallways or stairwells, inoperative doors, broken windows, malfunctioning elevators, etc.) Do not enter an unlit building. Call Campus Safety and wait for an officer to escort you into the building.
- Download and use the RAVE Guardian Application to text with Campus Safety.
- When using classrooms, practice rooms, computer labs, or science labs after hours and/or weekends, call Campus Safety at 719-389-6707 and notify them that you are in the building.
- Know the names and locations of campus buildings.
- Know the location of the nearest emergency phone to your residence hall, study room, practice room, classroom, parking lot, etc.
- Notify Campus Safety if you observe anyone engaging in suspicious behavior, activities, or circumstances.
- Don't leave personal items such as book bags, jackets, laptops, or keys unattended. The majority of campus thefts are crimes of opportunity and involve items of value being left unsecured and unattended, even for a short time.

Residence Hall Access

Access is restricted to students, their guests, staff, and contractors who have legitimate work-related duties in the facility. Access to the larger traditional residence halls at Mathias, South, and Loomis is monitored by desk staff during designated hours. Card-reader access is in place at these residence halls, as well as many other residential housing facilities. Video surveillance, which can be monitored at the Campus Safety Dispatch Office, is used at exterior card-reader access points to provide another level of security.

Interior card-reader access points are used in larger residence halls to restrict casual access from common lobby areas to the stairways and hallways leading into the residential portion of the building. Access to individual rooms is controlled via mechanical locks. Students are issued individual room keys and encouraged to keep their rooms secure. Access to smaller residence halls and cottages ranges from electronic access control and video surveillance to mechanical combination locks and key-controlled locks. Security screens and bars on first-floor windows have been installed where feasible.

Access to residence halls over breaks, when school is not in session, or the college is closed, may be further restricted to meet the needs of the college.

Safety Inspections

Campus lighting, fire safety equipment, RAVE, and other safety enhancements of a physical nature (e.g., appropriately trimmed foliage) are inspected regularly. Deficiencies requiring immediate attention will be addressed by Campus Safety or the appropriate college department. Other issues will be reported to Facilities Services as a work order for timely repair.

Maintenance

Safety considerations used in the maintenance of campus facilities are as follows: Repairs and maintenance to non-residential facilities will be scheduled at times that do not interfere with the normal operations of CC. When residence halls are occupied, Facilities Services and Housing Maintenance personnel will only enter a room if there has been a work order issued for repair to that room or if there is an immediate physical emergency that requires access to that student's room, such as broken water pipes, broken steam valves, or fire sprinklers. Facilities Services and Housing personnel will leave a room entry card upon their departure, noting the date, time, and nature of the visit.

Enforcement and Jurisdiction

About The Colorado College Department of Campus Safety

Colorado College's Department of Campus Safety is dedicated to serving the campus community 24 hours a day, 365 days a year. Campus Safety's goal is to provide a safe environment for the educational mission of Colorado College to take place. The department employs a total of 24 full-time staff members, which include three administrators (director and two assistant directors), four supervisors (day shift, swing shift, midnight shift, and parking), and 17 Campus Safety Officers (CSOs), one of whom is designated as a parking officer. CSOs carry out routine patrols of the primary campus area, conduct security checks of college buildings and property, provide basic first-responder services, facilitate minor transportation needs (rides around campus and short rides off campus and back), and provide on-campus parking services and enforcement.

CSOs are non-commissioned/non-sworn/unarmed officers. CSOs do not have the authority to make arrests. CSOs may not detain individuals on campus properties. If CSOs observe individuals commit an act that they reasonably believe violates a city ordinance or a state or federal law, they will notify the Colorado Springs Police Department (CSPD).

Colorado College Authority and Relationship with the Colorado Springs Police Department

Colorado College fosters a professional and cooperative relationship with CSPD. Members of the CC community are encouraged to promptly report any suspicious activity or potential crimes occurring on campus to Campus Safety. When appropriate, Campus Safety collaborates with CSPD to decide on the best course of action.

Colorado College utilizes a blended model for Campus Safety that integrates Campus Safety staff with sworn, armed police officers who are contracted through a formal agreement with the Colorado Springs Police Department (CSPD). This agreement allows Colorado College to have a full-time armed CSPD resource officer stationed on campus, in addition to providing increased patrols on public property adjacent to campus by armed CSPD officers in vehicles and support for special events. However, due to current staffing

limitations, the Colorado Springs Police Department has been unable to assign an officer to the College Resource Officer (CRO) position.

Campus Safety does not currently have a working relationship or Memorandum of Understanding (MOU) with Colorado state law enforcement. However, Campus Safety will cooperate with state law enforcement agencies.

Authority and Relationship with Saguache County Sheriff's Office (Baca Campus) & Teller County Sheriff's Office (Gilmore Stabler Cabin)

There are no Campus Safety officers assigned to either of the non-campus locations (the Baca Campus or the Gilmore-Stabler Cabin). Safety and emergency response services in those areas are provided by local law enforcement. The Department of Campus Safety remains available 24/7 to assist individuals at either location with obtaining the services they require.

Crimes at Non-campus Locations of Recognized Student Organizations

There are no non-campus locations of any student organizations officially recognized by CC. If any local law enforcement agency is contacted about criminal activity occurring off-campus involving CC students, that agency is encouraged to notify Campus Safety. Students in these cases may be subject to arrest by any law enforcement agency and may be referred to the Dean of Students' Office for an internal conduct process.

Confidential Reporting

If you are the victim of a crime and do not want to pursue action within the college's system or through a local law enforcement agency and the criminal justice system, you may still want to consider making a confidential report as allowed pursuant to applicable law.

Under the Clery Act, there are two types of individuals who, although they may have significant responsibility for students and campus activities, are not CSAs and are considered exempt from reporting obligations. These reports are not included in the annual disclosure of crime statistics. These individuals are:

- *Pastoral Counselor*: A person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor
- *Professional Counselor*: A person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of the counselor's license or certification.

CC employs both a pastoral counselor and licensed professional counselors who are exempt from reporting requirements. These counselors are encouraged, if and when they deem it appropriate, to inform those they provide counseling services to of procedures for

reporting crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. CC has no formal procedure or policies governing the reporting of crimes by pastoral and professional counselors.

Timely Warning, Security and Safety Notices, and Emergency Notification

CC will issue three types of alerts to keep our community informed about threats to safety and security. “Timely Warnings”, “Security and Safety Notices,” and “Emergency Notifications.”

Timely Warnings are used to provide notice to the CC community of certain Clery Act crimes that have already occurred and may pose a serious or continuing threat to the campus community. A warning is intended to enable people to protect themselves, provide prevention and safety tips, and aid in the prevention of similar crimes.

Security and Safety Notices are similar to Timely Warnings. They are used to share safety-related information that may be important to the campus community but does not meet the criteria for a Timely Warning or Emergency Notification.

Emergency Notifications immediately notify the CC campus community upon the confirmation of a significant emergency or dangerous situation occurring on the campus that involves an immediate threat to the health or safety of students or employees.

Timely Warning

Timely Warnings may be issued for any Clery-reportable crimes that occur within the Clery-defined geography that pose a serious or continuing threat to the CC Community. A warning is intended to enable people to protect themselves. Each situation is evaluated individually on a case-by-case basis, depending on the facts of the case and the information known by Campus Safety at the time, and the possible risk of compromising law enforcement efforts.

For example, a student reports that their laptop was stolen from a locked residence hall room during winter break. Campus Safety investigates and determines the theft occurred several weeks earlier, there are no suspects currently targeting the campus, and there is no pattern of similar incidents. Because the incident does not present an ongoing threat to students or employees, a timely warning would likely not be issued.

A Timely Warning may be issued when **all or most** of the following apply:

Clery Geography

- The incident occurred:
 - o On campus
 - o On public property immediately adjacent to campus
 - o On non-campus properties controlled by the College

Clery-Reportable Crime

- Crimes that may trigger a Timely Warning include:
 - o Robbery
 - o Aggravated assault
 - o Burglary (pattern-based or risk-driven)
 - o Sexual assault
 - o Dating or domestic violence
 - o Stalking
 - o Hate crimes
 - o Hazing

Content and Distribution:

The content of a Timely Warning will generally consist of the following:

- The type of crime
- Date and time of occurrence
- Location of the incident
- Brief description of what occurred
- Suspect description, if available and appropriate to share
- Statement of the ongoing threat or reason for warning
- Appropriate tips for crime prevention and support for the community
- Instructions for reporting information to Campus Safety or law enforcement

CC is required to maintain the confidentiality of students, faculty, or staff who may be involved in an incident resulting in a Timely Warning. Campus Safety will not release any personally identifiable information in a Timely Warning.

Timely Warnings are created, activated, and distributed under the guidance of the Director of Campus Safety or their designated representative. How a Timely Warning is developed is as follows:

- A Clery-reportable crime is reported to Campus Safety by law enforcement, a Campus Security Authority, or the public.
- Campus Safety personnel will assess to determine where the incident occurred, if the information is credible and sufficiently verified, if the incident poses a serious threat to students or employees, and if the suspect has been identified and the threat mitigated.
- The Director of Campus Safety, or Director On-Call if after hours, will be notified of the incident. The Director of Campus Safety will determine if a warning would help the community take protective action.
- The Director of Campus Safety would then compose the content of the Timely Warning, ensuring not to compromise victim privacy. Law enforcement would be contacted to prevent compromising any potential investigations.

- The Timely Warning is then provided to the Office of Communications for campus-wide distribution.

Timely warnings are issued by the Department of Campus Safety. The Office of Communications handles the distribution of the Timely Warning via mass email notification to Colorado College email accounts of all students and employees.

A Timely Warning is not necessarily issued immediately upon receipt of a report. The term "timely" refers to providing notification as soon as sufficient information is available to evaluate the circumstances, determine whether a serious or continuing threat exists, and communicate accurate and actionable information to the campus community. Depending on the circumstances, this process may require time to gather information from reporting parties, witnesses, or external law enforcement agencies.

For example, when an incident is investigated by the Colorado Springs Police Department, the College may need to wait for relevant facts to become available before it can conduct a complete threat assessment and determine whether a Timely Warning is necessary. The College strives to issue Timely Warnings as promptly as possible while ensuring the information shared is accurate, meaningful, and does not compromise an ongoing investigation.

Crimes reported to a Pastoral or Professional Counselor generally will not result in a Timely Warning due to the confidential nature of those roles.

Safety and Security Notices

Safety and security notices are issued at the discretion of Campus Safety to promote situational awareness and crime prevention when an incident does not meet the criteria for an Emergency Notification or Timely Warning. These notices are generally approved by the Director of Campus Safety, Assistant Director of Campus Safety, or their designee. These notices are similar in format and distributed in the same manner as Timely Warnings.

Examples of a Safety and Security Notice:

- Suspicious activity reports
- Attempted crimes that do not present a continuing threat
- Community safety reminders
- Off-campus incidents with limited campus impact
- Crime prevention information
- Emerging safety concerns that warrant awareness

How a Security and Safety Notice is developed:

- Campus Safety reviews the reported incident or concern.

- Available information is evaluated to determine whether community awareness would enhance safety.
- If the circumstances do not warrant an Emergency Notification or Timely Warning, but sharing information would benefit the community, a Safety and Security Notice may be issued.

The content of a Safety and Security Notice will generally consist of the following:

- What happened?
- Where and when did it occur?
- Is there any known risk to the community?
- What prevention tips should people follow?
- What resources are available?
- How can concerns be reported?

Emergency Notifications

Emergency Notifications warn the campus community about an immediate or imminent threat to health or safety, enabling people to take protective actions.

Examples include, but are not limited to:

- Active threat or weapon on campus
- Dangerous fire or explosion
- Hazardous materials release
- Tornado warning or other life-threatening weather event
- Any situation requiring immediate protective action.

How an Emergency Notification is developed:

- An incident is reported to Campus Safety
- The Campus Safety Shift Supervisor assesses the available information
 - o The number of calls received reporting the same incident
 - o Verifies reports through camera coverage available in the area of the reported incident
 - o Dispatches officers to verify claims of the reported incident
 - o Whether or not law enforcement has contacted Campus Safety with notification of reports of the incident they have also received.
- If an immediate or imminent threat exists, the Shift Supervisor is authorized to issue an Emergency Notification through the Rave Emergency Messaging System without delay.
 - o Rave will send emergency notifications via email, voice, text message, and an RSS feed visible at the top of the Colorado College's website homepage.

- These alerts will show as a “**CC Alert**” followed by the reason for the alert. Examples:
 - CC Alert: EVACUATE: FIRE
 - CC Alert: EVACUATE: FLOOD
 - CC Alert: LOCKDOWN
- To receive emergency notifications, please [register with Rave](#) to start receiving campus notifications by text, phone call, and/or email. Individuals must sign up to manage how they receive notifications; all CC faculty, staff, and students should automatically receive notifications to their CC email addresses. Guests visiting the college can also opt into this system to receive notifications while on campus.
- Messages are templated for various incidents to allow for quick customization and rapid issuance.
- Campus Safety leadership is notified as soon as practicable.
- Follow-up messages are sent as additional information becomes available.

Who is authorized to issue Emergency Notifications?

- Director of Campus Safety
- Assistant Directors of Campus Safety
- Campus Safety Supervisors
- Campus Safety Officers

Prior approval from senior administrators is not required if doing so would delay the notification. As part of internal Campus Safety procedures, a notification to the Director On-Call would occur after normal business hours or weekends.

Emergency Drills, Testing, and Evacuation Procedures

Internal Building Announcements

Some CC buildings have voice capability included in the fire alarm system that allows local or pre-scripted announcements to be made within the facility. Buildings that currently have internal voice capability include Loomis, Mathias, South, Armstrong, El Pomar, Tutt Library, Spencer, Robson, and Cornerstone.

Secondary Communication Mechanisms

These are mechanisms used to re-post emergency information that was initially sent via e-mail, text, phone calls, and PA announcements. These secondary communications are coordinated through the Office of Communications and include posting information to the Colorado College website and social media, such as Facebook and X. The CC website is the preferred mechanism for providing updates as new information develops.

CC community members are encouraged to notify Campus Safety of any situation that may present an immediate or ongoing threat to the health and safety of students, faculty, staff, and visitors. Campus Safety has the responsibility for responding and requesting the additional resources needed to investigate, mitigate, and address the hazard. In addition, Campus Safety has a responsibility to assess and determine whether the situation poses a threat to the community. If so, Campus Safety coordinates the notification to the CC community or the appropriate segments of the community that may be affected by the hazard.

Tests of the Emergency Notification System

These are conducted twice a year, once in the Fall Semester and once in the spring. Tests are coordinated through the Incident Management Team (IMT), whose members are appointed by CC's president. Test dates are announced via e-mail notification to the CC community to encourage individuals to review and update their contact information in Banner; however, the specific test time may be unannounced. Colorado College's emergency response and evacuation procedures will be publicized via email in conjunction with at least one test per calendar year. Departments are encouraged to use the tests as opportunities to review their departmental plans with staff, ensure laminated emergency response cards are visible in each classroom, office, and student residence, and to conduct facilitated discussions within their groups in conjunction with the notification system test.

For each test, Colorado College will document a description of the exercise, the date and time, and whether it was announced or unannounced.

Colorado College only uses the mass notification system for emergencies and related tests.

Evacuation Procedures

Evacuation procedures for residential buildings can be found in the Fire Safety Report section of this document. Each residential building is equipped with SRP posters developed by the "I Love U Guys" Foundation as well as emergency exit route maps in each room.

Non-residential buildings are equipped with the same materials as residential buildings. Additional information on responses to various situations can be found on the [Emergency Preparedness webpage](#). The Colorado College Emergency Management Plan (EMP) can be found on the landing page of the Emergency Preparedness webpage.

Programs to Prevent Dating Violence, Domestic Violence, Sexual Assault & Stalking

Program Name	Explanation	Audience	Frequency	Method	Awareness and prevention targets	Department Sponsor(s)
Bringing in the Bystander	This Curriculum uses a community responsibility model to teach a broader understanding of the scope of sexual and relationship violence. Participants learn skills for safely intervening before, during, and after instances of sexual harm.	Students	Annual to RAs, Greek Life, and other student leaders upon request	In-Person	Sexual and relationship violence prevention, consent, bystander intervention, Title IX	Wellness Resource Center (WRC)
Domestic Violence and Sexual Assault Awareness Month(s)	In October and April, the WRC recognizes these awareness months to promote awareness and prevention information about consent and healthy relationships.	Students	Biannually	In-Person	Sexual and relationship violence prevention, consent, bystander intervention, Title IX	Wellness Resource Center (WRC)
Our Approach to Sexual Violence Response and Prevention	This session introduces students to CC's community approach to preventing and responding to sexual violence, while learning practical strategies for bystander intervention and supporting someone who discloses harm. The presentation also explains campus advocacy, available resources, and how every member of the community plays a role in creating a safer, more supportive environment.	Students	Annually	In-Person	Sexual and relationship violence prevention, consent, bystander intervention, Title IX	Wellness Resource Center (WRC)

RespectEDU	This online module through Vector Solutions covers the prevalence of sexual violence on college campuses and specific experiences of college athletes, paying special attention to hazing. It seeks to empower athletes to take a proactive approach in their social interactions and employ healthy consent practices and bystander interventions. It is mandatory for all Division 1 and 3 athletes to complete annually.	Student Athletes	Annually	Online	Sexual and relationship violence prevention, consent, bystander intervention, Title IX	Athletics
Sexual Assault Prevention for Undergraduates	An in-house training covering the scope of sexual violence, consent, and how student leaders can create a safer environment on campus. It also provides an overview of trauma-informed response, how to respond to a disclosure of sexual harm, and the role of a mandated reporter. This in-person in-house training is provided by the Campus Advocate to all Residential Advisors and student mentors supporting incoming new students.	Students	All incoming and transfer students and as requested	In-Person	Sexual and relationship violence prevention, consent, bystander intervention, Title IX	Wellness Resource Center (WRC)
Introduction to Civil Rights and Title IX	This training covers Colorado College's policies relating to discrimination, harassment, and sexual misconduct to inform students, staff, and faculty of their rights to a safe and respectful learning and working environment. An in-person version of this content is provided by the Office for Civil Rights and Title IX during New Student Orientation and is mandatory for all incoming and transfer students.	Students	All incoming and transfer students and as requested	In-Person	Sexual and relationship violence prevention, consent, Title IX, mandatory reporting	Office for Civil Rights and Title IX

Steps to Take After Sexual Assault, Domestic Violence, Dating Violence, or Stalking

If you are in immediate danger, call 911 and get to a safe location as soon as possible. The Campus Safety Office (1106 N Cascade Ave.) is open and staffed 24-hours a day, 7-days a week.

Contact a trusted individual to be with you and support you. CC's Campus Advocate provides trauma-informed support, helps individuals understand their options without pressure, and connects them with resources both on and off campus.

Preserve Physical Evidence

Survivors of sexual assault or intimate partner violence should look to access supportive services as soon as possible. Physical safety and health are the priorities. Survivors may feel unsure about wanting to report a sexual assault or an incident of dating violence, domestic violence, or stalking to law enforcement. The decision to make that report lies solely with the survivor, but it is important to preserve any evidence for future use. You are not required to report to law enforcement to access medical care. If the survivor chooses to report the alleged incident later, the evidence remains available. Preserved evidence can be crucial in demonstrating that a crime occurred or in securing a protection order.

- **Preserving sexual assault evidence:**

If you wish to receive medical care and have evidence collected, go directly to Memorial Hospital's Emergency Room (1400 E Boulder Street, Colorado Springs, CO 80909) and tell the intake desk you are requesting a SANE (Sexual Assault Nurse Examiner) exam. A trauma-informed Sexual Assault Nurse Examiner conducts the exam and is trained to support survivors' needs. The Campus Advocate can arrange free transportation and accompany you through the process.

Survivors are encouraged to seek medical attention to:

- Treat potential injuries, even if none are immediately visible. For evidence collection, see the SANE within 120 hours of the assault.
- Access to emergency contraception (within 72 hours) and/or antibiotics to prevent infection.
- Allow collection of forensic evidence, which can be stored for a minimum of two years (often much longer in Colorado) if you decide later to report to law enforcement.
- Patients may seek care weeks or even months following an assault with complaints, such as possible sexually transmitted infections (STIs) or pregnancy, and should be offered appropriate care whenever it is sought.

To preserve evidence, avoid bathing, changing clothes, or brushing your teeth before the exam. If you've already changed, bring the clothing worn during or right after the assault with you in a paper bag. However, even if a survivor has showered or bathed and is outside of the 120- hours window, they are always encouraged to seek out a Medical Forensic Exam for trauma-informed health care.

- **Preserving dating and domestic violence evidence:**

To prove criminal domestic or dating violence and to obtain a protection order, it may be necessary to preserve evidence. Photograph any injuries sustained or damage to property. Should a survivor forgo forensic evidence collection, injuries can still be treated by health care providers. Other types of evidence to preserve are:

- Threatening emails, phone messages, text messages, social messages or postings
- Computer screenshots
- Medical records
- Records of police responses
- Witness statements
- Or any additional evidence that would be helpful

All information collected should be kept in a safe and secure location known only to you.

- **Preserving stalking evidence:**

To prove stalking, just like with dating and domestic violence evidence, documentation is crucial. If you believe you are a victim of stalking, it's important to contact law enforcement to officially document the incidents. Additionally, you can keep a personal record of when the stalking occurred. Save any relevant evidence, such as phone calls, texts, emails, notes, letters, photos, videos, social media posts, screenshots (from your computer or phone), voicemails, gifts, or any other materials that may be useful.

Instances of sexual assault, dating violence, domestic violence, or stalking can be reported to:

- The Department of Campus Safety
 - o Non-Emergency: 719-389-6707
 - o Emergency: 719-389-6911
- The Office for Civil Rights & Title IX
 - o 719-389-6881 or 719-389-6886
- Campus Advocate
 - o 719-227-8101
- Counseling Center
 - o 719-389-6093 during normal hours

- 1-833-484-6359 for after-hours support through [TimelyCare](#)
- Chaplain's Office
 - 719-389-7986
- TESSA – Comprehensive Victim Services and Advocacy serving El Paso County
 - 719-633-3819 (24/7 Safeline)
- RAINN – National Sexual Assault Hotline
 - Text HOPE (64673)
 - 800-656-4673
- The Colorado Springs Police Department or other appropriate law enforcement agency – As a student, faculty, or staff member of CC, you have the right to choose whether to report the incident to law enforcement or not.
- Or by using one of the online methods mentioned above in the Crime Reporting and Emergencies section of this report.

Safety First Response Policy

Colorado College's primary concern remains at all times the health, safety, and well-being of its students. While the College encourages all students who choose to engage in the consumption of alcohol or other intoxicants to do so in a safe and healthy manner, these activities carry inherent risks. Colorado College seeks to reduce barriers to the reporting of alcohol and drug-related emergencies through the implementation of our Safety First Response Policy.

The first step is identifying an alcohol or drug emergency. Students are encouraged to familiarize themselves with the signs and symptoms of alcohol and substance overdoses, including but not limited to:

- Loss of consciousness, non-responsiveness to a pain stimulus such as a pinch, or inability to wake;
- Mental confusion/disorientation, inability to answer simple questions such as where the student is, what day it is, and who the president is.;
- Irregular or shallow breathing;
- Blue-tinged or pale/clammy skin;
- Uncontrollable vomiting or blood in vomit;
- Difficulty focusing eyes;
- Seizures; and/or
- Arrhythmia (irregularities in the rate or rhythm of a heartbeat).

If one or more of these signs or symptoms are observed, students are encouraged to call Campus Safety or other emergency service providers for support.

The second step is taking action to protect those in danger. Bystanders and participants should take responsible, proactive measures to ensure the health and safety of themselves or others during an emergency. Responsible, proactive measures mean:

1. Calling community or campus resources for assistance in an emergency;
2. Staying until emergency service providers respond; and
3. Complying with any requests of emergency service providers as well as any College Officials also responding to the scene.

As long as the above steps are taken, the College will offer a modified response process to the individuals whose health and safety were in danger and the individuals who took responsible, proactive steps to safeguard those in danger. A Safety First response does not constitute total amnesty; rather, it requires a non-disciplinary meeting to discuss the situation and any unsafe behaviors. The College's goal is still to engage students in educational conversations around substance use and to be able to provide appropriate resources.

Generally, the College will not utilize a Safety First response if the conduct and behavior in question include acts of violence, vandalism, or result in physical harm to others. The College may also consider whether students actively provided alcohol to minors or were engaged in the sale or distribution of drugs. While the College may utilize a Safety First response multiple times for the same student, the number and frequency of incidents may also be considered in determining if a Safety First response is appropriate for a particular incident. If students are also employees of the College and their conduct violates their employment agreements, the College will determine whether the students continue their employment and under what conditions independent of this policy.

With respect to amnesty in connection with incidents of sexual misconduct, please refer to the [Gender-Based Discrimination, Sexual Harassment, and Sexual Violence Policy](#).

Protection Orders

You have the right to seek a Civil Order of Protection through the courts. Students, faculty, and staff can request a temporary or permanent protection order if they have experienced harm, threats of harm, or acts of violence.

In Colorado Springs, protection orders are obtained through the El Paso County Court system. Additional information for this process can be found on the [“Restraining Order Information” webpage](#) of the El Paso County Sheriff’s Office. Information on getting a protection order is also available on the [Colorado Judicial Branch](#) webpage.

The Campus Advocate is available for CC students to provide information on obtaining a protection order and providing referrals to [TESSA of Colorado Springs](#), where temporary protection orders (based on domestic violence) may begin.

CC complies with Colorado law in recognizing Orders of Protection. If a protection order is issued from Colorado, or any state, you may elect to provide Campus Safety with a copy of

the order. This ensures the information is on file in the event the protection order is violated on any CC owned or controlled property.

If you experience a violation of a protection order, or the violation is in progress, call 911. Campus Safety can also contact the Colorado Springs Police Department to respond to violations of court-issued protection orders that occur on CC's main campus. If a student, faculty member, or staff member holds a current court-issued order of protection and that order is violated outside the Colorado Springs Police Department's jurisdiction, the law enforcement agency serving the location of the violation must be contacted.

You have the right to request a no-contact order through Colorado College. This option is available to students, faculty, and staff who have reported discrimination, harassment, or any form of sexual misconduct, as long as the other party is affiliated with the college.

- **No Contact Order (issued by the Office for Civil Rights and Title IX):** A written mandate for one or more identified parties to avoid further intentional contact. Intentional contact is considered to be any contact or interaction which is planned or intended in any form, including, but not limited to: initiating a phone call, text message, e-mail, or any other type of electronic or social media interactions, any in-person verbal contact, or causing a third party to initiate contact through any of the above-mentioned means.
- **Department of Campus Safety Trespass Warning:** If a party is not affiliated with CC and involves a CC community member either on campus or on property controlled by CC, Campus Safety may issue a trespass warning. This warning prohibits the individual from accessing all properties owned and controlled by CC. If the trespass warning is violated, Campus Safety should be notified of the incident, after which they will inform the Colorado Springs Police Department or another appropriate law enforcement agency.

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

Colorado College 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 such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

Prohibition on Sexual Harassment

Colorado College prohibits gender-based discrimination, sexual harassment, sexual violence, or retaliation. Individuals who engage in such conduct will be subject to disciplinary and other remedial action under all applicable policies. In addition, such conduct may also violate certain civil and criminal local, state, and federal laws, including,

but not limited to, Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, and the VAWA, all as amended. Colorado College does not discriminate based on gender in its education programs and activities, and is required by Title IX, Title VII, and other applicable law not to discriminate based on gender so as to ensure the equal enjoyment of benefits, programs, and aids provided by the college.

Individuals with questions about the Gender-Based Discrimination, Sexual Harassment, and Sexual Violence Policy and Procedures may contact the CC Title IX Coordinator. Their contact information is as follows: TitleIX@coloradocollege.edu; Office for Civil Rights & Title IX Coordinator: (719) 389-6881

Department of Campus Safety

Campus Safety strictly maintains the privacy of persons who report crimes to the Department in accordance with state and federal law. To effectively support our students, faculty, and staff, and to connect them with available resources, any report of sexual assault, domestic violence, dating violence, or stalking made to Campus Safety will be shared with the Office for Civil Rights and Title IX. This ensures that proper follow-up procedures in accordance with Title IX mandates are carried out. This will occur even if the survivor does not want action taken by Campus Safety.

A Campus Safety report is classified as a record of a law enforcement unit and is exempt from the restrictions set forth by the Family Educational Rights and Privacy Act of 1974 (FERPA). Consequently, these reports can be shared with law enforcement agencies upon request during an investigation. It is essential to understand that Colorado College, being a private institution, is not subject to the Freedom of Information Act or state laws like the Colorado Open Records Act (CORA). Therefore, all records are considered proprietary by Colorado College.

The Daily Crime Log, maintained by Campus Safety, does not reveal any personally identifiable information about victims of sexual assault, domestic violence, dating violence, or stalking. This is in accordance with Title 34 USC § 12291, which states:

The term “personally identifying information” or “personal information” means individually identifying information for or about an individual, including information likely to disclose the location of a victim of domestic violence, dating violence, sexual assault, or stalking, regardless of whether the information is encoded, encrypted, hashed, or otherwise protected, including:

- a first and last name;
- a home or other physical address;
- contact information (including a postal, email, or Internet protocol address, or telephone or facsimile number);
- a Social Security number, driver's license number, passport number, or student identification number; and

- any other information, including date of birth, racial or ethnic background, or religious affiliation, that would serve to identify any individual.”

College Resources and Assistance

Colorado College will provide students, faculty, and staff who report instances of sexual assault, dating violence, domestic violence, or stalking with written notification of available assistance and support services. This notification will include information regarding existing counseling, health, and mental health services; victim advocacy services; legal assistance; visa and immigration assistance, or travel assistance; student financial aid assistance; available on-campus housing changes and academic accommodations for students; or work accommodations for CC employees and other services available to survivors.

The written notification will identify resources available both on campus and in the surrounding community, including contact information and guidance on how to access such services. Colorado College is committed to ensuring that survivors are informed of the support options available to help address their safety, well-being, academic, employment, and other related needs following an incident. These resources will be provided regardless of whether the survivor chooses to report the incident to law enforcement or pursue disciplinary action through Colorado College.

Colorado College will provide written notification to survivors about options for available assistance and how to request changes to academic, living, transportation, and working situations or protective measures, if the survivor requests them and if they are reasonably available. Colorado College is obligated to comply with a student’s reasonable request for a living and/or academic situation change following an alleged sex offense.

When a student or employee reports to Colorado College that they have been a victim of sexual assault, dating violence, domestic violence, or stalking, whether the offense occurred on or off campus, Colorado College will provide them a written explanation of their rights and options. In the State of Colorado, the [Colorado Victims’ Rights Act \(VRA\)](#) is a constitutional amendment and state law that guarantees crime victims the right to fairness, dignity, and respect throughout the criminal justice process. It mandates that law enforcement and the courts keep victims informed, present, and heard during critical stages of a case.

Additional information on institutional resources and processes can be found in the Title IX and Conduct Procedures sections of this report.

The Office for Civil Rights and Title IX Policy

Scope:

All financial and administrative policies involving community members across campus, including *volunteers*, are within the scope of this policy. If there is a variance between departmental expectations and the common approach described through college policy, the college will look to the campus community, including *volunteers*, to support the spirit and the objectives of college policy. Unless specifically mentioned in a college policy, the college's Board of Trustees is governed by its Bylaws.

Policy:

Colorado College (CC, or the College) values the individual diversity and contributions of all *students, employees, applicants, volunteers, and external community members*. We are committed to creating an environment where our intersecting identities allow us to grow and thrive as an educational institution free from discrimination and harassment based on *protected classes* and identities.

It is vital to the protection of our community that all *CC community members* understand both their responsibility to contribute to an environment free from discrimination and harassment, and the College's responsibility to respond to reported incidents. The Assistant Vice President for Civil Rights/Title IX Coordinator and Assistant Director for Civil Rights/Title IX Coordinator (hereafter AVP for Civil Rights/Title IX Coordinator or their *designee*) are responsible for receiving and responding to reports of discrimination, harassment, and retaliation as required by law.

Scope:

This policy is implemented to ensure compliance with local, state, and federal laws in alignment with our community standards. The scope of this policy extends to all prohibited behaviors conducted by *students, volunteers, external community members, employees, third-party contractors*, guests, or anyone doing business with the College on or off campus, including but not limited to campus events, international travel, or any other *CC-sponsored event*.

Supportive measures outlined in this policy are available to all *CC Community Members*, regardless of whether the discrimination or harassment they have experienced occurred during or prior to their joining our community. *Supportive measures* are available to a *complainant* regardless of whether they wish to pursue any *formal or informal resolution process* outlined in this policy.

Anti-Harassment Policy and Freedom of Expression/Academic Freedom:

As an institution of higher education, Colorado College is dedicated to upholding the academic freedom and free expression of all *CC community members*. While the College balances this commitment with its equal commitment to creating an educational and

working environment where all *CC community members* are able to engage in vibrant debate and deep learning free from discrimination and harassment, nothing in this policy should be interpreted as an infringement upon academic freedom. For more information on the College's commitment to academic freedom, please see the [Amended and Restated Bylaws of Colorado College - Article V](#), the [Freedom of Expression Policy](#), and the [Faculty Handbook – Section 2.III.B](#)

Definitions:

All words or phrases in italics throughout this document are defined in full below. For a full list of definitions, please follow this [link](#).

Prohibited Behaviors:

- **PROTECTED CLASS DISCRIMINATION:** The unjust or prejudicial treatment of any person or group of people based on a protected class. The College recognizes that discrimination can occur across intersectional identities and multiple *protected classes*. Failure to implement reasonable *accommodations* or *supportive measures* as required by law also constitutes discrimination.
- **PROTECTED CLASS HARASSMENT:** Any unwelcome visual, verbal, written, or physical conduct, directed at an individual because of their membership in a protected class, which when taken as a whole, would be offensive to a reasonable person of the same protected class. Whether behavior constitutes harassment is subject to the specific factors that surround each situation, including the frequency, duration, location, or communication of the conduct. Whether the behavior would be reasonably viewed as offensive must be determined by the totality of the circumstances in which it occurred, including the identity of the individual engaging in the conduct and whether the individual subjected to the conduct felt implicit or explicit pressure to condone, encourage, or participate in the conduct. Overtly threatening or engaging in any form of stereotyping against members of a protected class may also constitute harassment.
 - **QUID-PRO-QUO HARASSMENT:** Quid-Pro-Quo Harassment occurs when an individual in a position of relative authority over another conditions the provision of any aid, benefit, or service on the other's submission to or participation in unwelcome conduct;
 - **HOSTILE ENVIRONMENT:** A hostile environment is created when conduct directed at one or more members of a protected class is subjectively and objectively offensive and so severe or pervasive that it limits or denies an individual's ability to access an educational opportunity or work experience. Individuals who make a claim of a hostile environment need not be the target of the alleged harassment but can be anyone impacted by the offensive behavior. Whether conduct would create a hostile environment requires a

fact-specific analysis including factors such as: the degree to which the conduct impacted the *complainant's* access; the type, frequency, duration, and location of the conduct; the parties' respective ages and roles within the College; previous interactions between the parties; and proximity to other instances of harassment.

- SEXUAL HARASSMENT: Any form of harassment that specifically targets an individual based on that individual's sex, gender, sexual orientation, gender identity, gender expression, or pregnancy status. Sexual harassment is also inclusive of the following:
 - SEXUAL ASSAULT: Any sexual contact with any body part of another person without the recipient's active *consent*, or when the recipient is incapable of giving active *consent*. Sexual assault falls into three subcategories:
 - PENETRATIVE SEXUAL ASSAULT: Any anal, or vaginal penetration, no matter how slight, of another person with any body part or object, without that person's active *consent*. Oral penetration, or contact with a sex organ of another person, without the active *consent* of the other also constitutes penetrative sexual.
 - GROPING/FONDLING: Any physical touching of the intimate body parts of another person without that person's active *consent*.
 - STATUTORY RAPE: Any sexual act conducted with an individual who is under the age of legal *consent*. Colorado law sets the age of *consent* at 17, with an exception for individuals who are 15 or 16 who have consensual relationships with individuals up to 10 years older than them. Age of *consent* varies from state to state, and individuals who are interested in a consensual relationship with someone under the age of 18 should familiarize themselves with age of *consent* laws in the state they are present in.
 - INTIMATE PARTNER VIOLENCE Any form of physical violence committed by a person who is, or has been, in a relationship of a romantic or intimate nature with the individual the violence is perpetrated against. This also includes any violence committed against a current or former legal partner, any person whom the individual shares a child with, or any child of the individual.
 - STALKING: Any course of conduct directed at a specific person which would cause a reasonable person to fear for their safety or the safety of another, or which causes substantial emotional distress. Stalking requires that an individual engage in two or more actions which involve following, monitoring, observing, surveilling, threatening, or interfering with the property of the other. These actions may be conducted directly by the stalker, through a third

party at the direction of the stalker, or via any indirect This includes the use of the internet, mobile applications, social networks, cell phones, texts, or other similar devices.

- SEXUAL EXPLOITATION: Taking sexual advantage of another person without that person's active *consent* for any purpose. This includes photographing, videotaping, or audio taping any sexual activity without the other's active *consent*; sharing consensually obtained photographs, videotapes, or audiotapes with others without the active *consent* of those involved (also known as revenge porn); invasion of sexual privacy (such as hiding to observe others in a state of undress or in sexual situations, live-streaming a sexual activity without the active *consent* of those involved, or allowing another to physically observe sexual encounters without the active *consent* of those involved); exposing one's intimate parts, such as genitalia, groin, breasts, or buttocks to someone without their active *consent* (also referred to as indecent exposure); and prostituting another individual for personal gain. Producing sexually explicit images of another person using artificial intelligence or image editing software, or intentionally distributing such images without the *consent* of the individual depicted also constitutes sexual
- TITLE IX SEXUAL HARASSMENT: While the College takes a broad approach to addressing any sexual harassment impacting *CC Community Members* additional procedural steps are in place when behavior satisfies the definition of sexual harassment outlined in current federal Title IX regulations. To fall under Title IX the alleged behavior must have occurred within the context of an educational program or activity of the college and within the United States. This includes the following:
 - Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College's education program of activity;
 - Quid-Pro-Quo Harassment when an *employee* of the College is conditioning the provision of an aid, benefit or service of the College on another's participation in unwelcome sexual conduct; or
 - Behavior which constitutes sexual assault, intimate partner violence, or stalking as defined above.
- OBSTRUCTION: Intentionally deterring, interfering, or hindering the College's ability to complete a *formal resolution process*. (e.g., the destruction or request to destroy *relevant evidence* after notice of the College's investigation). Instructing another person to engage in obstruction, as well as engaging in obstruction on behalf of another person, are also considered to be a violation of this policy.

- RETALIATION: Any intentional action committed against any *complainant*, *respondent*, witness, advisor, or any other participant in any process outlined in this policy in response to their participation, or lack of participation, in that process constitutes retaliation. Retaliation may include using one's position or authority to negatively impact an individual engaged in a protected act or for asserting their rights to be free from discrimination or harassment. The use of any intimidation or threats which are designed to limit an individual's participation and discouraging or attempting to discourage any individual from making a *good faith* report may also constitute retaliation. Examples of retaliation may include but are not limited to:
 1. Threats of reprisals;
 2. Egregious actions/behavior outside of the norm occurring after a report is filed;
 3. Changes in job duties, job location, or work schedules;
 4. Unreasonable changes in housing location or academic expectations;
 5. Withholding scholarships, salary, or other sources of income;
 6. Altering grades or scoring rubrics after a report is filed;
 7. Denial of a tool or training that will assist in the ability to perform a job or achieve academic success;
 8. Unwarranted verbal or written reprimands;
 9. Unwarranted and abrupt address utilizing performance reviews/evaluation systems

Prohibition On Knowingly Making False Statements:

CC community members are expected to provide truthful information in any report, meeting or proceeding under this Policy. Providing or submitting false or misleading information in bad faith is prohibited and such conduct may be disciplined under the relevant College policies and procedures. Reports made or information provided in *good faith*, even if the facts are later *unsubstantiated*, will not be subject to disciplinary consequences.

This clause shall not be implemented in a manner intended to deter *CC community members* from reporting. It is a requirement that all *CC community members* engage in *good faith* when seeking to report acts that violate the behavior and institutional standards outlined in this policy or when serving as a witness in a *formal resolution process*. Actions made in *good faith* shall not be punishable in accordance with the totality and intention of this policy and CC's commitment to creating a safe environment where reporting is encouraged. A *determination* that an allegation is *unsubstantiated* does not mean that a report was not made in *good faith*.

Procedures:

The process outlined in this policy is the structure in which the College will address all reports of Civil Rights violations. The College has elected to provide all notification and most procedural requirements contained in the 2024 Title IX regulations for all Civil Rights processes for transparency and consistency.

For a brief summary of the various options that are available for addressing or resolving reports of discrimination, harassment, or sexual harassment, please visit the Office for Civil Rights and Title IX: Options webpage.

Right to *Advisor of Choice*

Each party is entitled to an advisor of their choice, who may be an attorney, to provide support, guidance, and advice during any meeting related to a report alleging violations of this policy. The scope of the role of an *advisor of choice* is outlined in the definitions section of this policy.

Privacy of Process:

All aspects of the resolution procedures will remain private to the extent permissible by law; however, the College cannot guarantee *privacy* in cases where such protection allows the behavior to continue; the College otherwise has an obligation to address the behavior or disclose it on a need-to-know basis; or is subject to a lawful subpoena by the courts.

While the College does not restrict any party's ability to discuss their involvement in a process under this Policy or share their experiences leading to the filing of a report, parties may not disseminate or otherwise disclose information or evidence obtained solely through their participation in these procedures.

Access to *Confidential Resources*:

CC *community members* involved in a situation involving alleged prohibited behavior may contact a *confidential resource* to discuss the behavior at issue and the options available.

Confidential resources may offer support including, but not limited to, consultation, personal counseling, referrals to community resources for additional assistance; pursuing resolution of the issue through the College's informal or formal procedures; and reporting to the local police.

Confidential resources on campus include:

- [Campus Advocate](#)
- [Counseling Center](#)
- [Chaplain's Office](#)
- [Ombuds Office](#)
- [Employee Assistance Program \(EAP\)](#)

Immunity for Parties When Drugs or Alcohol Are Involved:

The College will not pursue disciplinary action against individuals who disclose alcohol or substance use or abuse while filing a report of discrimination, harassment, or sexual harassment, or while acting as a witness during the informal or formal resolution

procedures of an alleged violation of this policy. If the College is investigating cases of sexual misconduct that occur while the parties are under the influence of alcohol or drugs, the College will not pursue alcohol and/or drug charges against the *respondent* except in cases where it is alleged that the *respondent* provided excessive drugs or alcohol to the *complainant* with the intent to engage in sexual activity while the *complainant* was incapacitated. The College may still seek to provide resources and support to individuals who report struggling with alcohol or substance abuse.

Reporting Prohibited Behaviors:

1) Timeline

There is no time limit for when a violation of this Policy may be reported to the College; however, the College strongly encourages *CC community members* to report incidents as soon as possible to maximize the College's ability to respond promptly and effectively. The timing of when an alleged incident is reported may affect the College's ability to respond to the report.

Upon receipt of an initial report, the College will reach out to the *complainant* within 1-2 business days. Any report that proceeds to a *formal resolution process* will typically be resolved within ninety (90) calendar days. The appeal process has a separate timeline and typically takes 15 business days.

College breaks, holidays, a party's need for *disability-related accommodations*, concurrent law enforcement activities, and/or unforeseen circumstances may impact this timeline. If the process must be delayed or extended, the AVP for Civil Rights/Title IX Coordinator or their *designee* will provide the *complainant* and *respondent* with written notice.

2) Filing A Report

Emergency Reporting: If you have immediate safety concerns or require medical attention, please contact 911 and/or [Campus Safety](#) at (719) 389-6911.

Immediate Supports: If you are seeking immediate mental health support or are looking to talk to someone about a concern, please visit the Office for Civil Rights and Title IX resource page for a full list of local and national resources.

Filing a Report with the Office for Civil Rights and Title IX: To report an incident to the College, please utilize the online reporting system via the [Office for Civil Rights and Title IX Reporting Portal](#). Reports to the Office for Civil Rights and Title IX may also be made directly to the AVP for Civil Rights/Title IX Coordinator or their *designee* or via the TitleIX@coloradocollege.edu email address.

Anonymous Reporting: Individuals may use the Speak Up Colorado College anonymous reporting tool to share concerns with the College anonymously.

3) Mandatory Reporting

All *employees* of the College, except for the *confidential resources* listed above, are *mandatory reporters* for the purposes of this policy. *Mandatory reporters* must promptly notify the Office for Civil Rights and Title IX of all known details related to possible incidents of discrimination, harassment, sexual harassment, or retaliation that is reported to them directly, indirectly, or that they may have observed. *Mandatory reporters* must report such information regardless of where the incident occurred.

Information which is shared by an individual during a public event to raise awareness about discrimination or harassment is not subject to this mandatory reporting requirement unless there is an indication that there is an imminent and serious threat to the health and safety of a CC Community Member.

If an *employee* learns of an incident that predates the *complainant's* time at the College, they are only required to report to the Office for Civil Rights and Title IX if there is information suggesting that the incident is having an ongoing impact on the *complainant's* ability to engage in typical work functions or access an educational opportunity or benefit. However, *employees* should always encourage parties who have experienced past instances of discrimination or harassment to connect with appropriate resources, including the Office for Civil Rights and Title IX.

Employees are not obligated to report incidents of discrimination or harassment that they have personally been the target of, and *student-employees* are only obligated to report information they learn within the context of their employment. If an *employee* has a question about whether to report conduct, they should consult with the AVP for Civil Rights/Title IX Coordinator or their *designee*.

Supportive Measures:

Supportive measures can be provided by the Office of Civil Rights and Title IX proactively outside of, or in addition to, any formal or *informal resolution process*. Additionally, *supportive measures* can be accessed by all *CC community members*, whether an incident was experienced prior to becoming a community member or during one's time at CC. The College will collaborate with parties to identify appropriate *supportive measures* which allow the restoration and preservation of access to an educational or workplace environment free from the impacts of discrimination or harassment. *Supportive measures* implemented by the College may not impose an undue burden on either party.

Supportive measures can also be initiated through the Campus Advocate. The Campus Advocate may coordinate the implementation of *supportive measures* for *students* who are impacted by sexual harassment, even if the party chooses not to file a report of sexual harassment.

Supportive measures include, but are not limited to:

- Safety measures, such as accompanying a party to submit a police report, connecting a party with an external community provider for additional advocacy services, obtaining protection orders from a court, or Campus Safety escorts;
- Modifying living arrangements, class schedules, extracurricular activities, or working arrangements;
- Ordering the *complainant* and *respondent* to have no further contact with each other and/or other third parties;
- Connection to the Counseling Center or the Employee Assistance Program (EAP), or support in receiving referrals to external mental health services;
- Providing support services referrals, such as academic support, *disability* support, and health services;
- Leaves of absence;
- Increased monitoring of certain areas of the campus;
- Offering targeted education related to the incident;
- Other resource information as needed

The AVP for Civil Rights/Title IX Coordinator or their *designee* may modify, supplement, or terminate previously approved *supportive measures* at any time based on the changed circumstances of the parties and/or the procedures invoked by this policy. Such modifications, supplements, or terminations may be requested by the party they apply to, or made at the recommendation of the AVP for Civil Rights/Title IX Coordinator or their *designee*.

Factors which the AVP for Civil Rights/Title IX Coordinator or their *designee* may consider when determining whether to provide, deny, modify, supplement, or terminate requested *supportive measures* include whether the requested supportive measure;

- places an undue burden on the other party;
- is reasonably likely to have the intended effect of ending and/or preventing the recurrence of discrimination or harassment;
- is within the authority of the College to implement and enforce; and
- is otherwise reasonable under the circumstances.

Appeal of Supportive Measures:

Any decision to provide, deny, modify, or terminate requested *supportive measures* is appealable within five (5) business days of the decision being made. Appeals must be submitted in writing to the Office for Civil Rights and Title IX and include an explanation of the *supportive measures* requested, any alternative *supportive measures* implemented, and a statement as to why the implementation, denial, modification, or termination of the requested supportive measure fails to restore the requesting party's access to educational opportunities or work experiences.

Appeals of decisions made by the Campus Advocate or Assistant Director for Civil Rights/Deputy Title IX Coordinator will be reviewed by the AVP for Civil Rights/Title IX Coordinator. Appeals of decisions made by the AVP for Civil Rights/Title IX Coordinator will be reviewed by the Dean of the College/Chief Operating Officer.

Review of the Report

Upon receipt of a report alleging a violation of this policy, the AVP for Civil Rights/Title IX Coordinator or their *designee* will first confirm with the individual who submitted the report that they have received it and will be following up according to the procedures outlined in this Policy. This confirmation of receipt will be sent within three (3) business days of the submission.

The AVP for Civil Rights/Title IX Coordinator or their *designee* will next conduct a thorough review of the information provided and determine if the report alleges prohibited behavior outlined in this policy.

Examples of prohibited behavior may include but is not limited to:

- Treating person(s) of a protected class differently from another in determining whether such person is deserving of an aid, benefit, or service they would otherwise be entitled to;
- *Disparate treatment* of a person(s) of a protected class;
- Denying or providing different aid, benefits, or services or providing aid, benefits, or services in a different manner to person(s) of a protected class;
- Subjecting a person(s) of a protected class to separate or different rules of behavior, sanctions, or other treatment;
- Discriminating against a person(s) of a protected class in the application of any policies or procedures;
- Otherwise limiting any person(s) of a protected class in the enjoyment of any right, privilege, advantage, or opportunity.

If it is determined that the report merits further review by the Office for Civil Rights and Title IX, the AVP for Civil Rights/Title IX Coordinator or their *designee* will conduct an initial outreach to the *complainant* to offer resources and the ability to schedule a meeting to explore resolution options. If a *complainant* fails to respond to outreach from the AVP for Civil Rights/Title IX Coordinator or their *designee* within two (2) weeks or informs the AVP for Civil Rights/Title IX Coordinator or their *designee* that they are not interested in pursuing further action, the case will be marked as resolved and the *complainant* notified of their right to reopen the case at any point in the future.

1) DISMISSAL OF REPORTS

Allegations of conduct which, even if proven true, would not constitute protected class discrimination, protected class harassment, sexual harassment, or retaliation as outlined

in this policy may be dismissed from these procedures by the AVP for Civil Rights/Title IX Coordinator or their *designee*.

The AVP for Civil Rights/Title IX Coordinator or their *designee* may also dismiss *formal complaints* under the following circumstances:

- The *complainant* notifies the AVP for Civil Rights/Title IX Coordinator or their *designee* in writing that the *complainant* wishes to voluntarily withdraw the *formal complaint*;
 - The *respondent* is no longer enrolled at or employed by the College; or
 - The Office for Civil Rights and Title IX is unable to identify the *respondent* after taking reasonable steps to do so.
1. Notice of Dismissal and Right to Appeal: Upon dismissal, the AVP for Civil Rights/Title IX Coordinator or their *designee* will promptly send written notice to the parties, stating the reasons for the dismissal. Both parties have a right to appeal the dismissal unless the dismissal occurs prior to the *respondent* being notified of the allegations, in which case only the *complainant* will have a right to an appeal.
 2. Dismissal Appeals Process: If either party wishes to appeal the dismissal, they must submit an appeal in writing to the Office for Civil Rights and Title IX within five (5) business days. Appeals will be reviewed and determined by either the Dean of the College/Chief Operating Officer or the Chief of Staff.
 3. Other Processes and Remedies: Reports dismissed for failing to allege violations of this policy may be referred to other college officials, such as the Dean of Students, Dean of Faculty, or Human Resources for investigation and adjudication under appropriate policies and procedures.

Reports dismissed due to an inability to identify a *respondent* will inform the College's decision to implement targeted training, programming, or other campus safety measures to prevent future incidents of a similar nature.

Parties are still entitled to *supportive measures* even if the report is dismissed.

2) TITLE IX DISTINCTIONS:

The process outlined within this Policy is the structure in which the College addresses all complaints of civil rights discrimination and harassment. The College has elected to provide all notification and nearly all procedural requirements contained in the 2020 Title IX regulations for all civil rights complaint processes for transparency and consistency. The distinguishing characteristic of a Title IX investigation under this policy is the ability of the parties to conduct cross-examination during a live hearing.

- Dismissal from Title IX: If a *formal complaint* of sexual harassment does not meet the standards of Title IX Sexual Harassment, the AVP for Civil Rights/Title IX

Coordinator or their *designee* will dismiss a *formal complaint* from Title IX, in compliance with federal regulations. While this decision point is typically made at the time of the submission of the *formal complaint*, the Title IX Coordinator may dismiss the case from Title IX at any time during the investigation or hearing. The Title IX Coordinator is obligated under federal regulations to dismiss a *formal complaint* from Title IX if it is determined that the conduct alleged in the *formal complaint*:

- does not meet the definition of Title IX Sexual Harassment;
 - did not occur in the College's education program or activity;
 - did not occur against a person in the United States; or
 - if, at the time of filing a *formal complaint*, the *complainant* is not participating in or attempting to participate in an educational program or activity of the College.
- Continuation of Process: A complaint dismissed from Title IX for any reason may still proceed under the procedures outlined below absent the cross-examination provision for Title IX live hearings.
- Title IX Dismissal Appeal: Each party will have an opportunity to submit an appeal of a decision to mandatorily dismiss a sexual harassment claim from Title IX. Such appeals will follow the same procedures as outlined above for dismissal of reports generally.

3) CONSOLIDATING REPORTS

If multiple reports are received involving the same parties or arising out of the same facts or circumstances, the AVP for Civil Rights/Title IX Coordinator or their *designee* may choose to consolidate the reports or resolve them separately.

4) OTHER VIOLATIONS

If a report also alleges violations of other College policies, such as the Student Community Standards, the Faculty Handbook, the Staff Handbook, or the Code of Ethical Conduct, those allegations may be investigated separately or resolved within the process articulated in this policy, at the College's sole discretion. Parties will receive written notice of any decision to investigate any allegations through a separate process.

Documentation Only:

If the Office for Civil Rights and Title IX receives information alleging a violation of this policy, a *complainant* may meet with the AVP for Civil Rights/Title IX Coordinator or their *designee* to inquire about and receive *supportive measures* from the College without requiring any additional processing of the report. The initial report and conversation will be officially documented by the AVP for Civil Rights/Title IX Coordinator or their *designee* and will be maintained within the official records of the Office for Civil Rights and Title IX consistent with the College's records retention policy. If a case is resolved as

documentation only, the *complainant* may at a future date choose to request modifications to any *supportive measures* received or to move forward with either a *formal* or *informal resolution process*.

If a report contains information suggesting there may be a risk of ongoing safety concerns if not addressed by the College, then the AVP for Civil Rights/Title IX Coordinator or their *designee* may be required to initiate a *formal resolution process* even if a *complainant* only wishes to have their concerns documented. See “INITIATION OF THE PROCESS” below for more information.

Initiation of the Process:

Initiation of a *formal* or *informal resolution process* requires the submission of a *formal complaint*. A *formal complaint* will typically be initiated by the *complainant*; however, in some circumstances the AVP for Civil Rights/Title IX Coordinator or their *designee* may file a *formal complaint* on behalf of the College. The AVP for Civil Rights/Title IX Coordinator or their *designee* will only file a *formal complaint* on behalf of the College after making a fact-specific determination based on the following factors:

- The *complainant's* request not to file a *formal complaint*;
- The *complainant's* reasonable safety concerns regarding the filing of a *formal complaint*;
- The risk of future incidents of discrimination or harassment if a *formal complaint* is not filed;
- The severity of the alleged behavior in the report;
- The relationship between the parties, including whether the *respondent* is an employee of the College;
- The scope of the allegations or the existence of prior reports demonstrating concerns of ongoing or a pattern of discrimination or harassment;
- The ability of the College to gather evidence to substantiate the allegations, including whether the *complainant* or other witnesses are willing to participate in a *formal* or *informal resolution process*; and
- Whether there are alternative methods of ending the discrimination or harassment and preventing its recurrence available to the College.

If the AVP for Civil Rights/Title IX Coordinator or their *designee* files a *formal complaint* on behalf of the College, the *complainant* will be notified in advance and will be invited, but not obligated, to participate in the *formal resolution process*.

A *complainant* retains the right to access *supportive measures* without filing a *formal complaint*.

Notice of Allegations:

Within seven (7) business days of receiving a *formal complaint*, the AVP for Civil Rights/Title IX Coordinator or their *designee* will provide written notice of the allegations to both parties. This notice will include the behaviors the *respondent* has been alleged to have engaged in, the prohibited behaviors which are applicable to the allegations, and details of the resolution procedures to be followed.

- **Duty to Supplement:** If the investigator assigned to the case allegations that are outside of the scope of the written notice, the AVP for Civil Rights/Title IX Coordinator or their *designee* will provide a supplemental written notice describing the additional allegations to be

Informal Resolution Process:

1) INITIATION OF INFORMAL RESOLUTION

Once a complaint is made, the informal resolution procedures may be pursued at any time prior to the resolution of a *formal resolution process*. Initiation of the *informal resolution process* requires that the involved parties are interested and agree to participate in an informal resolution procedure. The informal resolution procedures may be stopped at any time by the *complainant* or *respondent*. If informal resolution procedures are stopped at any time, the formal procedures may be followed at the *complainant's* discretion.

2) TERMS OF PARTICIPATION

As the *informal resolution process* will not result in a *determination* of whether the allegations are *substantiated*, the College will offer an *informal resolution process* on a case-by-case basis. The *informal resolution process* may not be appropriate to resolve some allegations of discrimination, harassment, or sexual harassment when the incident reported:

- Is sufficiently serious to require immediate interim measures or emergency removal;
- There is reason for the AVP for Civil Rights/Title IX Coordinator or their *designee* to believe that one party is placing pressure upon the other to pursue informal resolution, or when the allegations are related to ongoing intimate partner violence;
- If there is an inherent and substantial power imbalance between the parties, such as when a *student* has filed a complaint against an *employee*; or
- When the College has received prior reports of a similar nature involving the same *respondent*.

3) NOTIFICATION

After a *formal complaint* has been made, but before the parties agree to participate in the *informal resolution process*, the AVP for Civil Rights/Title IX Coordinator or their *designee* will fully disclose the allegations and the parties' option to proceed with the *formal resolution process*.

4) DOCUMENTATION

The initiation and final resolution of all informal resolutions will be documented in writing by the AVP for Civil Rights/Title IX Coordinator or their *designee*. Disclosures made in an *informal resolution process* may not be used in an investigation of the same allegations. However, resolving a complaint through the *informal resolution process* does not prevent the Office of Civil Rights and Title IX from utilizing information disclosed to show a pattern of prohibited behavior if a separate report is initiated involving the same *respondent*.

5) TYPES OF INFORMAL RESOLUTION PROCESSES

In all *informal resolution processes*, the AVP for Civil Rights/Title IX Coordinator or other designated officials will work in partnership with the *complainant* and *respondent* to identify an acceptable resolution. The options for an *informal resolution process* include:

1. Constructive Feedback & Facilitated Resolution: The AVP for Civil Rights/Title IX Coordinator, or other designated officials, may facilitate communication with the *respondent*. The AVP for Civil Rights/Title IX Coordinator or designated official will then follow up with the *complainant* to determine if the resolution is acceptable. This process is appropriate for situations in which the complainant is only seeking for the *respondent* to be notified that unwanted behaviors are having a negative impact on the *complainant*. If, following constructive feedback & facilitated resolution, the unwanted behavior persists, the College may move forward with a *formal resolution process* at the request of the *complainant*.

If the *respondent* is an *employee*, the AVP for Civil Rights/Title IX Coordinator or their *designee* may also notify the employee's supervisor about the report to support the professional growth and development of the *employee*.

2. Facilitated Mediation: The AVP for Civil Rights/Title IX Coordinator, or other designated officials, may serve as a mediator between the complainant and the *respondent* using the following formats:
 - Direct Mediation: The *complainant* and the *respondent* will discuss and attempt to resolve the matter directly; or
 - Indirect Mediation: The *complainant* does not communicate directly with the *respondent* and conversation is facilitated through the mediator over the course of several individual meetings.

Prior to the initiation of any facilitated mediation process, both parties will be notified of the identity of the individual assigned to serve as the mediator. Each party will have three (3) business days to contest the appointment of the assigned mediator due to a concern that the individual is biased or has a conflict of interest. The AVP for Civil Rights/ Title IX Coordinator or their *designee* shall have the final *determination* on whether the assigned mediator should be replaced. Following a final *determination* regarding the assignment of a mediator, each party may choose to withdraw from the *informal resolution process*.

There is no guarantee of the success of a mediation, and either party may at any time choose to withdraw from a mediation should they find that they are unable to meet their needs in mediation. The role of the mediator is to guide the conversation and keep parties engaged in effective communication. A mediator guides parties to find their own resolution terms and does not force resolution on the parties.

All successful mediations will end with the parties signing a written agreement outlining the steps each will take moving forward that will ensure that unwanted behavior does not occur in the future. Violations of a mediation agreement may result in either the initiation of a *formal resolution process* or a referral to another appropriate office for corrective action, such as the Dean of Students' Office, Dean of the Faculty Office, or Human Resources.

3. Cultural Analysis: At the discretion and initiation of the AVP for Civil Rights/Title IX Coordinator or their *designee*, a culture analysis may be used as an exploratory and proactive strategy to assess any contributing contextual factors of reported behavior patterns operating within a given environment. Cultural analysis does not require the submission of a *formal complaint* and may be pursued absent the wishes of the *complainant*.

4. Bias Response Team: At the discretion and initiation of the AVP for Civil Rights/Title IX Coordinator or their *designee*, the bias response team can be activated. Activation of the bias response team will occur when an incident results in community impact which the College has a need to respond. The bias response team is not an investigatory body and has no authority to implement disciplinary action. The activation of the bias response team does not require the submission of a *formal complaint* and may be pursued absent the wishes of the *complainant* or in situations where no *complainant* is identified.

Other Processes: There may be other available informal resolution procedures as determined in collaboration between the AVP for Civil Rights/Title IX Coordinator or their *designee* and the parties. For example, a restorative justice approach or other measures which do not impose undue burden upon the *respondent* may be used as an approach to address a report of prohibited behavior under this Policy.

6) WITHDRAWING FROM THE INFORMAL RESOLUTION PROCESS

The *complainant* or the *respondent* may at any time—prior to reaching a resolution—end the *informal resolution process*. When an *informal resolution process* is ended in this manner, the College may pursue the *formal resolution process* (described below) upon request of the *complainant*.

Formal Resolution Process:

The *formal resolution process* involves (1) a formal investigation of the complaint, (2) a live hearing overseen by a panel of decision makers, and (3) a formal decision as to whether the complaint is *substantiated*.

The College's *formal resolution process* provides the parties with an equal opportunity to: present witnesses; present *relevant evidence*; and inspect and review all *relevant evidence* obtained as part of the investigation. A *respondent* is presumed not to have violated this policy, and a *determination* as to whether the allegations are *substantiated* is made only at the conclusion of a *formal resolution process*. The *formal resolution process* fully complies with Title IX and other civil rights regulations. At the conclusion of a *formal resolution process*, the College will implement meaningful remedies, including disciplinary action if the complaint is *substantiated*.

1) INITIATION OF THE FORMAL RESOLUTION PROCESS

When initiating a *formal resolution process*, the AVP for Civil Rights/Title IX Coordinator or their *designee* will assign a neutral fact-gatherer to investigate the complaint. The AVP for Civil Rights/Title IX Coordinator or their *designee* will include the identity of the investigator(s) assigned to the case in the notice of allegations. Each party will have three (3) business days from the delivery of the notice to challenge the assignment of the investigator(s) based on a real or perceived conflict of interest. Final decisions as to whether to remove an investigator from a case are subject to the discretion of the AVP for Civil Rights/Title IX Coordinator or their *designee*, who will provide a written explanation for their decision to the parties.

1. Formal Procedures Involving Board of Trustee Members, Cabinet Members, or Office for Civil Rights and Title IX Staff: If a complaint is submitted involving allegations against a member of the Board of Trustees, the President, a member of the President's cabinet, or a staff member within the Office for Civil Rights and Title IX, the AVP for Civil Rights/Title IX Coordinator or their *designee* will contact the Executive Committee of the Board of Trustees. The Executive Committee will appoint an appropriate third-party investigator or investigators to investigate the report as well as a third-party decision maker to conduct a live hearing and issue a decision. Such third-party investigators and decisionmakers will be required to follow all procedures outlined in this Policy. If a complaint involves a member of the Executive Committee the decision to appoint investigators and decision makers will be made absent the *respondent-trustee*.
2. Continuation of Procedures Despite Change of Status: Once the *formal resolution processes* have been initiated, the report will be investigated and/or otherwise resolved in a manner deemed appropriate by the College, even if the *complainant* or *respondent* leaves the College.

2) IMPLEMENTATION OF INTERIM MEASURES

At the initiation of any *formal resolution process*, the AVP for Civil Rights/Title IX Coordinator or their *designee* will issue, within the Notice of Allegations, a mutually binding no-contact order to the parties. When some contact between the parties is necessary to ensure continued maintenance of job performance and/or uninterrupted educational opportunities, such orders will be modified to limited- contact orders. Limited-contact

orders will be implemented in as narrow a scope as possible to avoid disruption while also ensuring anti-retaliation measures are in place. Additionally, parties involved in a *formal resolution process* may choose to request that additional *supportive measures* be implemented in a limited capacity to mitigate the impact of the *formal resolution process* on their ability to effectively learn and/or work.

While *supportive measures* cannot impose an undue burden on the *respondent*, in cases where the *respondent* is an *employee* of the College, the AVP for Civil Rights/Title IX Coordinator or their *designee* will convene a *threat assessment team* to determine whether to place the *employee* on administrative leave pending the resolution of the *formal resolution process*. If during a *formal resolution process*, evidence of retaliation by an *employee-respondent*, or at the direction of an *employee-respondent*, is provided to the Office for Civil Rights and Title IX, the *employee* will immediately be placed on administrative leave pending the resolution of the case.

Generally, the College may only take disciplinary action against a *student-respondent* at the conclusion of a formal process. However, where a *student-respondent* is deemed to pose an immediate threat to the health or safety of the *complainant* or anyone else, the College may suspend the *student* on an interim basis. Prior to implementing an interim suspension, the *respondent* will be notified of the specific allegations which leads the College to believe that they pose an immediate threat and be provided with an opportunity to respond. The AVP for Civil Rights/Title IX Coordinator or their *designee* will convene a *threat assessment team* to determine if an interim suspension is warranted. The *threat assessment team* may also consider whether there are less restrictive interim measures which would protect the health and safety of the campus community and parties involved are appropriate.

3) INVESTIGATION PROCEDURES

All formal investigations will be conducted in a prompt, thorough, and impartial manner. The investigative process will proceed as follows: (1) interviewing the *complainant*, the *respondent*, and *relevant witnesses*; (2) collecting evidence and objectively evaluating whether the evidence is relevant; and (3) preparing an investigative report that impartially summarizes party and witness statements along with all *relevant evidence*.

1. **Interviewing Parties and Witnesses:** The investigator(s) will attempt to contact and interview the *complainant*, *respondent*, and any *relevant witnesses* identified through the investigation. Where reasonably possible, investigators will prioritize interviewing an equivalent number of *relevant witnesses* presented by each party. Investigators may ask questions of the parties to determine the relevancy of their witnesses and may choose to exclude some witnesses from interviews when the witness is deemed irrelevant or only able to share information duplicative of other witnesses. If the investigator chooses to exclude a witness, they will notify the party who proposed the witness of the rationale for exclusion. Parties who have a witness excluded will have an opportunity to appeal the decision to the AVP for Civil

Rights/Title IX Coordinator or their *designee*. Appeals of witness exclusion must be made prior to the delivery of the final investigative *report*.

2. Collecting Evidence: The College bears the burden of gathering *relevant evidence* for the resolution of the complaint. The types of *relevant evidence* which the College may seek to gather include but are not limited to: copies of text messages, emails, photos, videos, private and public social media postings, security camera footage, written records (such as journal entries) and other available electronic
 - Collection of Medical Records: Unless the College obtains a party's voluntary, written *consent*, the College will not seek to access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional in connection with the provision of treatment to the party.
 - Collection of Privileged Information: The College will not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.
 - Collection of Educational Records: The College may access educational records, including prior disciplinary records, that are relevant to the investigation and maintained by the College under the educational need-to-know exemption within the Family Educational Rights and Privacy Act (FERPA). Prior disciplinary records will not be used as the sole basis for determining whether allegations are *substantiated*; however, they may be used to demonstrate a pattern of behavior or be considered a factor in determining appropriate sanctions if the allegations are *substantiated* by other evidence.
3. Preparing the Preliminary Investigation Report: After completing the investigative procedures, the investigator(s) will draft an investigative *report* containing summaries of all interviews and copies of all *relevant evidence*. The investigator(s) are ultimately responsible for determining what evidence is relevant. The investigator(s) will share a copy of the investigation *report* with the AVP for Civil Rights/Title IX Coordinator or their *designee* for an initial *sufficiency review*. The AVP for Civil Rights/Title IX Coordinator or their *designee* will not alter any portion of the investigative report but may require further investigation by the investigator if the investigative report is insufficient.

Upon *determination* that the investigation satisfactorily meets the standards outlined in this policy, the AVP for Civil Rights/Title IX Coordinator or their *designee* will share the investigative report and all *relevant evidence* to the parties for their review. Sensitive information including names, addresses, contact information, and physical or mental health-related information that a party has not chosen to waive their rights over will be redacted from this *report*. Parties will be provided with a witness key to identify who has provided information to the College in connection with the investigation.

4. Review/Response by the Parties: The parties will have 10 business days to review the preliminary report and submit a written response to the investigator(s). Parties may, under extenuating circumstances, request an extension of this timeline at the discretion of the AVP for Civil Rights/Title IX Coordinator or their *designee*. In their written response, parties may provide additional information for the investigators to consider along with supplemental *relevant evidence*. Written responses may also be used to propose revisions to a party's own statements, and/or respond to statements made by the other parties or witnesses. Failure to respond within this 10-day period will be deemed a waiver of the right to respond.
5. Preparing the Final Investigation Report: The investigator will incorporate the written responses into the *report*. Substantive revisions to a party's statement may be noted by the investigator in a footnote where the revision is contradictory to the investigator's original notes. Before finalizing the *report*, the investigator may meet with the parties to ask additional questions regarding the written responses, to clarify statements from the parties, or to follow up with other witnesses or new information. The investigator will then finalize the investigative report, impartially summarizing all responses, party and witness statements, as well as *relevant evidence*. The investigator is ultimately responsible for determining what evidence is relevant.

A copy of the final investigative report will be submitted to the AVP for Civil Rights/Title IX Coordinator or their *designee* for final *sufficiency review* prior to being sent to the parties. Upon *determination* that the investigation satisfactorily meets the standards outlined in this policy, the AVP for Civil Rights/Title IX Coordinator or their *designee* will schedule a live hearing to resolve the complaint. The AVP for Civil Rights/Title IX Coordinator or their *designee* will submit the final investigative report and all *relevant evidence* to the parties for their review at least 10 business days before the live hearing. Parties may, under extenuating circumstances, request an extension of this timeline at the discretion of the AVP for Civil Rights/Title IX Coordinator or their *designee*.

The AVP for Civil Rights/Title IX Coordinator or their *designee* will also include in the delivery of the final investigation report the names of the panel members who will be assigned to the case as decision makers. Parties will have three (3) business days to object to the inclusion of one or more panel members on the basis of real or perceived conflicts of interest. Final *determinations* as to whether to remove a panel member from a case are subject to the discretion of the AVP for Civil Rights/Title IX Coordinator or their *designee*, who will provide a written explanation for their decision to the parties.

4) PRE-HEARING CONFERENCES

When sharing the investigative report with the parties, the AVP for Civil Rights/Title IX Coordinator or their *designee* will also schedule a pre-hearing conference with the parties. This pre-hearing conference will take place at least five (5) business days after the delivery of the investigative report. At the pre-hearing conference, the AVP for Civil Rights/Title IX Coordinator or their *designee* will meet with the parties and their advisors individually to review hearing procedures, review witness lists, resolve evidentiary questions or concerns, and consider any other pre-hearing matters.

Parties may also submit any new or additional evidence they have gathered in response to the investigative report for inclusion and consideration at the live hearing during the pre-hearing conference. Failure to present evidence during the investigation or at the time of the pre-hearing conference is considered a waiver of the right to have the evidence presented and considered at the live hearing.

- For non-Title IX cases, parties and their advisors will also be informed of their right to prepare questions they would like the panel to ask the other party or witnesses at the live hearing on their behalf.

5) LIVE HEARING PREPARATIONS

All *formal resolution processes* will conclude with a live hearing comprised of a three-person panel and overseen by the AVP for Civil Rights/Title IX Coordinator or their *designee* as a non- decision-making chair. The hearing panel will evaluate whether the evidence presented throughout the investigation meets the *preponderance of the evidence* standard to substantiate the allegations in the *formal complaint*.

1. Composition of the Hearing Panel: The AVP for Civil Rights/Title IX Coordinator or their *designee* will maintain a pool of potential hearing panel members consisting of staff and faculty trained on an annual basis for the purpose of serving on hearing panels. For all cases involving allegations against a faculty member, the panel will include at least one faculty member.
2. Role of the Chairperson: The AVP for Civil Rights/Title IX Coordinator or their *designee*, acting in the role of the chairperson, will ensure that the procedures outlined here are followed throughout the live hearing.
3. Advisor of Choice: If a party does not have access to an advisor for the purpose of assisting in the live hearing, the College will provide, without fee or charge, an advisor of the College's choice to that party.
4. Scheduling: The AVP for Civil Rights/Title IX Coordinator or their *designee* will work with the parties and their advisors to schedule a live hearing that does not unreasonably conflict with their schedules. Live hearings will be scheduled to take place as soon as possible following the pre-hearing conference based on the availability of parties, their advisors, hearing panel members, and the chairperson. Depending on the circumstances, live hearings may last anywhere from a half-day to two (2) or more days. After a live hearing has been scheduled, it may not be rescheduled due to conflicts with a party advisor's schedule; therefore, parties are

recommended to select an advisor who is available to attend the scheduled live hearing. If a party has an emergency arise which would require them to miss the scheduled hearing, the hearing may be rescheduled at the discretion of the AVP for Civil Rights/Title IX Coordinator or their *designee*.

5. Witness Scheduling: The AVP for Civil Rights/Title IX Coordinator or their *designee* will work with witnesses directly to coordinate their appearance at the live hearing. Witnesses are not obligated to participate in the hearing, and hearings will not be rescheduled based on the scheduling conflict of a witness.
6. Location: By default, the College will provide for a live hearing to occur with the parties located in separate rooms utilizing technology to enable the hearing panel and parties to simultaneously see and hear the party or the witness answering questions. At the parties' request and agreement, the College may schedule a live hearing to occur fully in-person.
7. Record Keeping: The College will create an audio recording, audiovisual recording, or transcript of all live hearings. The recording or transcript of participating parties' hearings will be made available to the parties for inspection and review upon request.

6) LIVE HEARING PROCEDURES

1. Panel Preparations: At the outset of the hearing, each party and their advisor will be given an opportunity to present a set of questions they would like the hearing panel to ask of the other party or any witnesses. The chairperson will review all questions in advance and will strike any proposed questions which are not relevant or otherwise impermissible. The party and their advisor will have an opportunity to clarify or revise any struck questions that the chairperson has deemed to be harassing or unclear. If the party sufficiently clarifies or revises a question, it will be included in the list for the hearing panel to ask.

The panel will limit its considerations to information presented in the investigative report. The panel chair will instruct the panel to disregard any new information presented for the first time at the hearing.

2. Opening Statements: During the live hearing, each party will have the opportunity to make an opening statement highlighting the information from the investigation they feel is most pertinent for the consideration of the hearing panel.
3. Questioning of Parties and Witnesses: Following opening statements, the hearing panel will have the opportunity to ask questions of each party directly, after which witnesses will appear for additional. During the questioning of parties and witnesses, the hearing panel will also ask all questions proposed by the parties or their advisors prior to the hearing and not struck by the chairperson. If, following the questioning of a party or witness, a party or their advisor would like to propose additional questions, a recess will be called to allow the chairperson

to meet with the party and their advisor individually to determine whether any of the additional questions must be struck due to lack of relevance or for being otherwise impermissible.

- Title IX Exception: As required under federal regulations, if the *formal complaint* alleges a violation of Title IX Sexual Harassment, the parties' advisors will be provided an opportunity to conduct direct, oral, cross-examination of each party and all witnesses. Questions asked during cross-examination must be relevant to the facts of the case or intended to challenge credibility.

4. Relevancy and Prohibited Questions: All *determinations* of the relevancy of questions presented during a live hearing are subject to the discretion of the chairperson. The chairperson may at any time instruct the individual being asked a question to not answer and exclude the question as irrelevant.

Impermissible questions include:

- Questions concerning conversations with a confidential *employee* or otherwise privileged under federal, state or local law unless the party has waived their privilege over such information;
- Questions about records maintained by a physician, psychologist, or other recognized professional providing treatment to the party or witness unless the party or witness has waived their privilege of such records;
- Questions about the *complainant's* sexual predisposition (preferences) or sexual behaviors, except in circumstances where the question is posed to demonstrate that (1) someone other than the *respondent* committed the alleged behaviors or (2) the question concerns specific prior incidents between the parties and are offered to prove a pattern of *consent* within the context of the relationship; and
- Questions intended to harass or intimidate a party or

5. Closing Statement: Following the questioning of the parties and all witnesses, each party will have a final opportunity to present a closing statement summarizing their case.

7) DETERMINATION OF RESPONSIBILITY

At the conclusion of the live hearing, panel members will objectively evaluate all *relevant evidence* and weigh the credibility of all parties and witnesses. Panelists will make their decision free of intimidation or external influence, focusing only on what has been presented during the hearing and/or what is contained in the investigative report.

Credibility assessments will be based on the consistency within and between statements and with other *relevant evidence* presented. A person's status as a *complainant*, *respondent*, or witness will not be used to influence the credibility assessment of their statements.

1. Application of the Preponderance of the Evidence Standard: Panel deliberations will result in a *determination* as to whether a *preponderance of the evidence* substantiates the allegations. *Preponderance of the evidence* means that the evidence shows that it is more likely than not, or more than a 50% likelihood, that the behavior occurred, and that the behavior violated the policy. While the College aims for unanimous decisions by all panel members, a simple majority is all that is required. When the panel members return a split decision the chairperson will require the panel to provide a statement detailing on what basis they were unable to reach a Parties will be provided a copy of this statement in their written *determination* along with the identities of the panel members who were not in the majority.
2. Refusal to Answer Questions: The hearing panel may choose to place less, or no weight at all, on statements made by a party or witness who refuses to answer questions deemed relevant and otherwise permissible by the chairperson. However, the panel members must not base a *determination* as to whether the allegations are *substantiated* solely on the basis of a party or witness's refusal to answer questions.
3. Issuance of a Written Determination: The AVP for Civil Rights/Title IX Coordinator or their *designee* will document the decision of the panel and issue a written *determination* simultaneously to both parties within ten (10) days after the live hearing. Written *determinations* will include the factual findings of the hearing panel members, a holding as to whether the *formal complaint* is *substantiated*, a rationale for the *determination*, and outline any sanctions or remedial actions resulting from the case.
4. Decision Maker Assignments: In its sole discretion, the College may engage an individual outside the College to serve as a single decision maker instead of using a hearing panel. The College will always do this for cases involving members of the Office for Civil Rights and Title IX and for cases involving members of the president's cabinet. The College may also do this to minimize potential risks of litigation or when it is unable to seat an unbiased panel.

8) SANCTIONS AND REMEDIAL ACTIONS

The panel will determine or recommend sanctions, up to and including dismissal/termination for *respondents* in cases where the allegations are substantiated. The AVP for Civil Rights/Title IX Coordinator or their *designee* may also provide the *complainant* and any other parties impacted by the discrimination or harassment with additional remedies designed to restore or preserve equal access to the College's educational program or activity.

1. Sanctioning Guidance: If the panel determines the allegations have been *substantiated*, the AVP for Civil Rights/Title IX Coordinator or their *designee* will share additional information relevant to sanctioning decisions with the panel.

2. Sanctioning Guidelines: In determining sanctions, panel members will be instructed to consider the following factors:

- The nature and severity of the behavior, including whether the behavior involved a single incident or repeated acts;
- The impact of the behavior on the *complainant*, other individuals, and/or the CC community;
- The *respondent's* prior disciplinary history, including any previous cases which may have been resolved informally, or which have been resolved through other College policies and procedures;
- How the College has sanctioned similar cases in the past;
- Whether the *respondent* has accepted responsibility for harms caused and demonstrated a willingness to modify their behaviours and repair harms; and
- Any mitigating or aggravating circumstances which may impact the case.

3. Examples of Student Sanctions: In cases in which the *respondent* is a *student*, the hearing panel may impose any combination of sanctions outlined in the Student Community Standards and Conduct Procedures. This may include but is not limited to:

- Dismissal: Permanent exclusion from the College, its premises, and all of its activities.
- Suspension: Temporary exclusion from the College, its premises, and all of its A suspended *student* is not guaranteed re-enrollment at the end of the specified period of time, and the College may make re- enrollment conditional upon completion of additional sanctions.
- Disciplinary Probation: A formal notice that any additional findings that a *student* has violated any College policy will likely result in suspension or
- Official Warning: A formal notice from the College that the *student* has engaged in behavior that is unacceptable at the College.
- Persona-non-Grata: A restriction preventing a *student* from appearing at a specified event or location that is on campus or part of a College
- Housing Relocation/Restriction: A requirement that a *student* living on campus be relocated to a specified location and/or be restricted from accessing specified housing. These restrictions may be subject to change based on the residence of the *complainant* or other parties.
- Educational Sanctions: Required attendance at an event, or participation in a program or meeting which is designed to provide education and modify behavior. This may also include any independent research or related writing assignment.
- Professional Assessment: Completion of a formal assessment with a counselor or other appropriate The College may not require *students* to comply with any recommendations resulting from the assessment but

may implement additional restrictions should a *student* choose not to follow through on recommended actions.

- Written Reflection: Completion of a written assignment which requires a *student* to actively reflect on their behaviors in a meaningful way.
4. Sanctioning of Tenured Faculty: Per the Faculty Handbook (Part Two Section D), termination of a tenured faculty member must be implemented by a vote of the Board of Trustees. If the panel recommends termination of a tenured faculty member, then such recommendation will be presented by the Dean of the Faculty to the Board of Trustees for review, following the procedure described in Section XIII.D.3. If a recommendation for dismissal is not upheld by the Board of Trustees, then the Dean of the Faculty, in coordination with the AVP for Civil Rights/Title IX Coordinator or their *designee* will implement other appropriate sanctions.
5. Examples of Employee Sanctions: In cases in which the *respondent* is an *employee* of the College the hearing panel may impose any combination of sanctions outlined in the Faculty Handbook, or Staff Handbook The AVP for Civil Rights/Title IX Coordinator or their *designee* may work in collaboration with supervisors, the Dean of the Faculty, and/or the Vice President of People and Workplace Culture to implement these sanctions. These may include but are not limited to:
- Termination: Permanent removal from employment with the College and exclusion from College premises and its activities.
 - Suspension/Administrative Leave: Temporary removal of workplace duties and exclusion from College premises. The College may make re-instatement contingent upon completion of additional sanctions.
 - Alteration of Work Responsibilities: A modification in an individual's responsibilities within the College which may also result in a change to job title and/or reduction in pay.
 - Written Warning: A documented note in an employee's file showing that the *employee* has engaged in behavior which the College deems to be unacceptable.
 - Performance Improvement Plan (PIP): A documented action plan for improvement in the workplace containing specific goals and target dates which an *employee* must satisfy or face additional disciplinary action.
 - Mandatory Training and/or Development: Mandated attendance at an event, or participation in a program or meeting which is designed to provide education and modify behavior.
6. Remedial Measures: The College will take any measures that are necessary to remedy the effects of any discrimination, harassment, sexual misconduct, or retaliation. This includes cases where a *respondent* is a visitor or other third party, over whom the College has limited, if any, authority.

9) WITHDRAW/RESIGNATION DURING A FORMAL RESOLUTION PROCESS

If a *respondent* chooses to voluntarily withdraw from the College or resign from their position pending the resolution of a *formal resolution process*, a notation will be included on their *student* or *employee* record. Whether the *respondent* is eligible for re-admission or re-hire will depend upon whether the *respondent* continues to participate in the formal process as well as if the allegations are *substantiated*.

If a *complainant* chooses to voluntarily withdraw from the College or resign from their position pending the resolution of a formal process, the College may choose to continue or terminate the process. This decision will depend upon the *complainant's* willingness to continue their participation and the College's ability to effectively investigate the allegations absent a *complainant's* participation. A *complainant's* decision to withdraw or otherwise leave the College pending an investigation will not impact their ability to return to the College in the future.

10) FORMAL RESOLUTION APPEAL PROCEDURES

Following a formal investigation and live hearing, both parties have the right to file an appeal of the hearing panel's decision. Appeals are not a re-hearing of the facts of the case and must be limited in scope to the following bases:

- New and Relevant Evidence: The party has discovered new and *relevant evidence* that was not reasonably available at the time the decision was made. Appeals presenting evidence that is not directly relevant to the original decision may be dismissed as groundless. It is not sufficient that a party knew about and had access to the *relevant evidence* during the investigation but failed to provide it because they did not recognize its importance at the time.
 - Failure of Investigative or Decision-Making Process: Allegations that the AVP for Civil Rights/Title IX Coordinator or their *designee*, an investigator, or decision-making panel deviated from the policy.
 - Bias in Investigative or Decision-Making Process: Evidence that the AVP for Civil Rights/Title IX Coordinator or their *designee*, an investigator, or panel member was biased or had a conflict of interest. If a party was aware of a potential conflict of interest or bias of an investigator or hearing panel member and failed to challenge their assignment to the case earlier in the process the appeal may be dismissed as groundless.
1. Appeal Timeframe: Appeal requests must be submitted in writing to the Office for Civil Rights and Title IX within five (5) business days of the delivery of the written *determination* (not including the date of delivery). The appeal request must include the basis for the appeal and all evidence in support of the request.
 2. Suspension of Sanctions: All sanctions issued by the hearing panel will be suspended pending the outcome of the appeal. Sanctions will take effect upon the expiration of the deadline for an appeal or the issuance of the final decision by the appellate decision-maker. For financial considerations, all suspensions and

expulsions of *students* will be backdated to have taken effect on the date that the notice of final *determination* was issued.

3. Decision-Makers on Appeals: Appeals will be decided by the Dean of the College/Chief Operating Officer or the Chief of Staff.
 - Appeals Involving Conflicts of Interests: If both the Dean of the College/Chief Operating Officer and the Executive Vice President/Chief of Staff have a conflict of interest, such as when one or more of the parties in the case is a member of the President's Cabinet or a staff member in the Office for Civil Rights and Title IX, the decision-maker on appeal will be outsourced to an unaffiliated third-party. The unaffiliated third-party will also be unaffiliated with any investigator/decision-maker previously assigned to the case.
 - Dismissing Groundless Appeals: The appellate decision-maker may, after reviewing the appeal, deny the appeal without further process if the appealing party has failed to state a valid basis for appeal as outlined above. In this case, both parties will be notified of the decision, and the party who did not submit the appeal will be provided a copy of the appeal, but they will not need to provide any response.
 - Appeals Involving Faculty: Appeals of findings against a faculty member will be decided by the President.
4. Non-Appealing Party's Response: If the appeal merits further review, the non-appealing party will receive a copy of the appeal and may respond within five (5) business days.
5. Reviewing the Appeal: The appellate decision-maker will review the appeal materials submitted by both parties. The appellate decision-maker may also choose to interview the investigator(s) and/or any other person who participated in the investigation and decision-making process but is not obligated to do so. Parties are encouraged to submit all information they believe the appellate decision-maker should consider in their written statements.
6. Reaching a Final Decision: The appellate decision-maker will make a final decision on the appeal.
 - The original decision may be upheld, reversed, or modified (which includes the possibility that different or additional sanctions may be imposed). Modification of sanctions can only place a greater burden on the *respondent* if the appeal was filed by the *complainant*; or
 - The case may be referred to the same or different investigator(s) for additional investigation and a new hearing.

7. Final Decision on Appeal: The College will send a written notice to both parties of the decision on appeal. No further appeal process is available.

11) POST-DECISION FOLLOW-UP

1. Monitoring: If, as a result of the *formal resolution process*, the allegations are *substantiated*, then the Office for Civil Rights and Title IX will periodically follow-up with both parties, as necessary—but at least through the applicable sanction period—to ensure that the prohibited conduct has ceased, no acts of retaliation have occurred, support is provided as needed, and to otherwise address any issue that may arise.
2. Continuing Effects: Even after a sanction is served, or when the allegations are *unsubstantiated*, a *complainant* may feel continuing effects. The College retains the discretion to address continuing effects by instituting reasonable *supportive measures*.

Definitions:

1. Accommodation: A reasonable *accommodation* is any modification or adjustment to a job, academic endeavor, or the work/school environment that will enable an *applicant, student, or employee* with a *disability* to equitably participate in the application process, in an educational program or activity, or to perform essential job functions. Reasonable *accommodation* also includes modifications or adjustments to assure that an individual with a *disability* has rights and privileges in education and employment equal to those of *employees* without disabilities. For a full definition of reasonable *accommodation*, please see the Americans with Disabilities Act, as recently amended, and Section 504 of the 1973 Rehabilitation Act.
2. Advisor of Choice: An individual, who may or may not be an attorney, whom the *complainant or respondent* selects to accompany them to any meetings or proceedings outlined in this policy. An *advisor of choice* may not serve as a witness in any *formal resolution process*, and parties involved in the same case may not serve as advisors to one another. The College will not otherwise restrict a party's right to an advisor of their choosing; however, the College does establish limitations on the role of an advisor, and a party is limited to being accompanied by only one advisor in any meeting or proceeding. The role of an advisor is to provide advice and support to the parties directly and may not actively participate in any formal or *informal resolution process*. Advisors may not make statements on behalf of the party they are supporting either verbally or in writing. Repeated attempts by an advisor to actively participate, disrupt, or delay a proceeding may result in the advisor being removed from the process and the party instructed to select a new *advisor of choice* before proceeding.

For all *formal resolution processes* that move to a live hearing, if a party does not have access to an advisor who is trained to conduct cross-examination or otherwise propose appropriate questions to be asked of witnesses, the College will provide such a trained advisor to the parties free of charge. In these situations, a party may also have a *support person* present at the live hearing. This *support person* is prohibited from participating in the hearing in any way, including proposing questions.

3. *Adverse Impact*: A substantially different rate of selection in admission, hiring, promotion, or other employment or academic decisions which works to the disadvantage of members of a protected class, even if the practice is perceived as neutral.
4. *Applicant*: Any person who has submitted an application for employment with the College for a position that has not been filled, or who has applied to become a *student* at the College and has not accepted or been denied admission.
5. *Appellate Decisionmaker*: The individual who will review and determine appeals for *formal resolution processes*. Appeals will be decided by the Dean of the College/Chief Operating Officer or the Executive Vice President/Chief of Staff. Appeals affecting a faculty member will be decided by the President.
6. *CC Community Member*: Any person who has a formal relationship with Colorado College. This includes all *applicants, students, employees, volunteers, third-party contractors*, or formally invited guests of the College.
7. *CC-Sponsored Event*: Any academic, educational, extracurricular, or athletic event or program sponsored by the College, regardless of whether that event occurred on or off campus. This also refers to any event sponsored or hosted by any student organization formally registered and recognized by the College.
8. *Complainant*: An individual who has reportedly been subjected to one or more incidents of discrimination, harassment, sexual harassment, or retaliation.
9. *Confidential Resource*: Colorado College offices or *employees* who are not required to disclose or *report* information to the Office for Civil Rights and Title In most cases, *confidential resources* will not testify in a criminal or civil proceeding about their communications with a party without the party's *consent*. However, there may be circumstances under which a *confidential resource* is required by law to break confidentiality, such as when there is an imminent risk of serious harm, or a party is under the age of 18.
10. *Consent*: For the purposes of this policy, the College defines *consent* as the clear, unambiguous, and voluntary agreement to engage in a specific sexual activity. *Consent* may be demonstrated through mutually understood words or actions. A

person who initiates sexual activity or moves an encounter from one sexual activity to another is responsible for obtaining the *consent* of the other before proceeding. *Consent* cannot be obtained through use of *force* or coercion or when a party is incapacitated, as defined below. When evaluating whether *consent* was present in any given circumstance, the College will look to whether a reasonable person who is unimpaired by alcohol or drugs would have been able to determine whether *consent* was present.

Consent is an affirmative process and silence, passivity, or lack of resistance does not constitute *consent*. For this reason, relying on non-verbal communication alone may not be sufficient to determine if *consent* is present in all circumstances.

- *Consent* may not be inferred from any existing or previous dating or sexual relationship. Even in the context of an ongoing romantic or marital relationship, mutual *consent* must be obtained every time sexual activity occurs. In cases involving existing or previous sexual relationships, the nature and manner of prior communications between the parties about consent within the context of the relationship may have a bearing on evaluating whether *consent* was present.
- *Consent* to engage in a particular sexual act at one point may not be used to establish the presence of consent for the same sexual act at a separate point in time.
- *Consent* to engage in a particular sexual act may not be used to establish the presence of consent for a different sexual act within the same sexual encounter.
- *Consent* can be withdrawn by any party at any time. When an individual wishes to withdraw consent for a previously agreed-to act, they must communicate through clear words or actions a decision to end the sexual activity. Once *consent* is withdrawn, the sexual activity must end immediately.
- Given the inherent power differential in the context of faculty-student, staff-student, or supervisor-supervisee relationships, the College prohibits all such consensual sexual activity. The only exception granted is for recently graduated employees and students when a romantic or sexual relationship pre-dates the employee's hire by the College. For more information, please review the College's [Student, Staff, and Faculty Consensual Relationship Policy](#).

11. **Coercion:** The use of an unreasonable amount of pressure designed to overcome the will of *Coercion* requires more than a simple effort to entice or attract another person into engaging in sexual activity; however, when a person communicates a clear decision to not engage in or stop sexual activity, continued pressure may become coercive. The use of explicit or implicit threats to cause academic, employment, reputational, or financial damage to another may also constitute *coercion*. It is not a defense that a party could not actually enact any threats, provided the other party reasonably believed them to be valid in the moment. In evaluating the presence of *coercion*, the College will look to (1) the frequency, intensity, and duration of the pressure; (2) the degree of isolation of the person being pressured; and (3) any actual or perceived power differentials between the parties in the moment and within the context of their respective roles within the College.

12. Designee – For the purpose of this policy, the Assistant Vice President for Civil Rights/Title IX Coordinator may authorize certain individuals to ensure compliance with the procedures outlined above or to make decisions on their behalf in accordance with this policy. In general, the AVP for Civil Rights/Title IX Coordinator will exclusively designate such responsibilities to either the Assistant Director for Civil Rights/Deputy Title IX Coordinator or the Assistant Athletics Director/Deputy Title IX Coordinator for Athletics. In rare circumstances where neither the Assistant Vice President for Civil Rights/Title IX Coordinator nor either Deputy Title IX Coordinator are capable of rendering an unbiased decision, such decisions may be designated to the Chief Operating Officer/Dean of the College or an external legal consultant appointed by the Board of Trustees.
13. Determination: A formal finding by the College whether there is sufficient evidence to substantiate the allegations presented in a *formal complaint*. The College will only issue a *determination* following a completed *formal resolution process*.
14. Disability: A person has a *disability* if they have a physical or mental condition that substantially limits a major life activity (such as walking, talking, seeing, hearing, learning, or operation of a major bodily function, such as brain, musculoskeletal, respiratory, circulatory, or endocrine function). A medical condition does not need to be long-term, permanent, or severe to be substantially If symptoms come and go, what matters is how limiting the symptoms are when they are active.
15. Disparate impact: An outcome of an *adverse impact*, occurring when a facially neutral policy or practice results in a disproportionate effect on a particular protected class.
16. Disparate treatment: Intentional and deliberate acts performed by an institutional representative that is discriminatory, unfair, prejudicial, or otherwise apply a different standard to someone because of their protected status.
17. Educational program or activity: An *educational program* or *activity* is any location, event, or circumstance over which the College exercises substantial control over both the *complainant* and *respondent* and the context in which unwanted behaviors This includes any building which the College owns as well as any building owned or controlled by any student organization officially recognized by the College.
18. Employee: An *employee* is anyone who is employed by the This includes faculty, staff, and student workers as well as temporary *employees* or *part-time employees*. Staff with teaching or research responsibilities will be considered as a faculty member when the complaint is related to teaching or research responsibilities.

19. External community member: A person, persons, or entity that has no employment, contractual, or educational ties to the College who is attending, supporting, or has been invited onto campus grounds for a specific purpose or activity and is expected to adhere to institutional expectations, protocols, and policy.
20. Force: Any use of, or threat to use, any physical violence to achieve the compliance of another. Examples of physical violence include pushing, hitting, punching, slapping, kicking, restraining, strangling, and brandishing or using any Threats of physical violence may be made implicitly or explicitly but must be of a nature that a reasonable person would be fearful of physical harm.
21. Formal complaint: A document signed and filed with the College by a *complainant* or signed by the AVP for Civil Rights/Title IX Coordinator or their *designee* on behalf of a *complainant*, requesting the implementation of a formal or *informal resolution process*.
22. Formal resolution process: A formal process implemented by the Office for Civil Rights and Title IX following the submission of a *formal complaint* which consists of an investigation and resolution through a live hearing, as described in the “*formal resolution process*” section of this policy. Formal resolution results in a *determination* by the College whether the allegations are *substantiated*. If an allegation is *substantiated* through the process, disciplinary action will be implemented by the College.
23. Good Faith: Statements or *reports* which are made with a sincere intention to be open, honest, and truthful are considered to be made in *good faith*. The College recognizes that statements are always influenced by the perspectives and biases of the individual making them; therefore, even statements found to be less credible will be assumed to be made in *good faith* absent evidence of an intent to deceive.
24. Incapacitation: A person who lacks the ability to make informed, deliberate choices about whether to engage in sexual activity is considered incapacitated for the purposes of evaluating the presence of *consent* under this policy. A person may be incapacitated due to mental or physical helplessness, sleep, unconsciousness, or lack of awareness that sexual activity was requested, suggested, or initiated. *Incapacitation* may result from the consumption of alcohol or other drugs or due to a temporary or permanent *disability*.
- When alcohol or other drugs are involved, *incapacitation* is more than drunkenness or intoxication and requires a level of impairment significant enough to prevent an individual from making informed and deliberate choices. In determining whether someone has become incapacitated due to the consumption of alcohol or other drugs, the College will look to common signs of *incapacitation* such as: the amount of alcohol or drugs consumed; slurred or

incomprehensible speech; instability standing or walking; combativeness or emotional volatility; vomiting; unconsciousness; or incontinence.

- Someone who is incapacitated may not be able to understand or reasonably respond to the following questions: Do you know where you are? Do you know how you got here? Do you know what is happening? Do you know who you are here with?
- The College urges caution when engaging in any type of sexual activity when one or both parties have engaged in alcohol or drug usage. The usage of alcohol or drugs may impair an individual's ability to determine whether *consent* is present. When there is any doubt about an individual's level of *incapacitation*, the safest thing to do is to refrain from engaging in sexual activity.
- Being impaired by alcohol or drugs is never a defense for a failure to obtain or properly evaluate the presence of *consent*.

25. *Informal Resolution Process*: An informal process implemented by the Office for Civil Rights and Title IX following the submission of a *formal complaint*, which may be pursued if the involved parties are interested and agree to participate. The *informal resolution process* is voluntary and may be stopped at any time by any involved party. The *informal resolution process* will never result in a *determination* by the College whether the allegations are *substantiated*, and any outcomes must be agreed to by both parties in writing. In circumstances where the AVP for Civil Rights/Title IX Coordinator or their *designee* determines that an informal resolution would be insufficient to end or prevent further harm, the College may deny the parties' request for an informal resolution and require a *formal resolution process* be pursued.

26. *Mandatory Reporters*: All *employees* of the College, including *student employees*, except for *confidential resources*, as defined above, are *mandatory reporters*. Being a *mandatory reporter* means that when *employees* become aware of or observe incidents of discrimination, harassment, or sexual harassment impacting any CC Community Member, they are required to share that information with the Office for Civil Rights and Title IX. Examples of *Mandatory Reporters* include but are not limited to faculty, extracurricular advisors, coaches, full or part-time staff, paraprofessionals, RAs, and Campus Safety Officers. Contractors, third-party vendors, and volunteers of the College are also encouraged to comply with reporting obligations.

27. *Preponderance of the Evidence*: The standard of evidence necessary to substantiate an allegation in the formal resolution. This requires that the college show that it is more likely than not, or more than a 50% likelihood, that the alleged behavior occurred and violated this policy.

28. *Privacy*: An ethical duty and obligation to refrain from sharing sensitive, restricted, or unnecessary information (written, verbal, or otherwise) with parties that do not have

a valid or justifiable reason, per the discretion of the Office of Civil Rights, to have access to such information pertaining to any stage of the Civil Rights procedural protocol, except with the express *consent* of the other party or to the extent permissible by law.

29. *Protected classes*: Individual characteristics and aspects of an individual's identity that are protected by CC policy and/or various federal, state, and local laws. The College also recognizes that the overlap and intersection of identities can result in individuals within the same protected class experiencing situations differently; therefore, the College recognizes that individuals can experience discrimination and harassment based on the intersectionality of their identities. The list of *protected classes* covered under this policy includes: race, creed, color, caste, religion, national origin, ancestry, sex (including pregnancy, gender identity or gender expression, perceived gender, sexual preference, and sexual orientation), marital status, *disability*, veteran status, age, genetic information, or any other applicable status protected by federal, state, or local law.
30. *Relevant evidence*: Evidence which is determined by a reasonable person to demonstrate that a fact is more or less likely to be true, and/or that the fact is useful in determining whether an alleged violation of this policy occurred. *Determinations* of relevance are made by the investigator; however, parties may appeal a *determination* that a piece of evidence is irrelevant to the AVP for Civil Rights/Title IX Coordinator or their *designee*, who has the final say in the matter.
31. *Relevant witnesses*: Witnesses must be able to share specific factual information directly related to the allegations or will be dismissed from the investigation due to a lack of relevance. Witnesses who are presented to exclusively speak in support of one party's character or to discredit the character of the other party will not be interviewed or allowed to participate in the live hearing. Outcry witnesses, or individuals with whom a party has shared information about an alleged incident between the time of the alleged incident and the initiation of an investigation, are considered relevant for the purposes of establishing credibility.
32. *Report*: An initial communication (verbal, written, electronic, or otherwise) that alerts the Office of Civil Rights and Title IX to a perceived incident of prohibited behavior or institutional inequity.
33. *Respondent*: The person reported to have engaged in an act(s) that may constitute a violation of this Policy.
34. *Student*: Any person who has accepted an offer of admission to Colorado College, and/or who is taking courses at the College, either full-time or part-time. Individuals who have taken a leave of absence or are otherwise not enrolled in courses but have

not formally withdrawn from the College after being enrolled at a previous point are also considered *students*.

35. *Substantiated/Unsubstantiated*: When a hearing panel determines that a *preponderance of the evidence* exists to find that an alleged violation of this policy occurred the allegation is deemed to be *substantiated*. When a hearing panel determines that the College has not satisfied the *preponderance of the evidence* standard with respect to an alleged violation, then the allegation is deemed to be *unsubstantiated*. A *determination* that an allegation is *unsubstantiated* is not a *determination* that an alleged behavior did not occur but is a finding that insufficient evidence was presented to draw such a conclusion.
36. *Sufficiency Review*: A final review of an investigation report undertaken by the AVP for Civil Rights/Title IX Coordinator or their *designee* to ensure the *report* was completed in a manner consistent with the requirements outlined in this policy and any applicable laws.
37. *Supportive Measures*: *Supportive measures* are non-disciplinary remedies or resources necessary and appropriate to prevent further discrimination, harassment, sexual misconduct, and retaliation and/or to protect an individual's safety, physical and mental well-being, and rights. The College may offer *supportive measures* to all participants involved in any process outlined in this Individuals are encouraged to work with the Office for Civil Rights and Title IX and/or the Campus Advocate to determine what *supportive measures* are appropriate for their circumstances; however, the College has sole discretion on whether and what type of *supportive measures* to implement.
38. *Support person*: An individual whom the *complainant* or *respondent* selects to accompany them to any meetings or proceedings outlined in this policy for emotional or mental health. *Support persons* may accompany parties in addition to an *Advisor of Choice*, but their participation is limited even more than an *Advisor of Choice* in that they may take no part in any part of the process at all.
39. *Third-Party Contractor*: An individual or entity that is employed by an organization other than Colorado College but doing work on behalf of the College. Examples of *third-party contractors* include Sodexo cleaning staff, Bon Appetit food service staff, and construction workers working on CC campus projects.
40. *Threat Assessment Team*: A *threat assessment team* is a panel convened at the start of a *formal resolution process* to determine whether interim action is necessary pending the outcome of the process to protect the safety and well-being of the individuals involved and/or the campus community. Such action includes placing an *employee* on administrative leave or issuing an interim suspension. The *threat assessment team* will utilize the details contained in the *formal complaint* as well as

a response provided by the *respondent* to determine what, if any, interim action is necessary. The *threat assessment team* will be made up of representatives from the following offices:

- The Office for Civil Rights and Title IX
- The Counseling Center
- Campus Safety
- Depending on whether the *respondent* is a *student*, faculty, or staff member, the final member will be from either:
 - The Dean of Students' Office
 - The Dean of Faculty's Office
 - Human Resources

41. ***Volunteer:*** An individual or entity that has no employment, contractual, or educational ties to the institution who is donating their time to the college or another organization taking place on college grounds that is expected to adhere to institutional expectations, protocols, and policy.

The Office for Civil Rights and Title IX Sexual Harassment Grievance Procedures

Scope:

All financial and administrative policies involving community members across campus, including volunteers, are within the scope of this policy. If there is a variance between departmental expectations and the common approach described through college policy, the college will look to the campus community, including volunteers, to support the spirit and the objectives of college policy. Unless specifically mentioned in a college policy, the college's Board of Trustees is governed by its Bylaws.

I. Introduction

These Title IX Sexual Harassment Grievance Procedures conform to legal requirements under Title IX of the Education Amendments of 1972 ("Title IX"), a civil rights law that prohibits sex discrimination by recipients of federal financial assistance, like Colorado College, and the U.S. Department of Education's regulations for Title IX. These grievance procedures further Colorado College's commitment to providing an environment free from Title IX Sexual Harassment. The College regularly reviews and updates the following procedures to ensure consistency with the federal Title IX regulations and agency guidance.

Sexual misconduct that constitutes Title IX Sexual Harassment is illegal and violates the College's Nondiscrimination and Anti-Harassment Policy and Procedures. It is also contrary to the standards of our community. Sexual harassment can be devastating to the

person who experiences it directly, and it can adversely impact family, friends, and the larger community. Individuals who believe they have experienced any form of sexual misconduct are encouraged to report the incident and to seek medical care (as appropriate) and support as soon as possible.

The grievance procedures outlined herein only apply to sexual misconduct that constitutes Title IX Sexual Harassment, as defined below, that takes place in an educational program or activity of the College against a person in the United States. An educational program or activity, also defined below, includes (1) locations, events, or circumstances over which the College exercised substantial control over both the Title IX Respondent and the context in which Title IX Sexual Harassment occurs, and (2) any building owned or controlled by a student organization that is officially recognized by the College.

Any terms not defined in these grievance procedures are defined in the Nondiscrimination and Anti-Harassment Policy and Procedures.

Matters that do not fall under Title IX (as described in these grievance procedures) are not within the scope of these grievance procedures but may still constitute misconduct that is incompatible with the College's standards and may be addressed at the discretion of the College through other applicable College policies and procedures, including but not limited to the Nondiscrimination and Anti-Harassment Policy and Procedures.

The contents of these grievance procedures do not create a contract between any individual and the College. These grievance procedures are subject to change from time to time at the sole discretion of the College, and updated information and changes may be distributed from time to time.

II. Definitions

A. The following terms apply to the Title IX Sexual Harassment Grievance Procedures. These definitions should be read in concert with the defined terms in the Nondiscrimination and Anti-Harassment Policy and Procedures.

- 1. Actual knowledge** means notice of alleged Title IX Sexual Harassment to the College's Title IX Coordinator or Deputy Title IX Coordinator or to any "official with authority" identified in Section A.2. below, who can institute corrective measures on behalf of the College. "Notice" as used in this paragraph includes, but is not limited to, a report of sexual harassment to the Title IX Coordinator or Deputy Title IX Coordinator. Actual knowledge is not satisfied when the only official with authority with notice of allegations of Title IX Sexual Harassment is the complainant or respondent.
- 2. Advisor of choice** means a support person who may or may not be an attorney or affiliated with the College but whom the complainant or respondent selects

to accompany them to any meetings or proceedings during the investigation and grievance procedures.

3. **Complainant** means an individual who is alleged to be the target of conduct that could constitute Title IX Sexual Harassment.
4. **Consent** means each person involved in sexual activity has given knowing, willing, free, and clear permission to engage in the sexual activity or contact. The College requires consent, as defined in Section III.C.3 of the Nondiscrimination and Anti-Harassment Policy and Procedures, for all sexual contact and activity.
5. **Decisionmaker** means an individual responsible for reaching a determination regarding responsibility in a formal complaint. The appellate decisionmaker means an individual responsible for reviewing an appeal of a decision to dismiss or a determination regarding responsibility. Neither the decisionmaker nor the appellate decisionmaker can be the Title IX Coordinator or the investigator(s) assigned to the same formal complaint.
6. **Education program or activity** means locations, events, or circumstances over which the College exercises substantial control over both the complainant and respondent and the context in which the Title IX Sexual Harassment occurs, such as but not limited to, any building owned or controlled by a student organization that is officially recognized by the College.
7. **Formal complaint** means a document signed and filed with the College by a complainant or signed by the Title IX Coordinator on behalf of the complainant, alleging Title IX Sexual Harassment against a respondent and requesting that the College investigate the allegations of Title IX Sexual Harassment. For more information about the formal complaint, see “Filing a Formal Complaint,” Section IV of this Policy.
8. **Investigator** means an individual who investigates a formal complaint. The investigator may also be the Title IX Coordinator or Deputy Title IX Coordinator but cannot be the decisionmaker.
9. **Respondent** means an individual who has been reported to be the perpetrator of conduct that could constitute sex-based discrimination or Title IX Sexual Harassment.
10. **Supportive measures** mean non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or respondent before or after a formal complaint or where no formal complaint has been filed. For more information about supportive measures, see “Response to Reports of Sexual Harassment,” Section III of this Policy.
11. **Title IX Coordinator and Deputy Title IX Coordinator** mean the persons who oversee the College’s response to discrimination, harassment, and retaliation reports and complaints, and other duties and responsibilities as required by law. The Title IX Coordinator and Deputy Title IX Coordinator and their contact information are:

Title IX Coordinator

AVP for Civil Rights and Title IX Coordinator

Phone: (719) 389-6881

Email: djensen2023@coloradocollege.edu

Office: 214 E. Dale St. Unit 210

Deputy Title IX Coordinator

Assistant Director for Civil Rights and Deputy Title IX

Coordinator

Phone: (719) 389-6886

Email: jsringhausen@coloradocollege.edu

Office: 214 E. Dale St. Unit 210

12. Title IX Sexual Harassment means conduct on the basis of sex that occurs in the United States within the educational program or activity of the College, which falls under the jurisdiction of Title IX of the Education Amendments of 1972 because it satisfies one or more of the following:

- An employee of the College conditions the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct;
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College's education program or activity; or
- Constitutes "Sexual assault," "dating violence," "domestic violence," or "stalking" as defined in the Nondiscrimination and Anti-harassment Policy and Procedures.

Title IX Sexual Harassment will be remedied under the grievance procedures described below, which is compliant with the Title IX regulations.

III. Response to Reports of Title IX Sexual Harassment**A. Actual Knowledge**

1. **Initiation of the Process:** If the College has actual knowledge, as defined herein, of Title IX Sexual Harassment that occurs in the College's education programs or activities against a person in the United States, the College's Title IX Coordinator or Deputy Title IX Coordinator will promptly contact the complainant to discuss the availability of supportive measures and to explain the process for filing a formal complaint if one has not yet been filed.

2. **Official with Authority:** The College has actual knowledge of a violation of law and/or policy when the Title IX Coordinator or Deputy Title IX Coordinator or “**official with authority**” has notice of Title IX Sexual Harassment or allegations of Title IX Sexual Harassment. An official with authority is an employee of the College who has authority to take action to redress the alleged sexual harassment or who has a duty to report sexual harassment to appropriate officials. **The mere ability or obligation to report sexual harassment or to inform a student about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the College.**
 - a. The following individuals are designated officials with authority:
 - Vice President for Student Life / Dean of Students;
 - Dean of the Faculty; and
 - Senior Vice President of Finance and Administration.
 - b. Officials with authority shall ensure that the complainant understands: (1) the official with authority’s reporting obligation; and (2) the confidential and supportive resources available to the complainant.

B. Supportive Measures

1. **Types:** The Title IX Coordinator, in partnership with other departments of the College, is responsible for coordinating the effective implementation of supportive measures to students and employees who are impacted by sexual misconduct that may constitute Title IX Sexual Harassment. These supportive measures are intended to restore or preserve equal access to the education program or activities for the complainant without unreasonably burdening the respondent and should also be targeted at protecting the safety of all parties or the College’s community while deterring further sexual misconduct. Supportive measures may include, but are not limited to:
 - a. counseling;
 - b. extensions of deadlines or other course-related adjustments, as deemed feasible and appropriate by faculty;
 - c. modifications of work or class schedules;
 - d. excused absences;
 - e. campus escort services;
 - f. mutual restrictions on contact between the parties;
 - g. changes in work or housing locations;
 - h. leaves of absence; and
 - i. increased security and monitoring of certain areas of the campus, and other similar measures.
2. **Discretion to Implement:** The College will prioritize requests from parties as to appropriate supportive measures, but the final decision whether to implement measures and, if so, what type, is within the sole discretion of the College. In

some cases, supportive measures, such as work or housing re-assignments, may not be made until a threat assessment team has conducted an individualized safety and risk assessment and, in coordination with the Title IX Coordinator or Deputy Title IX Coordinator, has determined an immediate threat requires such modifications. See Section III.C. below for more information on the emergency removal process.

3. **Monitoring:** During the investigative process and resolution proceedings, the College may, in its discretion, reassess and modify supportive measures previously implemented for either party.
4. **Confidentiality:** Any supportive measures provided to the complainant or respondent will remain confidential to the extent that maintaining such confidentiality would not impair the ability of the College to provide supportive measures.

C. Emergency Removal

1. **Purpose:** The College can fully or partially remove a respondent from the College's education programs or activities on an emergency basis when an individualized safety and risk assessment has determined that the respondent poses an immediate threat to the physical health or safety of one or more individuals arising from the allegations of Title IX Sexual Harassment.
 - a. A respondent may be removed on an emergency basis at any time there is an emergency situation arising from the alleged conduct that could constitute Title IX Sexual Harassment, regardless of whether these grievance procedures are underway.
 - b. The College may conduct interim assessments of whether the immediate threat to physical health or safety of a student or another individual remains unchanged or whether it has dissipated justifying the respondent's full or partial return to the education program or employment activities.
 - c. An emergency removal is not a determination of responsibility or a sanction. The emergency removal process allows the College to address emergency situations subject to the respondent's right to receive notice and the opportunity to challenge such removal action.

2. Removal Process

a. Step One: Conduct an individualized safety and risk assessment

Based on the circumstances and the urgent need or demand posed by the risk of harm, the College may decide to convene a multidisciplinary threat assessment team to oversee and review the assessment. All personnel involved in the threat assessment procedures will be impartial and capable of making a determination free of bias and conflict. The respondent will be given 24 hours' advance notice of the scheduling of the threat assessment. The respondent may attend the threat assessment to participate in the

process and challenge the allegations that the student poses an immediate threat to the subject of an alleged violation or others. The respondent may be accompanied by an advisor of their choice. The College may decide to allow the complainant (or any other relevant party) and their advisor of choice to participate in the meeting. A decision on removal will be issued in writing by the Title IX Coordinator or Deputy Title IX Coordinator to both parties.

b. Step Two: Assess the immediate threat

- i. The individualized safety and risk assessment must determine whether the respondent poses an “immediate threat” based on the specific circumstances arising from the allegations of sexual harassment that justifies an emergency removal. The College may review any and all factors it deems relevant and give appropriate weight and significance to each factor in its discretion, including but not limited to, the subjective fear of any individual whose physical health or safety has been threatened as compared to an objective reasonable person standard; the respondent’s propensity, opportunity and ability to effectuate an identified or potential threat; and the respondent’s behavioral history.
- ii. The determination of an immediate threat may not be justified by only a person’s mental or emotional health or safety. In such circumstances, the College may focus responsive action on appropriate supportive measures that ensure the individual’s equal access to education programs or activities.
- iii. If the respondent’s actions that pose a threat are unrelated to the allegations of sexual harassment, then the College may address the conduct through disciplinary processes outlined in other applicable conduct policies.

c. Step Three: Evaluate applicable disability laws

Consideration will be given to applicable disability laws prior to removing a respondent who identifies as having a disability.

3. **Administrative Leave:** Notwithstanding the emergency removal procedures set forth in this Section III, a non-student employee may be placed on administrative leave during the pendency of the Title IX Sexual Harassment Grievance Procedures at the College’s discretion.

IV. Filing A Formal Complaint

A. Who can File a Complaint?

1. **Formal Complaint Filed by Complainant:** A complainant may file a formal complaint with the Title IX Coordinator, requesting the College to investigate and adjudicate a report of Title IX Sexual Harassment. A formal complaint requires a physical or digital signature by the complainant, or an indication that the complainant is the person filing the formal complaint. At the time of filing a formal complaint, the complainant must be participating in or attempting to participate in the College's education programs or activities.
2. **Formal Complaint Filed by Title IX Coordinator on Complainant's Behalf:** If the complainant chooses not to file a formal complaint, the College may still initiate the grievance procedures if the Title IX Coordinator signs the formal complaint. The Title IX Coordinator will only sign a formal complaint after considering the complainant's wishes and evaluating whether an investigation is clearly unreasonable in light of the specific circumstances. Where the Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not a complainant or otherwise a party. The complaint is brought in the interest of the College community on behalf of the complainant.

B. Time Limit to File a Formal Complaint

There is no time limit for filing a formal complaint of Title IX Sexual Harassment. However, complainants should report their allegations as soon as they are able so as to maximize the College's ability to respond promptly and effectively. Delayed reporting often results in, among other things, the loss of relevant evidence and faded and unreliable memories. It also impairs the College's ability to summon witnesses, assess evidence, and, if appropriate, adjudicate claims and impose sanctions and other remedies.

C. Consolidating Formal Complaints

The College may consolidate formal complaints where the allegations of Title IX Sexual Harassment arise out of the same facts or circumstances.

D. Bifurcating Allegations in Formal Complaints

To the extent a formal complaint alleging Title IX Sexual Harassment contains allegations of discrimination or harassment that are not protected by Title IX, then the College reserves the right to bifurcate the allegations and resolve the Title IX Sexual Harassment allegations in accordance with these grievance procedures and process the remaining allegations in accordance with the Nondiscrimination and Anti-Harassment Policy and Procedures or other applicable College conduct policies. Notwithstanding the foregoing, the investigators selected in a Title IX Sexual Harassment Grievance Procedure may investigate all allegations concurrently so long as the investigative report applies the appropriate process, definitions, and standards for collecting and evaluating evidence for each type of alleged discrimination or harassment.

E. Dismissal of a Formal Complaint

1. **Mandatory Dismissal:** The Title IX Coordinator will dismiss a formal complaint or any allegations therein from the Title IX Sexual Harassment Grievance Procedures if at any time during the investigation or hearing it is determined that the conduct alleged in the formal complaint:
 - a. does not meet the definition of Title IX Sexual Harassment;
 - b. did not occur in the College's education program or activity;
 - c. did not occur against a person in the United States; or
 - d. if, at the time of filing a formal complaint, the complainant is not participating in or attempting to participate in the College's education program or activity.
2. **Discretionary Dismissal:** The Title IX Coordinator may dismiss a formal complaint or any allegations therein if, at any time during the investigation or hearing, it is determined that:
 - a. the complainant notifies the Title IX Coordinator in writing that the complainant wishes to withdraw the formal complaint or any allegations therein;
 - b. the respondent is no longer enrolled or employed by the College; or
 - c. specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the allegations of the formal complaint.
3. **Notice of Dismissal and Right to Appeal:** Upon dismissal of a formal complaint or any allegations therein, the Title IX Coordinator will promptly send written notice to the parties, stating the reasons for the dismissal. Both parties have a right to appeal the dismissal decision in accordance with the procedures specified in the "Appeal Process," Section VII of these procedures.
4. **Finality:** The determination regarding a dismissal of a formal complaint becomes final either on the date that the parties are provided with the written determination of the result of an appeal, if filed, or, if an appeal is not filed, the date on which an appeal would no longer be considered timely. Once a dismissal is final, a complainant cannot file a formal complaint under the Title IX Grievance Procedures concerning the same alleged conduct.
5. **Other Process and Remedies:** When a formal complaint is dismissed as provided herein, such dismissal does not preclude the reporting party or the College from proceeding with another complaint procedure or remedies granted by other College policies or federal, state, or local law. Moreover, such dismissal does not preclude the College from offering supportive measures or from addressing the allegations in any manner the College deems appropriate.

V. Notice of Allegations

- A. **Notice Prior to Initial Interview:** Within seven (7) days of receiving a formal complaint, the Title IX Coordinator will provide a written notice of the allegations to

both parties. The parties will have at least three (3) days from the day the written notice is sent to prepare for an initial interview.

- B. Duty to Supplement:** If the College, at any time during the investigation, starts to investigate allegations that are materially beyond the written notice, the College will provide a supplemental written notice describing the additional allegations to be investigated.
- C. Options for Resolving a Formal Complaint:** There are generally two ways to resolve the allegations of a formal complaint:
 - 1. Formal Grievance Process:** The formal grievance process involves a full investigation and adjudication as described in “Title IX Formal Grievance Process,” Section VI of these procedures.
 - 2. Informal Resolution Process:** At the College’s discretion, the parties may also be offered the opportunity to participate in an informal resolution process as opposed to the more formal grievance process. The informal resolution process does not involve a full investigation. Participation in the process is voluntary. For more information on the informal resolution process, see “Informal Resolution Process,” Section VIII of these procedures.

VI. Title IX Formal Grievance Process

The filing of a formal complaint initiates the formal grievance process provided in these procedures unless the parties are eligible and willing to participate in an informal resolution process. The College’s formal grievance process treats complainants and respondents equitably by: offering both parties equal notice and opportunity to review and respond to the evidence collected; providing remedies to a complainant when a respondent is found responsible; and following a grievance process that complies with Title IX before imposing any disciplinary sanctions or other actions that are not supportive measures against a respondent. As part of this process, a respondent is presumed not to have violated the Nondiscrimination and Anti-Harassment Policy and Procedures, and a determination regarding responsibility is made only at the conclusion of the formal grievance process.

A. Timeframe

- 1. General timeframe:** The College is committed to providing a prompt, impartial, and thorough investigation and resolution that is consistent with the Title IX regulations. The complainant and respondent will be kept apprised of the investigation’s status and anticipated timeframes. The formal grievance process, in most cases, will take between 60 to 90 days to complete.
- 2. Delay or extension for good cause:** The College may delay or extend timeframes for good cause. Good cause may include, but is not limited to, the absence of a party, a party’s advisor, or a witness; concurrent law enforcement activity; the need for language assistance or accommodation of disabilities;

challenges in gaining access to evidence; or campus closures for holidays or vacations. If the formal grievance process must be delayed or extended, the Title IX Coordinator will provide the complainant and respondent with written notice.

B. Right to an Advisor of Choice

Each party is entitled to an advisor of their choice, who may be an attorney, to provide support, guidance, and advice during the process. The participation of advisors of choice is limited as outlined in the Nondiscrimination and Anti-Harassment Policy and Procedures. The College will not limit the choice or presence of an advisor in any meeting or resolution proceeding; however, the College may establish expectations of advisors related to their participation in proceedings, which will apply equally to both parties. If an advisor fails to adhere to such expectations, they may be subject to consequences, including removal from any current meeting or any future meeting or proceeding. A list of qualified advisors is available with the Title IX Coordinator and Deputy Title IX Coordinator.

A party is encouraged to retain through the duration of the process their advisor of choice selected at the outset of a matter. Once an advisor of choice is selected, absent good cause shown, the party will not be permitted to change their selection. However, at the request of a party and/or in the opinion of the Title IX Coordinator, if the advisor selected by a party at the outset of a matter is not qualified to conduct cross-examination at a live hearing, then the party may designate an alternate advisor or the College may appoint a second advisor solely for the purpose of conducting cross examination. A party is otherwise restricted to only having one advisor present at the live hearing. This prohibition does not mean that a party cannot also have a support person present at the live hearing but such support person is prohibited from participating in the hearing, such as conducting cross examination.

C. Investigation Procedures

All Title IX investigations will be conducted in a prompt, thorough, fair, and impartial manner. The investigative process will generally include: (1) interviewing the complainant, the respondent, and witnesses; (2) collecting evidence and objectively evaluating whether the evidence is relevant; and (3) preparing an investigative report that fairly summarizes relevant evidence.

1. Interviewing Parties and Witnesses

The College will provide written notice to parties and witnesses before the investigators conduct an interview. At the interview, or any other meeting or related proceeding, the complainant or respondent may be accompanied by their advisor. The advisor may not participate in the

meeting beyond providing advice and support to the party. The investigators will attempt to contact and interview any witness identified by the complainant or respondent that the investigators deems relevant to the resolution of the complaint. Witnesses offered solely for the purpose of supporting or criticizing a person's character or reputation may not be interviewed unless the testimony is relevant to the allegations at issue in the complaint. The College may conduct follow-up interviews with parties and witnesses, as necessary.

2. Collecting Evidence

- a. The College bears the burden of gathering evidence relevant to the resolution of the complaint.** The College is responsible for gathering evidence sufficient to reach a determination. The parties will have an equal opportunity to: present witnesses, present inculpatory or exculpatory evidence, inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint or any other allegations raised during the course of the investigation; provided, however, that the College has provided the parties with notice of the additional allegations under investigation.
- b. The College will not collect medical records.** Unless the College obtains a party's voluntary, written consent, the College will not access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party.
- c. The College will not collect privileged information.** The College also will not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

3. Preparing the Investigative Report

- a. Review by the Parties.** After completing the investigation, the investigators will draft an investigative report and send the draft in an electronic format to the parties along with the evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint, including the evidence upon which the decisionmaker does not intend to rely in reaching a determination regarding responsibility. The parties will have ten (10) days to review the draft investigative report and to submit a written response, providing additional input for the investigators to

consider, which revisions or supplemental material the investigators may include in the report at the investigators' discretion. Failure to timely respond within this ten- (10-) day period will be deemed a waiver of the right to respond. Before finalizing the report, the investigators can meet with the parties to ask additional questions about the evidence presented by either party in response to the investigative report or to clarify the process for the parties or to follow up with other witnesses or new information. The investigators will then finalize the investigative report, fairly summarizing all relevant evidence. The investigators are ultimately responsible for determining what evidence is relevant.

- b. Submission to Decisionmaker.** The investigators will submit the final investigative report and all relevant evidence to the decisionmaker for their review at least ten (10) days before the live hearing. The parties will also receive copies of the final investigative report and all evidence. The parties shall be permitted to submit a written response to the decisionmaker and may refer to the evidence during the hearing.

4. Prohibition on Knowingly Making False Statements

Members of the College community are expected to provide truthful information in any report, meeting or proceeding under this Policy or the applicable College policies and standards. Providing or submitting false or misleading information in bad faith is prohibited and such conduct may be disciplined under the relevant College standards and policies. Reports made or information provided in good faith, even if the facts are later unsubstantiated, will not be subject to disciplinary consequences.

D. Live Hearing

- 1. Scheduling:** Upon receipt of the investigative report and relevant evidence, the decisionmaker, who is responsible for conducting the live hearing, will coordinate with the Title IX Coordinator or Deputy Title IX Coordinator and schedule a live hearing at which both parties and their advisors of choice are encouraged to attend. Live hearings will not be rescheduled due to conflicts with a party's or advisor's schedule; therefore, parties are recommended to select an advisor who is available to attend the scheduled live hearing. At the request of either party, the College will provide for a live hearing to occur with the parties located in separate rooms with technology enabling the decisionmaker and parties to simultaneously see and hear the party or the witness answering questions. The College will create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review.

2. **Pre-hearing Meeting:** The decisionmaker may conduct pre-hearing meetings with each party and their advisors for the purpose of reviewing hearing procedures, reviewing witness lists, resolving evidentiary questions, and considering any other pre-hearing matters.
3. **Advisor:** If a party is not accompanied by an advisor at the live hearing, the College will provide, without fee or charge, to that party an advisor of the College's choice to conduct cross-examination on behalf of that party.
4. **Questioning of Parties and Witnesses**
 - a. The decisionmaker will facilitate the exchange of questions between parties and witnesses and may itself ask questions of the parties and witnesses. At the live hearing, the parties shall not be permitted to ask questions of each other or witnesses. Instead, each party's advisor may ask the other party and any witnesses relevant questions and follow-up questions, including questions challenging credibility. The questions must be asked directly, orally, and in real time by the party's advisor of choice and never by a party personally.
 - b. Before a complainant, respondent, or witness answers a question, the decisionmaker will first determine whether the question is relevant. If the decisionmaker determines that cross-examination questions or evidence are not relevant, then the decisionmaker may exclude such questions or evidence. For example, **questions and evidence about the complainant's sexual predisposition or sexual behavior are not relevant**, unless such questions and evidence are offered to prove (1) that someone other than the respondent committed the conduct alleged by the complainant, or (2) if the questions and evidence concern specific incidents between the complainant and respondent and are offered to prove consent. The decisionmaker will explain any decision to exclude a question as irrelevant.
5. **Determining Responsibility**
 - a. **The decisionmaker will evaluate relevant evidence.** The decisionmaker will objectively evaluate all evidence and determine what is relevant. They will not make credibility determinations based only on a person's status as a complainant, respondent, or witness.
 - b. **The decisionmaker will apply the preponderance of the evidence standard.** The decisionmaker will determine whether a party is responsible for the conduct alleged in the formal complaint. The standard of proof used to determine whether a violation of Policy has occurred is a "preponderance of the evidence" meaning that the evidence shows that it is more likely than not, or more than a 50% likelihood, that the individual is responsible for the violation.
 - c. **The decisionmaker will issue a written determination.** The decisionmaker will issue a written determination simultaneously to both parties within ten (10) days after reviewing the investigative report. If the respondent is found responsible, they may be subject to a range of

disciplinary sanctions, up to and including dismissal, and the complainant may receive remedies that are designed to restore or preserve equal access to the College's education program or activity. Title IX Coordinator is responsible for implementing these measures.

- d. **The decisionmaker may consult on sanctioning.** The decisionmaker may consult with the College's sanctioning authority for students, staff or faculty, as necessary, before issuing sanctions as part of a final determination of responsibility.
- e. **Decisionmaker assignments.** In its sole discretion, the College may engage an individual outside the College to serve as a decisionmaker, or the College will appoint as decisionmaker the Vice President for Student Life/Dean of Students to cases involving student respondents, the Vice President for People and Workplace Culture to cases involving staff respondents, and the Dean of the Faculty to cases involving faculty respondents.

E. Sanctions and Remedial Measures

1. **Sanctions:** The decisionmaker will make a determination as to whether to impose or recommend sanctions on a student, group of students, staff member or faculty who are found responsible for a violation of College policy under these procedures. Any sanctions on respondents who are students or staff will be implemented by the decisionmaker. If the respondent is a faculty member and the decisionmaker is not the Dean of the Faculty, then any considerations of sanctions of a faculty member will be reviewed with the Dean of the Faculty prior to issuance of the final determination. If the decisionmaker recommends dismissal for a tenured faculty member, then such recommendation will be presented by the Dean of the Faculty to the Board of Trustees for review in accordance with the College's Faculty Handbook. If a recommendation for dismissal is not upheld by the Board of Trustees, then the Dean of the Faculty will recommend modifications to any contemplated sanctions.
 - a. Examples of possible sanctions are outlined in Section VI.B.5 of the Nondiscrimination and Anti-Harassment Policy and Procedures.
 - b. Except as otherwise provided herein, when determining appropriate sanctions, the decisionmaker may consider a variety of factors outlined in the **Nondiscrimination and Anti-Harassment Policy and Procedures**.
2. **Remedial Measures:** The College will take any remedial measures that are necessary to remedy the effects of any discrimination, harassment, sexual misconduct, or retaliation, including cases where a respondent is a visitor or other third party, over whom the College has limited, if any, authority.
3. **Pattern of Inappropriate Behavior:** The College reserves the right to further discipline individuals who have demonstrated a pattern of inappropriate behavior that violates the College's policies or community standards, regardless of whether some conduct is prohibited by Title IX. A pattern of behavior is defined as two or more instances determined to violate College

policy regardless of whether the behavior is similar or close in duration. When appropriate, the College will further discipline these individuals (up to and including dismissal or termination) in accordance with other College policies.

VII. Appeal Process

A. Grounds for Appeal

1. Either party may submit an appeal of the College's dismissal of a formal complaint or any allegations therein or the decisionmaker's determination regarding responsibility. The parties may only appeal such determinations on the following bases:
 - a. A procedural irregularity affected the outcome of the matter;
 - b. New evidence was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; or
 - c. The Title IX Coordinator, investigator, or decisionmaker 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.
2. The College will not accept any appeal that is not properly or timely filed and will provide both parties notice of such dismissal. The College will notify the other party in writing when an appeal is filed.

B. Appeal Procedure

1. Submitting an Appeal

- a. **Appealing the decision to dismiss:** If either party wishes to appeal the Title IX Coordinator's decision to dismiss the formal complaint or any allegations therein from these Title IX procedures, then the party must submit an appeal in writing on a form provided by the College within seven (7) days of the Title IX Coordinator's written decision, outlining the justification for full or partial dismissal of the formal complaint. The appeal will be submitted to the President and will be reviewed by a member of the President's Office. Each party is limited to submitting one appeal of a dismissal decision per case.
- b. **Appealing the determination regarding responsibility:** If either party wishes to appeal the decisionmaker's finding of responsibility or non-responsibility, then the party must submit an appeal in writing on a form provided by the College to the Title IX Coordinator **within seven (7) days of**

the decisionmaker's written decision. The appeal will be reviewed by the Vice President of Student Life/Dean of Students for cases involving staff respondents, the Vice President for People and Workplace Culture for student respondents, and a member of the President's Office for faculty respondents. Each party is limited to submitting one appeal of the determination regarding responsibility per case.

- c. Suspension of Sanctions:** Sanctions will be suspended pending the outcome of the appeal. All sanctions will take effect upon the expiration of the deadline for appeal or the issuance of the final decision by the appellate decisionmaker.

- 2. Dismissing Groundless Appeals:** The appellate decisionmaker may, after reviewing the appeal, deny the appeal without further process if the appeal is groundless—i.e., the appeal is not based on the grounds specified above. In such a case, both parties will be notified of the decision, and the party who did not submit the appeal will be provided a copy of the appeal, but they will not need to provide any response.
- 3. Responding to the Appeal:** If an appeal is not denied without further process, then both parties will have an equal opportunity to submit a written statement in support of, or challenging, the outcome in response to the appeal filed by the other party. Each party will receive a copy of the other party's appeal and must respond to the appeal within the designated time period, which shall be equivalent for both parties.

C. Reaching a Decision

- 1.** The appellate decisionmaker will review the appeal materials and take any other steps that are reasonably necessary to impartially evaluate the appeal. The appellate decisionmaker may conclude:
 - a.** The original decision may be upheld, modified or reversed, including imposing different, enhanced or reduced disciplinary action or sanctions;
 - b.** The case may be referred to the same or different investigator(s) for additional investigation; or
 - c.** The case may be referred for some other appropriate resolution.
- 2. Written Determination on Appeal:** The appellate decisionmaker will prepare a written determination to send to both parties simultaneously. The decision of the appellate decisionmaker is final.

VIII. Final Outcome

- A. Notice of Final Outcome:** Once the deadline for filing an appeal on a decision to dismiss or determination regarding responsibility has passed or upon the issuance of a final determination on appeal by the appellate decisionmaker, as applicable, a notice of final outcome will be issued by the Title IX Coordinator or Deputy Title IX Coordinator. The final outcome notice is what officially closes the formal complaint. In the event that a final outcome notice is issued following a decision to dismiss a formal complaint, then the College may, in its discretion, in consultation with the reporting party, proceed to resolve the allegations in accordance with the Nondiscrimination and Anti-Harassment Policy and Procedures.
- B. Follow-up:** If, as a result of these procedures, a party is found responsible for violating the Nondiscrimination and Anti-Harassment Policy and Procedures, then the Title IX Coordinator or Deputy Title IX Coordinator may follow up with both parties, as necessary, to ensure that any sanctions issued have been implemented and served, and otherwise to address any issue that may arise. Following the issuance of a notice of outcome, the parties are expected to notify the Title IX Coordinator or Deputy Title IX Coordinator if prohibited conduct has not ceased or any acts of retaliation have occurred.
- C. Continuing Effects:** Even after a sanction is served, a reporting party may feel continuing effects of the incident. The College retains discretion to address continuing effects by instituting reasonable supportive measures.

IX. Informal Resolution Process

- A. Initiation of Informal Resolution Procedures:** The College may offer an informal resolution process on a case-by-case basis, at any time after a formal complaint is filed. Given the inherent power dynamics, a formal complaint alleging sexual harassment by an employee against a student will not be allowed to proceed through an informal resolution process to resolve allegations that an employee sexually harassed a student.
- 1. General Requirements:** An informal resolution may only be offered after a formal complaint is filed. An informal resolution process will not involve a full investigation and adjudication. The informal resolution process will commence only if the College receives both parties' voluntary, written consent to the informal resolution process
 - 2. Written Notice Before Process Begins:** Before proceeding with an informal resolution process, the College will provide written notice to both parties. The notice will contain the allegations and the requirements of the informal resolution process. The notice will inform the parties that all communications concerning and during the informal resolution process will be kept confidential

in the event that the parties withdraw from the informal resolution process and proceed with the investigative procedures.

3. **Withdrawing from the Informal Resolution Process**: At any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the formal grievance process with respect to the formal complaint. Any records or documentation generated concerning the parties' engagement in the informal process will not become part of the investigative file.

B. Possible Informal Resolution Processes: The College will determine, based on the circumstances and with input from both parties, which informal resolution process is appropriate to resolve the formal complaint.

1. **Facilitated Communication**: The Title IX Coordinator, Deputy Title IX Coordinator, or other designated official may facilitate communication with the respondent where the complainant should not communicate directly with the respondent.
2. **Mediation**: The reporting party and the respondent may discuss and attempt to resolve the matter informally with the assistance of a person the College designates as the mediator.
3. **Other Processes**: There may be other available informal resolution procedures. For example, a restorative justice approach may be offered to the parties and used as an approach to address a complaint or report of prohibited conduct under this Policy.

C. Possible Outcomes: A decision on responsibility will not be made as part of the informal resolution process. The wishes of the parties will govern the outcome of the informal resolution process. Additionally, the College will seek to ensure that the parties' agreeable outcome is targeted at stopping the alleged misconduct.

X. Miscellaneous

A. Retaliation prohibited

The College prohibits retaliation. It is a violation of this Policy to intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or because the individual has made a report or complaint, testified, assisted, participated, or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy.

B. Recordkeeping

1. **Creation.** In each instance, the College will document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the College's education program or activity. If the College does not provide a complainant with supportive measures, then the College will document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the College in the future from providing additional explanations or detailing additional measures taken.
2. **Maintenance.** All recordkeeping obligations required by Title IX, including records of the College's response to formal complaints of Title IX Sexual Harassment and Title IX training materials, are as specified in the Records Policy: Retention and Disposition of Records and the Policy on Disciplinary Records and Sexual Harassment Investigations.

C. Training

1. **Title IX Coordinator, Investigators, Decisionmakers.** The Title IX Coordinator, investigators, decisionmakers, and persons who facilitate the informal resolution process will receive periodic training on how to serve impartially and without bias, including by avoiding prejudgment of the facts at issue, conflict of interest, and bias. The Title IX Coordinator and Deputy Title IX Coordinator will receive additional training related to handling reports of unlawful discrimination and harassment and the Title IX grievance procedures. The decisionmaker, as necessary, will receive training on facilitating live hearings.
2. **Officials with Authority.** The College will provide officials with authority training so that they know how to respond appropriately to reports of unlawful Title IX Sexual Harassment.
3. **Employees.** The College will provide periodic training to employees related to recognizing and reporting Title IX Sexual Harassment.
4. **Students.** The College annually notifies students of the College's Nondiscrimination and Anti-Harassment Policy and Procedures, the Title IX Coordinator's contact information, and information about how to report and file complaints of sex discrimination and how to report and file formal complaints of Title IX Sexual Harassment. Materials used to train the Title IX Coordinator, Deputy Title IX Coordinator, investigators, decisionmakers, and employees will be accessible on the College's website.

Definitions

See Definitions section above

Colorado College Notice of Non-Discrimination

Scope

All financial and administrative policies involving community members across campus, including volunteers, are within the scope of this policy. If there is a variance between departmental expectations and the common approach described through college policy, the college will look to the campus community, including volunteers, to support the spirit and the objectives of the college policy. Unless specifically mentioned in a college policy, the college's Board of Trustees are governed by the Bylaws.

Policy

Colorado College does not discriminate in its treatment, access to, admissions to, employment in or administration of its educational programs, admissions policies, scholarship and loan programs, athletics programs, employment practices, or in any other College programs or activities on the basis of race, creed, color, caste, religion, national origin, ancestry, sex (including pregnancy, gender identity or gender expression, perceived gender, sexual preference and sexual orientation), marital status, disability, veteran status, age, genetic information, or any other applicable status protected by federal, state, or local law.

The College has instituted policies and procedures to ensure a safe environment free of unlawful discrimination, harassment, or retaliation and to meet its legal requirements as an institution of equal educational opportunity that is subject to Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964 as amended, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and other applicable federal, state, and local laws; and as an equal opportunity employer that is subject to Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act of 1967, Genetic Information Nondiscrimination Act of 2008, and the Colorado Anti-Discrimination Act and other applicable federal, state, and local laws.

Procedures

Any student or employee who believes they have been a target of unlawful discrimination or harassment, as defined in the College's policies, or who has witnessed such unlawful discrimination or harassment, must immediately report it to the Title IX Coordinator or file a report at <https://coloradocollege.i-sight.com/portal>. The College will promptly investigate the matter and take appropriate corrective action when necessary. Complaints concerning sexual harassment and inappropriate sexual conduct will be handled through the procedures outlined in the College's Nondiscrimination and Anti-Harassment Policy and Procedures and/or the Title IX Sexual Harassment Grievance Procedures. All other complaints of discrimination or harassment will be handled through the procedures

outlined in the College's Nondiscrimination and Anti-Harassment Policy and Procedures. Your complaint will be kept as confidential as practicable.

The College will provide qualified persons with disabilities with reasonable accommodations that do not pose an undue burden on the College. If you would like to request a reasonable accommodation during the employment process, please contact the Office of Human Resources at 719-389-6421 or HRdepartment@coloradocollege.edu. If you would like to request a reasonable accommodation during the student admission process, please contact Accessibility Resources at (719) 227-8285 or accessibilityresources@coloradocollege.edu.

The College prohibits retaliation against any individual for filing a complaint or participating in a complaint investigation. If you perceive retaliation for making a complaint or participating in the investigation, please report the incident to any of the individuals listed below.

For more information on the College's prohibition of discrimination and harassment, please see the College's Nondiscrimination and Anti-Harassment Policy and Procedures and Title IX Sexual Harassment Grievance Procedures.

Questions regarding the application of the College's Nondiscrimination and Anti-Harassment Policy and Procedures and the Title IX Sexual Harassment Grievance Procedure may be referred to:

David Jensen

AVP for Civil Rights & Title IX Coordinator
719-389-6881
Djensen2023@coloradocollege.edu

Questions regarding the application of the College's Section 504 and Americans with Disabilities Act processes may be referred to:

Sara Rotunno

Director of Accessibility Resources & ADA/504 Coordinator
719-227-8294
srotunno@coloradocollege.edu

You may also contact the following U.S. federal agencies:

Office for Civil Rights – Denver Office
U.S. Department of Education, Cesar E.
Chavez Memorial Building
1244 Speer Boulevard, Suite 310
Denver, CO 80204-3582

303-844-5695
OCR.Denver@ed.gov

U.S. Department of Justice

950 Pennsylvania Avenue, NW
Washington, DC 20530-0001
Department Comment Line: 202-353-1555

Department of Justice Main Switchboard:
202-514-2000

TTY/ASCII/TDD: 800-877-8339 (or [Federal IP Relay Service](#))

[U.S. Department of Justice](#)

U.S. Equal Employment Opportunity Commission – Denver Office

950 17th Street, Suite 300

Denver, CO 80202

Phone: 1-800-669-4000; Fax: 303-866-1085; TTY: 1-800-669-6820

ASL Video Phone: 844-234-5122

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

Confidentiality

Students should expect their privacy and confidentiality to be respected as they move through any campus process, as provided for in such processes and in accordance with applicable law. As explained above, there are a number of confidential campus resources, including the Campus Advocate, the chaplain, and members of the Student Health and Counseling Center. Students can talk with any of these confidential resources before, during, or after deciding to go through a formal CC process and/or a criminal reporting process.

Colorado College will complete publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the survivor. Colorado College will also maintain as confidential any accommodations or protective measures provided to the survivor, to the extent that maintaining such confidentiality does not impair the ability of Colorado College to provide the accommodations or protective measures or is otherwise not inconsistent with any policy or applicable law.

Sex Offender Registry and Access to Related Information

The Federal Campus Sex Crimes Prevention Act (CSCPA) went into effect on October 28, 2002. The law requires institutions of higher learning to advise their communities about where to find information concerning registered sex offenders. The law also requires registered sex offenders to provide specific notice to each campus with which the person is associated as an employee, student, or other connection.

The Colorado Bureau of Investigations maintains sex offender registry information, which is publicly available via the Internet. The data include the offender's name and aliases; the nature of the offense; the date and place of the conviction; date of birth; current address

and photograph. Requests for information on sex offenders are available from the following resources:

- [Colorado Bureau of Investigation \(CBI\) Sex Offender Registry](#)
- [Colorado Springs Police Department \(CSPD\) Sex Offender Information](#)
- [El Paso County Sheriff's Office \(EPCSO\) Sex Offender Search](#)
- [National Sex Offender Public Website](#)
- [Family Watchdog](#)

Conduct Procedures

I. Introduction

At Colorado College, we strive to provide a safe environment that is conducive to the academic success of our students, while fostering critical thinking, social responsibility, and positive community engagement in all of its forms. We seek to impart knowledge and develop character while expecting our students to uphold our values of Honor, Integrity, and Respect. The Student Community Standards encompass many aspects of campus life for students, with the expectation that students will engage with and exemplify these values at all times.

The Student Community Standards are not designed to just be a list of what behaviors are discouraged or prohibited, but are also designed to provide affirmative guidelines for positive behavior and contribution to our community. The following guidelines were introduced and developed by a collaboration of students and staff at Colorado College. A Colorado College student should:

1. Treat other students, all faculty, and all staff and community members with honor, respect, and integrity;
2. Take responsibility when exercising freedom of expression in a manner that also considers the standards of civility, consideration, and tolerance that should shape the actions of members of the community with one another;
3. Assist others by engaging in active bystander intervention, including watching out for the safety and well-being of fellow community members. For more information on becoming an active bystander, please visit the [Wellness Resource Center](#);
4. Act in ways that minimize risk of harm to themselves and to others, including mental, physical, emotional, or psychological harm, and promote the safety of individuals and the overall community; and
5. Work to further their academic and social development and not interfere with others who are striving to achieve the same;

It is expected that all students familiarize themselves with and abide by the Student Community Standards, and all other College policies that apply to them. Ignorance of the

Student Community Standards is never an excuse for failing to comply. These values protect and uphold this special place, and promote a safe environment where all members of our community are able to fully engage in the life of the College.

The Policies and Procedures described below outline the community expectations of Colorado College, and how alleged violations by students are addressed by the College. Students who are found responsible for violating the Student Community Standards will be held accountable for their behavior. The College's goals in responding to alleged misconduct are to: ensure student and public safety; promote health and wellness; hold students accountable for their actions or inactions; educate one another to include understanding one's impact on the community; provide an opportunity for growth and development; and promote an environment that supports the educational mission of the College.

Colorado College's Student Community Standards, and any and all related policies and procedures, may be interpreted, applied, or changed by the College at any time, as determined solely by the College. The Student Community Standards, and the policies and procedures referenced herein, do not create any contractual rights with any third party, including with students or employees.

II. Definitions

For the purposes of Colorado College's Student Community Standards and Conduct Procedures, the following definitions apply:

- **Accountability:** Refers to the process by which a student acknowledges or is assigned responsibility for behaviors which have harmed the community; and through which the student agrees to, or is asked to, take steps to repair those harms and/or mitigate future harms.
- **Alleged Student:** Any *student* charged with an alleged violation of a *policy*.
- **Administrative Panel:** A type of community standards conduct *conference* which involves two to three specially trained college staff members authorized to determine whether an *alleged student* has violated college policy(ies) and which may impose *sanctions* up to and including Dismissal.
- **Charge:** Refers to an allegation of a potential violation of a *policy*. Charges are issued after the Community Standards and Conduct Manager has determined sufficient information exists to hold a *conference* or *panel* to determine whether a student (or students) has violated a *policy* (or *policies*).
- **College Official:** Refers to all *faculty*, *staff*, or other employees of the *College*
- **College Premises:** Includes all land, buildings, facilities, and other property owned, leased, operated, supervised, used or controlled by *the College*, including all adjacent streets and sidewalks.
- **Conference:** A process which provides an opportunity for an alleged student to respond to a specific *charge*. The purpose of a conference is to determine if there is a *preponderance of information* to support the charges, and if so, to determine the

appropriate *sanctions* or *sanctions*. Conferences may include one-on-one meetings with a Residential Life Coordinator or the Community Standards and Conduct Manager, a *Student Community Standards Panel*, an *Administrative Panel*, or a *Restorative Justice Conference*. One-on-one meetings with a Residential Life Coordinator or the Community Standards and Conduct Manager may impose *sanctions* up to and including Disciplinary Probation.

- **Faculty:** Any person hired by *the College* to conduct classroom, teaching, or research activities.
- **Hearing Body:** Refers to the individual or group of individuals charged with issuing a decision in a *Conference*. This may include a Residential Life Coordinator, the Community Standards and Conduct Manager, a *Student Community Standards Panel*, or an *Administrative Panel*.
- **Hostile Environment:** Refers to a situation in which an individual's actions, statements, or behaviors are severe, persistent, or pervasive enough to create a work or educational environment that a reasonable person similarly situated would consider intimidating or abusive on the basis of a legally protected status. The determination of a hostile environment must be based on the cumulative totality of all circumstances surrounding the alleged actions, statements, or behaviors.
- **Illicit Drugs:** Refers to "controlled substances" as defined in Schedules I through V, Section 202 of the Controlled Substances Act (21 U.S.C. Section 812) and related regulations (21 C.F.R. 1308.11 through 1308.15) as amended, and/or in Title 18, Article 18, Part 2 of the Colorado Statutes, as amended.
- **May:** This term is used in the permissive sense.
- **Member of the College community:** Any person who is a *student*, *faculty*, or *staff*, or any other person employed by *the College* or by a company contracted to provide services to *the College*.
- **Organization:** Any group of people who have a membership of primarily Colorado College *students* including but not limited to academic, athletics, recreational, religious, performance, political, or social. While all recognized student organizations are considered organizations, the college may identify groups of students who are not formally recognized by *the College* as an organization for the purposes of this policy.
- **Policy:** Refers to any behavioral expectations contained within The Pathfinder, including but not limited to those set forth in the Student Community Standards. These policies should be read broadly and are not designed to define prohibited conduct in exhaustive terms.
- **Retaliation:** Any adverse action taken against another person in response to a good faith report of a violation being reported to *the College*, or for participating in any proceeding related to the investigation or resolution of a report.
- **Sanction:** Refers to the responses or requirements set in place by *the College* for a *student* who has been found responsible for a policy violation through a *conference*.
- **Shall:** This term is used in the imperative sense.

- **Staff:** Refers to any person who is employed by *the College* who is not defined as *faculty*.
- **Student:** Any person who has accepted their offer of admission, and/or who is taking courses at *the College*, either full-time or part-time, and who is either currently enrolled or was enrolled the previous block and is registered for a future block. Individuals who withdraw after allegedly violating a *policy*, or who are not officially enrolled but who have a continuing relationship with *the College* are considered to be students.
- **Student Community Standards Panel:** A type of community standards conduct *conference* which involves two specially trained students and one college staff member authorized to determine whether an *alleged student* has violated college policy(ies) and which may impose *sanctions* up to and including Suspension.
- **The College:** Refers to Colorado College
- **Vice President for Student Life/Dean of Students:** The person designated by the College President to be responsible for the administration of the Student Community Standards and Conduct Procedures. The Vice President for Student Life/Dean of Students may assign a designee/designees to meet these responsibilities.

III. Jurisdiction

By accepting admission to and enrolling at Colorado College, students are obligated to conduct themselves consistently with the values of Colorado College, the Student Community Standards, other Colorado College policies and procedures, and all applicable laws. The Student Community Standards and Conduct Procedures, as well as other applicable Colorado College policies and procedures, shall apply to all conduct that occurs on College premises, at College-sponsored events or programs, at events associated with any organization affiliated with the College either formally or informally, or off-campus.

The Student Community Standards also apply to conduct that takes place at any time from the date that a student is admitted to the College until the student has completed graduation, including during the summers and between semesters. The College retains the right to respond to behavior that occurs in the interim period after classes end for the semester and before graduation.

The Student Community Standards and Conduct Procedures apply to the conduct of both individual students and groups of students (both informal and college-recognized groups). The Student Community Standards also apply to students when they host guests who violate College policies. In these cases, students may be held accountable for the misconduct of their guests.

IV. Rights and Responsibilities

Colorado College is a special place and it is a privilege for our students to be a part of our community. With this privilege comes not only additional responsibilities but also procedural rights. The following list of rights and responsibilities is intended to reflect the philosophical basis of the College's Student Community Standards and Conduct Procedures.

Student Responsibilities

1. Students at Colorado College have the responsibility to respect the rights and property of others, including other students, faculty, staff, the College, or members of the Colorado Springs community.
2. Students have a responsibility to engage with others in ways that are non-discriminatory.
3. Students have the responsibility to be fully acquainted with the Student Community Standards as well as all other policies of the College and to comply with them along with all Federal, State, and Local Laws.
4. Students have a responsibility to maintain a standard of behavior consistent with supporting the educational and learning environment of the College while demonstrating the institutional values of Honor, Integrity, and Respect.
5. Students have a responsibility to comply with all lawful directives of faculty and staff at the College, to be honest when engaging with faculty and staff, and to treat all members of the College community with respect and dignity.

Student Rights

1. Students have the right to have their rights and property respected by others, including other students, faculty, staff, the College, or members of the Colorado Springs Community.
2. Students have the right to participate in the free exchange of ideas as outlined in the College's [Freedom of Expression Policy](#).
3. Students have the right to participate in all areas and activities of the College free from any form of discrimination. More information can be found in the College's [Anti-discrimination Policy and Procedures](#).
4. Students accused of violating the Student Community Standards have the right to a fundamentally fair process as outlined in the Conduct Procedures, which includes:
 - The right to receive timely notice of the allegations made regarding their conduct, what policies that conduct may have violated, and a reasonable amount of time to prepare for a conference;
 - The right to a presumption that the student is not responsible until it is determined by a preponderance of the information that a violation occurred;
 - The right to a timely conference, without unreasonable delay;
 - The right to have their case heard by an unbiased individual or group of individuals;
 - The right to present information and provide witness statements, provided that the witnesses have firsthand, factual knowledge of the alleged behaviors or violations;

- The right to confront and challenge all information which led to charges, including the right to review any reports prior to the conference;
- The right to remain silent throughout the conduct process, to not self-incriminate, and to not have their silence held against them;
- The right to have a support person or process advisor present for all meetings concerning alleged violations; additional information about the right to a support person is outlined in the [Conduct Procedures](#);
- The right to an appeal as outlined in the [Appeals](#) section of this document.

V. Policies

The examples of behavior that are discouraged and prohibited under Colorado College's Community Standards can be found in detail in the [Pathfinder](#).

Conduct Procedures

The following procedures apply when a student is alleged to have violated the Student Community Standards, the [Freedom of Expression policy](#), or any other College policy which does not have its own separate enforcement procedures. A student also may be subject to discipline arising out of the same or related facts and circumstances under the Honor Code; the Anti-Discrimination Policy and Procedures; and/or the Gender-Based Discrimination, Sexual Harassment, and Sexual Violence Policy. Please refer to the enforcement procedures for [violations of the Honor Code](#); the [Nondiscrimination and Anti-harassment Policy and Procedures](#); and the [Gender-Based Discrimination, Sexual Harassment, and Sexual Violence Policy and Procedures](#) (Title IX). The College will decide how to address any situation which potentially involves violations of multiple policies on a case-by-case basis.

A. Incident Reporting

Any person, including students, College employees, or third parties (visitors, neighbors, etc.), may report an incident of alleged misconduct by a student or group of students. The person reporting the incident can be the alleged victim, a witness to an incident, or someone who otherwise has sufficient information (written evidence, recordings, video, images, etc.) to submit a report. While there is no time limit on reporting alleged policy violations, those who are aware of misconduct are encouraged to report it as quickly as possible. Delay in reporting may impact the College's ability to investigate and adjudicate allegations of misconduct and/or determine whether there has been a policy violation.

A report may be made in person to any College Official. Individuals may also submit reports online by using the [Incident Reporting Form](#) or through the anonymous reporting system, [Speak Up](#). Certain College Officials are designated as confidential resources who, in some circumstances, are exempt from the obligation to report a policy violation. Reporters should discuss directly with a confidential resource the conditions for maintaining confidentiality before sharing any information in confidence. If you have questions about confidential resources on campus, please reach out to the [Student Life Office](#). If opting to make a report in person to a College Official, the reporter must make

clear they are attempting to make a formal report of misconduct that they would like to have investigated and addressed by the College. Information on what happens when a report is submitted is addressed in section “C. Processing Complaints” of this policy.

B. Interim Suspension / Measures

There may be cases in which the alleged behavior of a student poses an unreasonable risk of (i) substantial harm to the health or safety of one or more members of the College community or to the preservation of College property or (ii) substantial disruption of or interference with the operations of the College. In such cases, the Vice President of Student Life/Dean of Students, the Assistant Dean of Students, or their designee has the authority to impose interim safety measures including interim suspensions. Interim measures shall be imposed only as a safeguard, shall be temporary, shall not be recorded on the student’s transcript or permanent records, and shall not be weighed as a factor in determining a policy violation or a disciplinary sanction.

While interim suspension is in effect, a student may be denied access to College premises, including housing or classrooms, as well as College activities, such as academic coursework, student employment, student activities, College-sponsored events, or any other events held on College property pending the outcome of the conduct proceedings. The Vice President of Student Life/Dean of Students, the Assistant Dean of Students, or their designee will seek to limit the scope of the suspension, and any other interim measures, to the amount of time necessary to complete the conduct process **or** until an ongoing threat is no longer perceived in order to limit the impact to the academic progress of the student(s) as much as possible. Any student who has legitimate business on campus while serving an interim suspension must receive written authorization from the Vice President for Student Life/Dean of Students, the Assistant Dean of Students, or their designee prior to coming to campus. Examples of legitimate business on campus include, but are not limited to, attendance at a mandatory meeting or obtaining access to records.

The Vice President for Student Life/Dean of Students, the Assistant Dean of Students, or their designee may also impose additional or alternative interim measures while the outcome of the Conduct Proceedings is pending. Such additional or alternative interim measures may include, but are not limited to, no-contact orders, housing changes, or other requirements determined necessary.

In all cases in which interim measures, including interim suspension, are issued, the student(s) shall be notified in writing of the actions being taken and the reason(s) or basis for the imposed measures, to the extent the information is permissible to disclose. Other students or employees affected by the interim measures may also be notified. After receiving notice of an interim measure, the student(s) may request a meeting with the Vice President of Student Life/Dean of Students, or their designee, to challenge or contest one or more of the following: the need for interim measures, material facts of the initial report, or the specific interim measure issued. This meeting shall be held as soon as practicable

under the circumstances and does not replace the Conduct Proceedings outlined below or the enforcement processes outlined in any other applicable policy.

When interim measures are imposed, students are expected to abide by those measures until informed otherwise. Challenging the interim measures does not put the interim measure on hold while the challenge is reviewed. Students who violate interim measures are subject to additional disciplinary action, including, but not limited to, Abuse of Conduct Procedures, Unauthorized Access, and Non-Compliance policy violations.

C. Processing Complaints

The Assistant Dean of Students, or their designee, will review each report and determine whether the information presented would, if proven, constitute a violation of college policy by a student. If a report passes this threshold review, then it will be referred to as a Complaint, and the student who is alleged to have violated College policy will be referred to as the Respondent.

The Assistant Dean of Students, or their designee, shall then determine the appropriate procedure(s) for addressing the Complaint. In determining the appropriate procedure for addressing a particular report, the Assistant Dean of Students, or their designee, may consider, among other factors, the nature and severity of the alleged misconduct, the prior conduct record of the Respondent, whether the student was employed by the College, and the impact on individuals or the community of the alleged violations.

When a Complaint is pursued, the College shall notify the Respondent of the following: a summary of the allegation(s), the process by which the report will be addressed (possible processes outlined further below), and the maximum penalties which will be considered if the Respondent is found responsible for the violation(s). The standard of proof needed to determine whether a violation has occurred is a preponderance of the information, meaning that the information shows that it is more likely than not, or more than a 50% likelihood, that a violation occurred and for which the Respondent is responsible.

Procedures for resolving Complaints of student misconduct include:

1. **Discrimination Procedures.** Alleged misconduct falling within the [College's Anti-Discrimination Policy and Procedures](#) or the [Gender-Based Discrimination, Sexual Harassment, and Sexual Violence Policy and Procedures](#) will be reviewed by the AVP of Civil Rights and Title IX, or their designee, who will then ensure that the applicable procedures are followed.
2. **Academic Misconduct.** Complaints that may be a violation of the College's Honor Code will be addressed through the [Honor Council](#).
3. **Conduct Conference.** Complaints of misconduct not falling within the Honor Code or Anti-Discrimination, Gender-Based Discrimination, Sexual Harassment, or Sexual Violence may be forwarded to a Conduct Officer for adjudication through a Conduct Conference.

- a. Conduct Officers include but are not limited to Residential Life Coordinators, Residential Experience Senior Administrators, the Assistant Dean of Students, the Dean of the College/Chief Operating Officer, and the Vice President of Student Life/Dean of Students, or their designee. All Conduct Officers possess the authority to issue primary and/or secondary responses (as defined below) to resolve the Complaint, redress harm, and prevent further violations.
 - b. A Residential Life Coordinator (RLC) is authorized to impose any primary response up to and including Disciplinary Probation, as well as any appropriate secondary response.
 - c. The Assistant Dean of Students, or their designee, is authorized to impose any primary response up to and including Suspension, as well as any appropriate secondary response.
 - d. The Dean of the College/Chief Operations Officer, the Vice President for Student Life/Dean of Students, or their designee, is authorized to impose any primary response up to and including Dismissal from Colorado College, as well as any appropriate secondary response.
4. Restorative Justice. Complaints which involve interpersonal conflict or those with significant community impact may be referred to the Restorative Justice Process as outlined in section “D. Restorative Justice” below. The Assistant Dean of Students will determine if a Complaint is appropriate for Restorative Justice, and all parties involved must agree to this process voluntarily. If the parties do not agree to a Restorative Justice process, the Complaint will be resolved through another resolution procedure, and the parties will be so notified.
5. Conduct Panels. While most Complaints will be resolved through a Conduct Conference, some Complaints may be referred to a Conduct Panel (or “Panel”). These include Complaints involving, but not limited to, violence or threatened violence, substantial harm to property, substantial disruption to College operations, a Respondent with prior disciplinary sanctions, multiple victims, or multiple policy violations. The Vice President for Student Life/Dean of Students, Assistant Dean of Students, or their designee will make the decision as to which Panel form will be utilized. All Panels will be chaired by the Assistant Dean of Students, or their designee, who will oversee the Panel and ensure compliance with all procedural guidelines.
 - a. There are two forms of Conduct Panels:
 1. **Community Standards Response Panel:** A panel that may consist of faculty members, staff, and students. This panel has the authorization to impose primary responses up to and including Suspension and appropriate secondary responses. This panel typically will hear cases involving student clubs/organizations, potential policy violations that have significant impact on the learning environment, and cases with Respondents who have extensive conduct histories.

2. **Administrative Panel:** A panel consisting of two to three College staff members. This type of panel may impose primary responses up to and including Dismissal and appropriate secondary responses. This panel would typically hear cases involving possible violations that took place off campus; cases involving sensitive or confidential information about other students, such as medical, sexual, financial, and family information; or cases that involve significant safety risks to the campus community.

If a report is assigned to a Panel for review, the Respondent will be notified via College email. At that time, the Respondent can request a meeting with the Assistant Dean of Students, or their designee, to review the Complaint, any evidence collected by or submitted to the College that will be considered by the Panel, and discuss Panel procedures. Respondents will be provided with the names of all Panel members and given 48 hours to challenge any Panel member's participation if there is reason to believe a proposed Panel member may be biased against them. The Vice President for Student Life/Dean of Students or Assistant Dean of Students will review any bias challenge and make a final determination of whether a Panel member may participate. Any replacement Panel members will be selected by the Vice President for Student Life/Dean of Students or their designee, and the Respondent shall have an additional 48 hours to challenge any replacement member for bias. In their deliberations, Panel members will consider all relevant information, which may include information discovered during meetings with the Respondent and Reporter; make a determination regarding whether any policy violation has occurred; and, if appropriate, issue a response.

When resolving any Complaint through the Conduct Process, either through a Conference or Panel, the following procedures apply:

- The Respondent will be presented with the allegations in the Complaint in written form, prior to meeting with a Conduct Officer or Panel, and the Respondent shall be presumed not responsible for the policy violations alleged in the Complaint.
- **Support Persons:**
 - Respondents may be assisted throughout the Conduct Process by a Support Person of their choosing. Support Persons are subject to the following conditions:
 - The student's Support Person may be excluded from Conduct Panels involving private, confidential, or sensitive information.
 - Co-Respondents may not be Support Persons for other Co-Respondents.
 - A Support Person may not also serve as a witness in the Conduct Process;
 - Because the Respondent is responsible for responding to the Complaint, the Support Person may not actively participate in the Conduct Process. The Support Person may not write or speak on behalf of the Respondent, directly address the Conduct Officer or

Panel, or otherwise advocate on behalf of the Respondent. However, a Respondent can request a break during any conduct proceeding to converse with their Support Person.

- Conduct Conferences will not be rescheduled due to a scheduling conflict with the Support Person. Accordingly, Respondents should select as their Support Person someone who will be available at the time and date of their Conduct Conference.
- Any Support Person who is verbally abusive, disruptive to the process, or persists in trying to inappropriately or substantively participate in the process may be removed from the process and may be barred from future meetings after receiving notice of their misbehavior.
- All witness statements made in support of or against the Respondent must be submitted in writing (electronically or on paper) and must involve direct, first-hand information related to the Complaint(s). Parties may not present live witnesses at Conduct Conferences or Panels. Witness statements, along with all other documents presented at the Conduct Conference or Panel, will be included in the process at the sole discretion of the Conduct Officer or Panel.
- Prior conduct history will not be introduced or used to determine if a violation of policy occurred but may be introduced and considered to show that the Respondent was following an established pattern of conduct or when determining the appropriate response to a finding of a policy violation;
- Conduct Conferences and Panels will be held in private. However, cases with more than one Respondent involved in the same fact pattern may be held jointly at the discretion of the Conduct Officer or Panel;
- All procedural challenges are subject to the final decision of the Assistant Dean of Students or their designee.
- The following will act as a general outline for Conduct Conferences and Panels:
 - The Assistant Dean of Students, or their designee, will review the [Student Rights and Responsibilities](#) with the Respondent.
 - The Conduct Officer or Panel will share the details of the incident with the Respondent.
 - The Conduct Officer or Panel will provide the parties with an opportunity to present information concerning the Complaint that the party would like the Conduct Officer or Panel to consider, such as written witness statements, photographs, recordings, communications, etc.
 - The Conduct Officer or Panel will ask clarifying questions regarding the events alleged in the Complaint and any additional information provided by the parties.
 - The parties will be excused while the Conduct Officer or Panel deliberates.
 - After the conclusion of deliberations, the Conduct Officer or Panel will invite the Respondent to discuss in person, or remotely, the issuing of findings, summary explanation of the rationale, and responses (when applicable).
 - At the conclusion of the Conduct Conference or Panel, the Respondent will be notified in writing of the outcome of the case. This will include primary

- and secondary responses (if applicable), which the Respondent will be required to perform or abide by.
- The College may notify other parties of the outcome and/or the responses, as appropriate in the circumstances and as permitted by applicable laws.
 - Appeals
 - Respondents may appeal a responsibility finding and/or a primary or secondary response within 7 days after receiving written notification of the case outcome.
 - Additional appeals procedures are outlined below.
 - Closing a Complaint.
 - A Complaint is considered resolved and closed when (i) the Respondent is found not responsible or (ii) the Respondent has completed the assigned primary and secondary responses (as applicable).
 - Procedure where Respondent is absent:
 - If a Respondent has been notified of a Conduct Conference or Panel and does not appear, the information in support of the alleged policy violation may be presented, considered, and upon which a decision may be made, even in the Respondent's absence.
 - If a Respondent voluntarily withdraws from the College during a pending Conduct Process, the College may choose to pursue a Complaint with or without the Respondent's continued participation in the process. In these cases, a decision will be made based on the information available at the time, and any findings will be reflected in the Respondent's conduct records.

Note on Procedures: Minor deviations from these procedures will not invalidate the outcome of an otherwise fair process nor provide grounds for appeal.

Note on Disability Accommodations: Just as students with disabilities may be eligible for accommodations in their classes and living environments and other aspects of their educational experience at the College, accommodations may be available for Conduct procedures as well. Students with disabilities requesting accommodations should contact the Office of Accessibility Resources by calling (719)227-8285.

D. Restorative Justice

Restorative justice practices may be used as an alternative to traditional conduct processes or may be used in conjunction with, or parallel to, traditional conduct processes. Restorative justice practices are defined as practices that emphasize repairing the harm caused to individuals and the community by the Respondent. Restorative justice practices include facilitated meetings attended voluntarily by the Respondent(s) and the harmed parties, and may include community members. By engaging the parties in voluntary dialogue, restorative justice practices provide an opportunity for the Respondent to accept responsibility for the harm caused by the Respondent, promote healing on the

part of the harmed party, and enable the participants to agree on outcomes with an eye towards repairing the harm caused.

While Colorado College seeks to incorporate aspects of restorative justice practices into all conduct proceedings, restorative justice may not be appropriate for some Complaints. The Assistant Dean of Students will review every report of alleged misconduct to determine if it may be appropriate for a referral to formal restorative justice proceedings. Factors that may be considered include the impact of the alleged behavior on the involved parties and the College community; the willingness of the Respondent to accept responsibility for any harm caused; the desire of the involved parties to repair the harms caused and rebuild damaged relationships; and the possibility for the Respondent's reintegration back into the campus community.

If a Complaint is deemed appropriate for referral to a formal restorative justice process, the following steps will take place:

- The Assistant Dean of Students will schedule an intake meeting with the Respondent to discuss the Complaint and the restorative justice process and to gauge the Respondent's willingness to accept responsibility and pursue a restorative justice process voluntarily.
- In cases where the Respondent shows willingness to pursue restorative justice and the Assistant Dean of Students feels the Complaint is potentially appropriate for the same, the Assistant Dean of Students will reach out to the individuals allegedly harmed by the Respondent's actions to gauge their willingness to participate in the process. While it is preferable to have a harmed party participate in a restorative justice process, the harmed party is not required to do so. If such a situation arises where a harmed party is unwilling to participate in the process, the College may still choose to pursue a community-based restorative justice process in the harmed party's absence.
- The Assistant Dean of Students will work with the involved parties, both the Respondents and the harmed parties (should they choose to participate), to identify any other parties that may have been either directly or indirectly impacted by the Respondent's behavior.
- The Assistant Dean of Students will identify a trained facilitator to oversee the restorative justice process. This may be the Assistant Dean of Students or another trained staff member.
- A facilitated restorative justice conference will take place and will be guided by the following tenets of restorative justice:
 - **Encounter**
 - The Encounter is the starting point and is a facilitated meeting(s) that brings together the people most impacted by an incident to determine how to repair harm. Encounters start with an invitation, and all parties participate voluntarily. There are three keys to effective Encounters:

- Before Respondents can participate, they must take responsibility for their wrongs and want to make amends.
- All parties impacted by the violation have a voice in the justice process.
- Meetings that are Encounters occur in safe spaces, foster vulnerability, and include free sharing without judgment.
- **Repair**
 - Because certain incidents harm people and damage relationships and communities, restorative justice seeks to repair harm from a broad perspective. Each stakeholder has unique needs that arise from an incident. Repair addresses:
 - The harmed individual(s)'s need for healing. Those harmed heal through the Encounter and its outcomes.
 - The Respondent(s)'s need to make amends for wrongdoing and work to regain good standing in the community. Encounters empower accused individuals to make amends directly to the harmed and, potentially, to community members.
 - The community's need for relational health and safety.
- **Transform**
 - Restorative Encounters create spaces that lead to transformed individuals—those harmed and those accused—and pinpoint root causes of harm, even systemic and structural issues.
- These conversations are entered into with a shared understanding of speaking honestly, listening completely, and treating all parties with respect. If at any time any party in the process comes to believe that others are not there in good faith, or that there is not an acknowledgment of the harm caused, the facilitator reserves the right to cancel the process and refer the Complaint back to the Vice President for Student life/Dean of Students, the Assistant Dean of Students, or their designee for review.
- All parties in the restorative justice process will work together to identify a set of outcomes they feel will go towards repairing harm, rebuilding relationships, and reintegrating into the community.
- The set of outcomes identified by the restorative justice process parties will be forwarded to the Assistant Dean of Students for documentation, and a follow-up meeting with the Respondent will be held to discuss how each of the identified outcomes will be achieved. The Respondent will receive an email with verification of the outcomes discussed.
- Any outcomes agreed to in the restorative justice process are not appealable.
- If the Respondent is unable to complete the restorative justice process, the Complaint will be resolved through other Conduct Proceedings.

E. Responses to Policy Violations

When a Respondent has been found to be responsible for one or more policy violations, the Conduct Officer or Panel will issue responses as appropriate. When determining appropriate responses, the College may consider a variety of factors including, but not limited to:

1. The nature and severity of the conduct, including whether the conduct involved a single incident or repeated acts demonstrating a pattern of misconduct;
2. The impact of the conduct on the Respondent, other individuals, and/or the College community;
3. The Respondent's conduct history;
4. How the College has responded to similar incidents in the past;
5. Whether the Respondent has accepted responsibility; and
6. Any mitigating or aggravating circumstances with respect to any parties involved in the case.

If a Respondent violates multiple policies, such as the Honor Code or the Gender-Based Discrimination, Sexual Harassment, and Sexual Violence Policy, and such violations arise out of the same or related facts and circumstances, the College may consider the outcomes of those proceedings in determining appropriate responses.

The College utilizes a non-codified system in response to conduct violations. This means that the College does not have a prescribed list of outcomes for any particular violation. Responses will vary depending on the specifics of the case and the students involved. All responses are designed to be educational or developmental in nature and are not meant as a punishment, but rather as an opportunity for the Respondent to learn from their behaviors and make better choices moving forward. Respondents who accept responsibility for their violations may be asked or encouraged to help develop responses that will best meet the student's developmental needs or repair harm to the community. Multiple responses may be assigned for one violation.

Responses may fall into one of two categories:

- **Primary Responses:** Responses that may affect a student's, or a student organization's, status with the College; limit their opportunities and privileges on and off campus; or may restrict how the student, or group, may function on campus or at College events.
- **Secondary Responses:** Responses designed to engage students, or student organizations, in education, development, and/or self-reflection, or which are meant to repair harm and rebuild community trust.

These responses may be issued in any combination and are not to be considered incremental. A student or group may receive the most severe response, even for a first

offense. All responses take effect when the appeal for the case is exhausted, waived, or the time limit for appeal has passed.

Examples of these responses include, but are not limited to, the following:

- **Primary Responses (Students):**

- **Reprimand:** A written reprimand from the College that the conduct is unacceptable and must not be repeated.
- **Housing Restriction:** Restrictions placed on a residential space on or off campus, including but not limited to, restricting the number of guests a student may have over, banning the hosting of parties, increasing the quiet hours of a living space, or restricting the type of housing in future housing selections. Students sharing a room/apartment/house are responsible for the activities in that space and, thus, all students sharing a room/apartment/house may be placed on housing restriction, regardless of who was present at the time of an incident.
- **Room Change:** Relocation to a different residential community.
- **Disciplinary Probation:** A formal notice that any additional findings of responsibility may result in Suspension or Dismissal from the College. A student who is on Disciplinary Probation may not be eligible to study abroad or attend classes taught off campus. Disciplinary Probation may also preclude a student from attaining or maintaining certain leadership opportunities or representing the College in formal public settings.
- **Deferred Sanction:** A response of Suspension or Dismissal may be deferred pending a student's successful completion of conditions imposed by the Vice President for Student Life/Dean of Students, the Assistant Dean of Students, or their designee; these conditions may include other responses. In cases in which a Suspension or Dismissal may take place within the last week of a block, the Vice President for Student Life/Dean of Students, the Assistant Dean of Students, or their designee may allow for the suspension to be deferred to the end of the block, at which time the response will go into effect immediately. Students placed on Deferred Sanction are subject to the same limitations as those serving Disciplinary Probation. When a student is found in violation of College policy while serving out a deferred response, the deferred response will become effective immediately after the appeal period expires or an appeal is denied. Additional responses may also be imposed for the new violation.
- **Persona Non-Grata:** Prohibiting entry on campus (or at specific places on campus) and/or at College-related events, for a specific amount of time.
- **Suspension:** Exclusion from the College with the opportunity to rejoin after a designated time. Suspension is intended to acknowledge the harm a student's behavior has caused the College community, allow the community time to heal, and afford the student an opportunity to reflect upon the impact of their conduct on themselves and others. This is why students who are

suspended are often asked to complete a reflection about their actions, the impact of those actions on the community or others, what steps they would take in the future to avoid a similar outcome, and how they have improved themselves while away from the College. These reflections may be an addition to any other requirements which their return to campus may be contingent upon. During a suspension, students cannot participate in any College activities such as academic coursework, student employment, student activities, or College-sponsored events. Suspended students may not be on College property for the duration of the Suspension, unless they receive prior approval from the Vice President for Student Life/Dean of Students, the Assistant Dean of Students, or their designee; financial aid or scholarships may also be impacted, and they will not receive tuition refunds. Students who are suspended are not permitted to take classes at other institutions for credit, unless they receive approval to do so through the Dean of the College/Chief Operations Officer, the Vice President for Student Life/Dean of Students, or their designee.

- **Dismissal:** Permanent exclusion from the College, its premises, and all of its activities; dismissed students are not eligible for readmission to the College.

- **Primary Responses (Student Groups):**

- **Disciplinary Probation (Student Group/Organization):** A formal written notice that any additional conduct violations could result in the suspension of the student group's status.
- **Social Probation (Student Group/Organization):** Limiting the student group's social activities, including, but not limited to, limitations on living units, Fraternity/Sorority chapters, and student organizations.
- **Limitations on Activities:** Limiting the student group's privileges on campus or at events, including restrictions on participation in certain events and/or use of certain areas, facilities, or resources.
- **Suspension of Status:** Suspending recognition, registration, or chartering of a student group.

- **Secondary Responses:**

- **Educational Responses:** Required attendance at an event or interview that is relevant to a specific topic. This is often accompanied by a reflection/research paper requirement. Participating in and completing relevant educational programs or training and paying the cost of such programs is the responsibility of the student.
- **Conversation with a College Official:** A documented conversation with a College Official.
- **Research Papers:** A writing assignment requiring critical analysis and articulation of a specified topic.

- **Reflection Paper:** A writing assignment requiring that the student process and reflect upon the actions which led to a policy violation or what the student learned from an Educational Response.
- **Restitution:** A monetary or service response required to pay for the cost of repairing or replacing physical damage or any other cost incurred as a result of the student's conduct.
- **Restorative Service:** A student may be offered the opportunity to complete some form of service which is designed to repair specific community harms. The student and the Conduct Conference Body will work with the appropriate organizations to determine exactly how the student will go about repairing the harm.
- **Updated Roommate Agreement:** A revision of the mutually agreed upon written contract that students sharing a living space create and agree to uphold.
- **Letter of Apology:** If a student acknowledges responsibility for a violation that has directly impacted one or more persons, they may be asked to write a letter to those persons apologizing for their actions.
- **Additional Responses:** Conduct Officers and Panels are encouraged to be creative in determining ways in which they respond to violations of College policies. This list is not intended to be exhaustive but rather an acknowledgment of the most frequent responses issued. As responses are meant to be both educational and restorative, if students and the Conduct Officer or Panel can think of other outcomes which will meet this end, they are encouraged to pursue those options.

F. Safety First Response Policy

Colorado College's primary concern remains at all times the health, safety, and well-being of its students. While the College encourages all students who choose to engage in the consumption of alcohol or other intoxicants to do so in a safe and healthy manner, these activities carry inherent risks. Colorado College seeks to reduce barriers to the reporting of alcohol and drug-related emergencies through the implementation of our Safety First Response Policy.

The first step is identifying an alcohol or drug emergency. Students are encouraged to familiarize themselves with the signs and symptoms of alcohol and substance overdoses, including but not limited to:

- Loss of consciousness, non-responsiveness to a pain stimulus such as a pinch, or inability to wake;
- Mental confusion/disorientation, inability to answer simple questions such as where the student is, what day it is, and who the president is.;
- Irregular or shallow breathing;
- Blue-tinged or pale/clammy skin;

- Uncontrollable vomiting or blood in vomit;
- Difficulty focusing eyes;
- Seizures; and/or
- Arrhythmia (irregularities in the rate or rhythm of a heartbeat).

If one or more of these signs or symptoms are observed, students are encouraged to call Campus Safety or other emergency service providers for support.

The second step is taking action to protect those in danger. Bystanders and participants should take responsible, proactive measures to ensure the health and safety of themselves or others during an emergency. Responsible, proactive measures mean:

1. Calling community or campus resources for assistance in an emergency;
2. Staying until emergency service providers respond; and
3. Complying with any requests of emergency service providers as well as any College Officials also responding to the scene.

As long as the above steps are taken, the College will offer a modified response process to the individuals whose health and safety were in danger and the individuals who took responsible, proactive steps to safeguard those in danger. A Safety First response does not constitute total amnesty; rather, it requires a non-disciplinary meeting to discuss the situation and any unsafe behaviors. The College's goal is still to engage students in educational conversations around substance use and to be able to provide appropriate resources.

Generally, the College will not utilize a Safety First response if the conduct and behavior in question include acts of violence, vandalism, or result in physical harm to others. The College may also consider if students actively provided alcohol to minors or were engaged in the sale or distribution of drugs. While the College may utilize a Safety First response multiple times for the same student, the number and frequency of incidents may also be considered in determining if a Safety First response is appropriate for a particular incident. If students are also employees of the College and their conduct violates their employment agreements, the College will determine whether the students continue their employment and under what conditions independent from this policy.

With respect to amnesty in connection with incidents of sexual misconduct, please refer to the [Gender-Based Discrimination, Sexual Harassment, and Sexual Violence Policy](#).

G. Appeals

Any student who is found responsible for any violation of College policy may appeal such findings or any responses imposed. A student is limited to submitting one appeal per case. [Submit requests for appeals.](#)

An appeal may be based on one or more of the following grounds only:

New Information:

- New information that was not known at the time of the original conduct process and is sufficient to alter a decision.

Failure of Process:

- Allegations that the Residential Life Coordinator, the Conduct Officer, the Conduct Panel, the Vice President of Student Life/Dean of Students, the Assistant Dean of Students, or their respective designees deviated substantially from the Conduct Procedures in a way that unfairly affected the determination of responsibility or the response imposed.

Bias in the Decision-Making Process:

- Information demonstrating that a person involved in determining responsibility for a policy violation acted with a bias which affected the outcome of the case.

Severity of Outcome:

- A student who acknowledges responsibility for a policy violation may challenge a response on the grounds that it is grossly disproportionate to the violation.

Appeal Procedures:

Appeals must be requested by the student within seven calendar days from the date of receipt of an outcome letter advising the student of the finding of responsibility and response. Appeal forms must be filled out in their entirety and should include detailed information relevant to support the appeal.

All cases which result in a response up to and including Disciplinary Probation will be reviewed by the Vice President for Student Life/Dean of Students, Assistant Dean of Students, the Associate Vice President of Student Life, or their designee. In cases that result in a response of Suspension or Dismissal, the appeal will be reviewed by the Vice President for Student Life/Dean of Students or their designee. If the reviewing Body finds cause for the appeal to move forward, they may issue an immediate decision or order further review by another Conduct Officer or Panel.

All appeal decisions will be based on the criteria listed above. The decision may include affirming the findings and response(s), referring the Complaint to another Conduct Process, or modifying the response(s) imposed. If the Appeal Officer modifies the response, they cannot impose a response that is more severe than what was imposed in the original Conduct Conference or Panel. However, if the Appeal Officer refers the case to

another Conduct Officer or Panel, that Conduct Officer or Panel will have the ability to impose the maximum response allowed.

Note: Responses do not take effect until the time for appeal has expired or the appeal is denied.

H. Emergency Contact/Legal Guardian Notification

At the discretion of the Vice President for Student Life/Dean of Students, or their designee, and in accordance with applicable law, including FERPA, the College may contact a student's legal guardian to inform them of the finding of responsibility and any responses in cases that so warrant, including, but not limited to, cases involving alcohol or drugs or where the student's well-being was significantly endangered.

Additionally, in cases where interim measures are put in place, the Vice President for Student Life/Dean of Students, or their designee, may contact a student's legal guardian or emergency contact to ensure the student's safety if removed from campus in the interim.

I. Disciplinary Records

Reports of allegations that a student may have violated College policy will generally result in the creation of a student conduct file. These files are maintained for as long as needed by the College or as required by law.

Student conduct files are maintained and controlled by the Student Life Office. In order to protect the privacy of these records and reduce opportunities for harassment and/or retaliation, the Student Life Office will not generally share or provide copies of these files, except as required by law. While students may request to review their file, in part or in full, at any time in which the College is in operation, students will not receive a copy of their file unless the Vice President of Student Life/ Dean of Students, or their designee, finds that there are no reasonable alternatives for that student to review the file. Files will not be provided to a student's support person without the presence and authorization of the student. Individuals may not record, copy, or photograph any records contained within a student conduct file, except when required by law.

Note on transcripts: Disciplinary outcomes of Suspension and Dismissal will be permanently maintained on a student's record in the college database. However, these outcomes will not be published on a student's official transcript.

J. Record Expungement

The Vice President of Student Life/Dean of Students, or their designee, may expunge student conduct records upon receipt of a written request by the student and subject to

the eligibility requirements below. Students who are not eligible for record expungement are:

- Students who have been suspended;
- Students who have been dismissed; or
- Students who have open conduct cases.

A student is eligible to petition for expungement if:

- At the time of consideration, the student is within four credits of graduation or has already graduated.
- The student may submit an earlier petition if they can demonstrate with documentation that they are applying to professional or graduate schools or if other meritorious reasons justify an early review of the student's record.

Students who are requesting record expungement must explain their reasoning and provide any supporting documentation they deem relevant to the request. Factors to be considered in the review of such petitions shall include:

- The student's level of understanding of their behavior and its impact;
- The conduct of the student subsequent to the violation; and
- The nature of the violation and severity of the impact of the behavior.

To submit an expungement request, please complete the [Expungement Request Form](#).

Drug, Alcohol, and Substance Abuse Policy Statements

Colorado College has established clear policies regarding alcohol and controlled substances that comply with both state and federal laws, including the Federal Drug-Free Schools and Communities Act and the Drug-Free Workplace Act. The college's [Pathfinder](#), [Drug-Free Campus and Workplace](#), and [Staff Handbook](#) prohibit students and all members of the campus community (including *volunteers*) from the unlawful manufacture, distribution, dispensation, possession, or use of illicit drugs and alcohol on campus or during any college activities. Adhering to these policies is a condition of continued enrollment at Colorado College.

Students who violate this policy will face accountability through the student conduct procedures outlined in the Pathfinder. Disciplinary sanctions for violations by *employees* may include various actions, such as reprimand, reassignment, demotion, suspension, or termination of employment. In some cases, completion of an appropriate rehabilitation program may also be required. Additionally, referral to authorities for prosecution under criminal law may occur, particularly in instances involving the unlawful sale or distribution of drugs or alcoholic beverages. All disciplinary actions taken for violations of this policy

must align with other relevant college policies and regulations regarding disciplinary action for *employees*.

Drug and Alcohol Statement of Policies for Students

The Pathfinder outlines community standards for students regarding the use of alcohol and drugs.

Alcohol Violations consist of the following:

- **Alcohol Possession and Consumption:** Students aged 21 or older are permitted to possess and consume alcohol, but only in private rooms or at officially registered, pre-approved campus events. Alcohol consumption is not allowed in shared common areas, hallways, or outdoor spaces on campus.
- **Underage Drinking:** The policy strictly prohibits anyone under the age of 21 from possessing or consuming alcohol. It also forbids providing alcohol to underage individuals.
- **Event Regulations:** Student organizations are not allowed to serve alcohol at recruitment events, regardless of the age of attendees. Alcohol at any event must be provided by a licensed distributor and served by trained staff, not by students.
- **Display and Storage Restrictions:** Students are not permitted to display or collect large quantities of empty alcohol containers, such as bottles or cans, for decorative purposes in their living spaces. This is intended to promote a healthy campus environment.
- **Responsible Drinking:** The policy emphasizes responsible drinking, defining “irresponsible drinking” as any consumption likely to cause harmful intoxication or risky behavior. Students are expected to avoid excessive drinking and behaviors associated with high levels of intoxication.
- **Off-Campus Conduct:** The policy extends to off-campus activities, requiring students to adhere to local ordinances, such as city open container laws, and to be aware of community relations expectations.
- **Safety-First Response:** In certain situations, especially those involving medical emergencies or requests for assistance, the college may offer a “safety-first” response. This means students seeking help for themselves or others due to alcohol-related incidents may not face disciplinary action, prioritizing health and safety over punishment.
- **Enforcement and Compliance:** The policy makes it clear that violations may result in disciplinary actions, but it also stresses education and support. Students are encouraged to make responsible choices and familiarize themselves with the full range of applicable laws and campus rules.

Drug Violations consist of the following:

- **Prohibited Actions:** Smoking, vaping, and use of e-cigarettes are strictly prohibited on all campus-owned or leased properties. The ban includes all tobacco and nicotine delivery devices, not just traditional cigarettes.
- The use, possession, or distribution of all illicit drugs and cannabis, including medical and recreational cannabis, is not allowed on campus. These rules apply to everyone: students, faculty, staff, and visitors.
- Students who are also employees of the College are subject to the Drug-Free Workplace Act of 1988

Drug and Alcohol Abuse Education Programs

Colorado College refers to drug and alcohol abuse programs designed for students as Substance Use Harm Reduction. More information regarding Substance Use Harm Reduction can be found through the [Wellness Resource Center website](#), which details harm reduction regarding alcohol, cannabis, tobacco/nicotine, other drugs, and recovery resources.

Colorado College recognizes that chemical dependency of any sort is a major health problem and encourages staff who need help in overcoming such dependency to use the counseling, treatment, and rehabilitation programs available to them.

Resources for *employees* include those available through the Employee Assistance Program (EAP) and/or their healthcare provider.

Missing Student Notification Policy

Colorado College is committed to protecting the health, safety, and welfare of its students. The College encourages any member of the campus community who believes a student may be missing to report that concern immediately.

Consistent with the Higher Education Opportunity Act of 2008 (HEOA), the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), and Colorado Senate Bill 26-120, the College has established procedures for responding promptly to reports of missing students, conducting preliminary wellness assessments when appropriate, and notifying law enforcement and designated contacts within the timeframes required by law.

Authority

This policy is adopted pursuant to:

- [Colorado Senate Bill 26-120, Missing Person Training and Higher Education Reporting](#)
- Higher Education Opportunity Act of 2008
- Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act
- Applicable federal and Colorado privacy laws, including FERPA

Responsible Office

Campus Safety is responsible for administration of this policy in coordination with Student Life and Residential Experience & Housing.

Procedures

Reporting a Missing Student

Any person who believes a student may be missing should immediately report the concern to Campus Safety. Reports may also be made through Student Life or Residential Experience & Housing. Any College employee receiving such a report shall promptly notify Campus Safety. There is no minimum period a student must be absent before a report is made.

Institutional Response

Upon receiving a report that a student may be missing, Campus Safety shall promptly evaluate the circumstances and determine whether immediate notification to law enforcement is warranted or whether a preliminary wellness assessment may be conducted. Nothing in this policy requires the College to delay notifying law enforcement.

Immediate Law Enforcement Notification

The College may immediately notify the appropriate law enforcement agency upon receipt of a missing student report. Immediate notification should occur whenever circumstances indicate that prompt law enforcement involvement is appropriate.

Preliminary Wellness Assessment

When appropriate, the College may conduct a preliminary wellness assessment for a period not to exceed six (6) hours after receiving the missing student report.

The assessment may include:

Digital Contact Attempts

Reasonable attempts to contact the student through available means, including: telephone, text message, email, College communication platforms, or other available electronic communication methods.

Residential Verification

Reasonable efforts to determine whether the student is present at their residence, including: welfare check of the residence hall room or known local residence, contact with roommates, consultation with residential advisors or housing staff.

Academic and Community Inquiry

Reasonable efforts to contact individuals who may know the student's whereabouts, including: faculty, academic advisors, coaches, supervisors, friends, student organization advisors, or other appropriate individuals.

Additional reasonable efforts may include:

- contacting emergency contacts or family members when appropriate;
- reviewing institutional information that may assist in locating the student.

Required Notification to Law Enforcement

The College shall immediately notify the appropriate law enforcement agency when:

1. credible evidence indicates that the student's health or safety may be at risk; or
2. the student cannot be located within six (6) hours after the missing student report is received.

For incidents occurring on or near the Colorado College campus, notification will generally be made to the Colorado Springs Police Department unless another law enforcement agency has jurisdiction. The College will cooperate fully with any resulting law enforcement investigation.

Documentation

The College shall maintain contemporaneous written documentation of actions taken in response to a missing student report, including, as applicable:

- date and time the report was received;
- individuals participating in the response;
- contact attempts made;
- residential verification efforts;
- academic or community inquiries;
- information supporting any determination that a credible safety concern existed;
- date and time law enforcement was notified;
- disposition of the report.

Documentation shall be maintained in accordance with the College's records retention requirements and applicable privacy laws.

Emergency Contact and Confidential Contact Notification

For students residing in on-campus housing, the College will notify the student's designated confidential contact or emergency contact no later than twenty-four (24) hours after the student has been determined to be missing, as required by federal law.

If the missing student is under eighteen (18) years of age and is not emancipated, the College will notify the student's parent or legal guardian within the same timeframe. Nothing in this policy prevents the College from contacting an emergency contact sooner when doing so is reasonably necessary to protect the health or safety of the student or others. Notification of emergency or confidential contacts does not replace or delay notification to law enforcement.

Confidential Contact Designation

Students residing in on-campus housing may designate a confidential contact to be notified if the student is determined to be missing.

The confidential contact designation may be made or updated through Residential Experience & Housing.

Confidential contact information will:

- remain confidential;
- be accessible only to authorized College officials with a legitimate need to know;
- be disclosed to law enforcement only as permitted or required by law.

Annual Notification

The College will inform students residing in on-campus housing annually of:

- their option to designate a confidential contact;
- the procedures for updating that information;
- the College's missing student notification procedures.

The College's missing student procedures shall also be published in the Annual Security Report as required by the Clery Act.

Good Faith Immunity

College employees acting in good faith in conducting a preliminary wellness assessment or implementing this policy shall receive the protections afforded under applicable Colorado law.

Definitions

Missing Student Report

A report made to the College indicating that there is reason to believe a student cannot be located after reasonable attempts to contact them or that the student's whereabouts are unknown.

A report may be made regardless of how long the student has been absent. There is no waiting period before a report may be made.

Preliminary Wellness Assessment

The reasonable efforts undertaken by the College, not to exceed six (6) hours from receipt of a missing student report, to determine whether a student's whereabouts can be confirmed before notifying law enforcement, unless circumstances require immediate notification.

Hazing

Colorado College's [Anti-Hazing Policy](#) strictly prohibits hazing at the institution. Hazing is also defined in the [Pathfinder's Community Standards](#). Individuals identified by Colorado College as Campus Security Authorities are required to report incidents of hazing witnessed by them or any incidents they know of to the Department of Campus Safety or the Division of Student Life. Students may report incidents of hazing to the Department of Campus Safety, a Campus Security Authority, or directly to the Division of Student Life through the [Hazing Reporting Form](#).

Once the report of alleged hazing is received by the Division of Student Life, the Division of Student Life follows its [Community Standards and Conduct Procedures](#). Colorado College's student conduct process covers most student policy violations (except those under separate codes like the [Honor Code](#) or Title IX). Anyone can report misconduct. Interim safety measures may be imposed if there is a risk to the community. Reports are reviewed and may become formal complaints, handled through various procedures (conduct conferences, panels, or restorative justice). Responses focus on education and community repair rather than punishment, with options ranging from probation to dismissal. Students can appeal decisions on specific grounds. The Safety First Policy encourages seeking help in substance emergencies with an educational, not punitive, response. Conduct records are maintained; suspension/dismissal is recorded but not on transcripts. Expungement of records is possible in some cases.

In cases where reported acts of hazing involve violations of federal laws, such as Title IX of the Education Amendments Act of 1972 or Title VII of the Civil Rights Act of 1964, as well as

state law, the Office for Civil Rights & Title IX will assess its level of involvement. It will adhere to Colorado College's Nondiscrimination and Anti-Harassment Policy and Procedures, or the Title IX Sexual Harassment Grievance Procedure. Both policies are available on the [Office for Civil Rights & Title IX website](#).

State, Local, and Tribal Hazing Laws

Colorado State Law – Colorado Revised Statutes 18-9-124 Hazing—Penalties—Legislative Declaration

(1)(a) The general assembly finds that, while some forms of initiation constitute acceptable behavior, hazing sometimes degenerates into a dangerous form of intimidation and degradation. The general assembly also recognizes that although certain criminal statutes cover the more egregious hazing activities, other activities that may not be covered by existing criminal statutes may threaten the health of students or, if not stopped early enough, may escalate into serious injury.

(b) In enacting this section, it is not the intent of the general assembly to change the penalty for any activity that is covered by any other criminal statute. It is rather the intent of the general assembly to define hazing activities not covered by any other criminal statute.

(2) As used in this section, unless the context otherwise requires:

(a) "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.

(b) "Hazing" includes but is not limited to:

(I) Forced and prolonged physical activity;

(II) Forced consumption of any food, beverage, medication or controlled substance, whether or not prescribed, in excess of the usual amounts for human consumption or forced consumption of any substance not generally intended for human consumption;

(III) Prolonged deprivation of sleep, food, or drink.

(3) It shall be unlawful for any person to engage in hazing.

(4) Any person who violates subsection (3) of this section commits a class 2 misdemeanor.

There are no other local or Tribal hazing laws affecting Colorado College Students or Student Organizations.

Campus Hazing Transparency Report

The Campus Hazing Transparency Report (HTR) summarizes findings regarding any recognized student organization found in violation of Colorado College's hazing policies and community standards. This report will be updated biannually, once at the conclusion

of the fall semester and once at the conclusion of the spring semester. Summarized findings on the HTR will not include any personally identifiable information. The report is published and maintained by the Department of Campus Safety in collaboration with the Division of Student Life and, when applicable, the Office of Civil Rights & Title IX. The HTR is located on the [Campus Safety Hazing Transparency website](#).

Distinctions between Policy and the CHTR	Crime Statistics and Policy Statement Disclosures	Campus Hazing Transparency Report (CHTR)
What	Include Hazing incidents meeting the Federal Definition reported to a CSA or LLEA	Include hazing incidents reported to a CSA that result in a finding violating the college's hazing policy
By Whom	Registered, recognized, established, or unrecognized student organizations	Registered, recognized, and established student organizations
Geography	Clery geography	Any location where the college's hazing policy has jurisdiction
How to Count	Distinct incident count	Organizations found responsible based on distinct investigations (could involve multiple separate incidents in a single report)
Special Reporting Considerations	Not subject to hierarchy rule, count other co-occurring crimes	Not required to develop until there is a finding of hazing
Where Disclosed	Annual Security and Fire Safety Report and to the Department of Education through the CSSDACT	Detailed report located prominently on the college's website
Policy Disclosures	Statement of current policies related to hazing prevention programs and awareness programs	Statement notifying the public of the annual availability of hazing statistics Information related to institutional policies related to hazing Applicable local, state, and Tribal laws on Hazing

As mentioned previously, hazing is a violation of state law. Reports of hazing, when made to the Department of Campus Safety, are also recorded in the [Daily Crime Log](#) and will be reported within this institution's Annual Security Report.

Hazing Awareness and Prevention Programs

Colorado College utilizes awareness and prevention programming for students through Vector Solutions, which can be directly assigned to individuals and can be accessed at any point through the Vector Solutions Online Portal:

- Hazing Awareness and Prevention for Students (Full Course)

- Includes a Follow-Up Survey (Part Two)
- Hazing Awareness and Prevention for Athletes
 - Includes a Follow-Up Survey (Part Two)

These modules have been added, where applicable, to new student orientation processes. These, along with other training modules, are completed by new incoming or transfer students before their arrival on campus for the academic year.

Colorado College utilizes awareness and prevention programming for faculty and staff through the KnowBe4 online hazing training module.

Safety Programs and Services, Prevention Programming, and Risk Reduction

Colorado College offers a wide range of programs and services through various collaborating departments on campus. These initiatives aim to raise awareness among the campus community about the safety programs and services available to them. The tables below list programs and services available to students as well as those open to all students, staff, and faculty. These offerings encompass various areas, including safety programs, crime prevention initiatives, and risk reduction efforts.

Campus Safety's Safety Programs and Services

- **Safe Ride/Grocery Shuttle**: Safe Ride is a student-operated program, available to all campus community members free of charge, that provides transportation within a 1.5-mile radius to and from campus. The Grocery Shuttle is a student-operated program, available free of charge to all campus community members, that provides transportation to grocery stores within a 1.5-mile radius and to the Asian Pacific Market on Saturdays during the block.
- **Campus Safety Transports**: During those times when Safe Ride is not operating, Campus Safety Officers can transport campus community members, college visitors, and event patrons up to 1.5 miles to and from campus. Exceptions include personal safety-related transports and medical transports to Urgent Care or the Emergency Room. Campus Safety cannot transport to medical appointments beyond 1.5 miles. Please be patient if you call for a transport. Campus Safety will try to provide timely transport, but it may take longer than anticipated due to other calls or responses on or around campus. During events in Robson Arena, transport will be limited due to numerous road closures.
- **CCEMS**: Colorado College Emergency Medical Services is a student-run medical first response team staffed by state-licensed Emergency Medical Technicians, dedicated to providing the highest quality of medical care to the Colorado College

community. CCEMS acts as the first responder to any medical emergency reported to Campus Safety, in conjunction with the Colorado Springs Fire Department and American Medical Response of Colorado Springs. CCEMS also provides medical coverage for campus events and CC Club Sports home games. In addition, CCEMS provides new EMTs with valuable experience in emergency medicine, including regular continuing education opportunities.

- **Crime Prevention Through Environmental Design (CPTED)**: A systematic evaluation of a property, building, or campus to identify environmental factors that may increase opportunities for crime and recommend design changes to improve safety. Campus Safety can provide officers who have CPTED training to evaluate or re-evaluate on-campus locations.
- **Pre-Party Contacts**: The program is centered on establishing a common language and expectations regarding activities in the residential areas surrounding the college, facilitating good relations with the surrounding community, and minimizing noise complaints and other potential points of friction. Campus Safety officers and extra-duty CSPD officers talk with the sober hosts of registered parties to establish points of contact that allow them to contact each other if any problems arise. The officers discuss issues related to being a responsible host, including guest lists, monitoring access, and making sure neighbors have been contacted. The officers also discuss liquor law and nuisance violations that would cause the party to be shut down.
- **Self-Defense**: All members of the CC community are encouraged to schedule a class and take advantage of our professional instruction staff and a comfortable and safe training environment, and experience self-defense training. No experience is required to participate, and students are encouraged to progress at their own pace. Custom-tailored classes are available, upon request, for individual student groups, campus offices, or academic departments.
- **Rave Mobile Safety/Rave Messaging and Rave Guardian**: Register for approved Colorado College emergency communications and other important information via text message and email. Due to obsolete technology, call boxes were removed from campus. In the event of an emergency, critical information you elect to share will be provided to Colorado College to help them more quickly respond and help you. This service is provided free of charge by Colorado College. Rave does not charge subscribers to send or receive SMS messages. The link is available at: <https://www.getrave.com/login/coloradocollege>
- **Annual Security Report**: This is the report you are reading now. It provides information on certain criminal offenses that have occurred at Colorado College, our non-campus locations (Baca campus and the CC cabin), during the past three years. This report also describes programs and services designed to reduce such

criminal offenses, specifics regarding CC's sexual misconduct policy, information about the alcohol and drug policy, fire safety information, and a list of useful resources and telephone numbers.

- **Daily Crime Log:** An online Daily Crime Log is maintained and updated daily by Campus Safety. This log includes the nature, date, time, and general location of each crime; and the disposition of the complaint, if known. A campus is required to keep a Daily Crime Log that accurately reflects all reported crimes within its Clery geography for the most recent 60-day period. This log must be open to public inspection, free of charge, and made available upon request during normal business hours. Requests for records that are older than 60 days can be made by emailing Campus Safety at campussafety@coloradocollege.edu. These records will be provided within two business days of the request. If the online log is inaccessible, Campus Safety will maintain a paper version at the Campus Safety Office, located at 1106 N Cascade Avenue, until the online log is accessible again.
- **Safety and Security Notices:** During the academic year, "Security Notices," which may include safety tips and security issues from previous weeks, will be distributed via the college's email system.
- **Safety Tips:** Safety tips are provided on the Campus Safety webpage that detail tips for spring break safety, automobile safety, bicycle/skateboard safety, web safety/scams, pedestrian safety, emergency kit checklist, off-campus safety, holiday safety, and winter break preparation.

CC's Prevention Programming Offered to Students

Program Name	Explanation	Audience	Frequency	Method	Awareness and prevention targets	Department Sponsor(s)
Emergency Contraception and Safer Sex Items	Emergency contraception and a variety of condoms and barrier methods are available in the WRC and outside the door for students to take	Students	Available Daily	In-Person	Sexual health, STIs, and unwanted pregnancy prevention	Wellness Resource Center
Free STI and HIV Testing	Free STI and HIV tests are offered by appointment or for drop-ins. Students also receive education and information about future testing and other safer sex info	Students	Twice Annually	In-Person	STI and HIV Prevention	Hey719, Wellness Resource Center
Individual Consultations	Students can schedule time with professional WRC staff to discuss mental health concerns, including interpersonal issues, stress, difficult feelings, suicidality, substance use, etc. Sometimes these consultations are also mandatory outcomes of conduct cases	Students	Available Upon Request	In-Person	Substance use harm reduction, healthy coping skills, time management, making connections, resources, etc.	Wellness Resource Center
Peer Support	Drop-in hours for students to receive support from a trained Peer Health Educator.	Students	Two 2-hour sessions weekly	In-Person	Mental health and crisis support	Wellness Resource Center
Priorities	Priorities is a pre-eating disorder intervention program. It supports participants in reducing overevaluation of weight and shape. It supports participants in reevaluating their	Students	Four 1-hour sessions, 2-3 times per year	In-Person	Disordered eating, body dysmorphia, and social media use	Wellness Resource Center

	relationship to their body, the body ideal, and societal pressures and expectations.					
QPR	QPR (Question, Persuade, Refer) teaches participants to recognize the warning signs of suicide, assess a person for suicide risk, persuade them to stay safe in the moment, and refer them on for additional help and support.	Students	2-hour sessions are offered 2-3 times per year, and upon request	In-Person	Suicide, mental health support	Wellness Resource Center. Created by the QPR Institute
Bringing in the Bystander	This curriculum uses a community responsibility model to teach a broader understanding of the scope of sexual and relationship violence. Participants learn skills for safely intervening before, during, and after instances of sexual harm.	Students	Annually and Upon Request	In-Person	Sexual and relationship violence prevention, consent, bystander intervention, Title IX	Wellness Resource Center. Created by the CDC and the University of New Hampshire
Domestic Violence and Sexual Assault Awareness Month(s)	In October and April, the WRC recognizes these awareness months to promote awareness, prevention, information about consent, and healthy relationships	Students	Twice Annually (April and October)	In-Person	Sexual and relationship violence prevention, consent, bystander intervention, Title IX	Wellness Resource Center
Our Approach to Sexual Violence Response and Prevention	This session introduces students to Colorado College's community approach to preventing and responding to sexual violence. Participants explore healthy communities, consent, and the dynamics of sexual violence, while learning practical strategies for bystander intervention and supporting someone who discloses harm. The	Students	Twice Annually and Upon Request	In-Person	Sexual and relationship violence prevention, consent, bystander intervention, Title IX	Wellness Resource Center

	presentation also explains campus advocacy, available resources, and how every member of the community plays a role in creating a safer, more supportive environment					
RespectEDU	This online module through Vector Solutions covers the prevalence of sexual violence on college campuses and specific experiences of college athletes, paying special attention to hazing. It seeks to empower athletes to take a proactive approach in their social interactions and employ healthy consent practices and bystander interventions. It is mandatory for all Division 1 and 3 athletes to complete annually.	Student Athletes	Annually	Online	Sexual and relationship violence prevention, consent, bystander intervention, Title IX	Athletics
Sexual Assault Prevention for Undergraduates	An in-house training covering the scope of sexual violence, consent, and how student leaders can create a safer environment on campus. It also provides an overview of trauma-informed response, how to respond to a disclosure of sexual harm, and the role of a mandated reporter. This in-person, in-house training is provided by the Campus Advocate to all Residential Advisors and student mentors supporting incoming new students.	New Students, Students	Twice annually to incoming (Fall and Winter Starts) and transfer students, and upon request	In-Person	Sexual and relationship violence prevention, consent, bystander intervention, Title IX	Wellness Resource Center
Introduction to Civil Rights and Title IX	This training covers Colorado College's policies relating to discrimination, harassment, and sexual misconduct to inform students, staff, and faculty of their rights to a safe and respectful learning and working environment. An in-	New Students, Students	Twice annually to incoming (Fall and Winter Starts) and transfer	In-person and Online	Sexual and relationship violence prevention, consent, Title	Office of Civil Rights and Title IX

	person version of this content is provided by the Office of Civil Rights and Title IX during New Student Orientation and is mandatory for all incoming and transfer students. An online version is mandatory for all new staff and faculty employees.		students, and upon request		IX, mandatory reporting	
Alcohol Awareness Week	National Collegiate Alcohol Awareness Week involves a variety of prevention programming around alcohol misuse and harm reduction. Popular programs include collaborative mocktail competition and drink pour serving size activity	Students	Annually	In-Person	Alcohol moderation, serving size, BAC calculation, and resources	Wellness Resource Center and Campus Activities
Opioid Overdose Prevention and Response Training	Participants will learn to recognize the signs of opioid overdose, how to effectively intervene with naloxone (Narcan), and how to prevent and prepare for opioid overdose. Participants will also learn about harm reduction as a social justice and practical approach to using substances more safely, and harm reduction approaches to other commonly used substances. Participants will receive naloxone and fentanyl test strips.	Students	Twice Annually and Upon Request	In-Person	Opioids and public health concern, how overdose occurs, how to reverse overdose with naloxone, overdose prevention	Wellness Resource Center – Created by The Safe Project
Naloxone and Fentanyl Test Strips	Naloxone to reverse opioid overdose, test strips to test for the unanticipated presence of fentanyl	Students	Upon Request	In-Person	Prevention of overdose and unintended consumption of fentanyl	Wellness Resource Center
Drug Info Cards	Info card with basic drug info, harm reduction, overdose prevention tips for common drugs from alcohol and cannabis, to GHB and Ketamine	Students	Upon Request	In-Person	Overdose and Harm Reduction	Wellness Resource Center

AUDIT and CUDIT-R Screeners	Anonymous online assessments of alcohol and cannabis use, respectively	Students	Self-Assessment	Online	Assesses Substance Use and Harm Reduction Information	Wellness Resource Center
Fire Safety	Online information is made available regarding fire safety in on-campus student residential buildings. Environmental Health and Safety will facilitate in-person training for student employees before new student arrivals. The Colorado Springs Fire Department (CSFD) will collaborate, allowing for controlled fire extinguisher training.	Students	Annually and upon request	In-Person, online	Fire safety, risk reduction	Campus Safety, Environmental Health & Safety, Housing & Residential Experience, CSFD
New Student Safety	Introductory information session made available to all new and transfer students during NSO and WSO about Campus Safety services available and general safety information when first coming to campus.	New Students	Biannually	In Person	Crime prevention, risk reduction	Campus Safety

CC's Prevention Programming Offered to Students, Staff, and Faculty

Program Name	Explanation	Audience	Frequency	Method	Awareness and prevention targets	Primary Sponsor
QPR	QPR (Questions, Persuade, Refer) teaches participants to recognize the warning signs of suicide, assess a person for suicide risk, persuade them to stay safe in the moment, and refer them on for additional help and support.	Students, Staff, Faculty	Offered 2-3 times per year, and upon request	In-Person	Suicide, mental health support	Wellness Resource Center
Responding to Student in Distress	Participants identify common causes of distress among students, learn how to assess and decide how to respond, develop skills to provide direct support, and how to refer or connect a student to resources for more support	Staff, Faculty	Upon request (plans for additional frequency during the 26-27 school year)	In-Person	Mental health and crisis support, suicide	Wellness Resource Center
Opioid Overdose Prevention and Response Training	Participants will learn to recognize the signs of opioid overdose, how to effectively intervene with naloxone (Narcan), and how to prevent and prepare for opioid overdose. Participants will also learn about harm reduction approaches to other commonly used substances. Participants will receive naloxone and fentanyl test strips.	Student, Staff, Faculty	Twice annually and as requested	In-Person	Drug overdose prevention, risk reduction	Wellness Resource Center. Created by The Safe Project
Naloxone and Fentanyl Test Strips	Naloxone to reverse opioid overdose, test strips to test for unanticipated presence of fentanyl.	Students, Staff, Faculty	Upon request/walk-in	In-Person	Prevention of overdose, risk reduction	Wellness Resource Center

Civil Rights and Title IX	The Office for Civil Rights and Title IX is the resource for all Colorado College students, staff, and faculty for addressing concerns related to discrimination, harassment, and sexual misconduct, including any related retaliation. Colorado College's policies address a broad range of prohibited conduct and situations so that we may provide as safe and as respectful a learning and working environment as possible.	Students, Staff, Faculty	Self-Assessment	Online	Discrimination, harassment, sexual misconduct	The Office for Civil Rights and Title IX
Clery Act Campus Security Authorities	This course reviews information about the Clery Act and Campus Security Authorities and is required for those designated as Campus Security Authorities.	Student Employees, Staff, Faculty	Self-Assessment	Online	Clery Compliance, crime prevention, risk reduction	Campus Safety, Human Resources
Safe Ride/Campus Safety Transports	Safe Ride is a student-operated program available to all campus community members, free of charge, that provides transport within a 1.5-mile radius to and from campus. The Grocery Shuttle is a student-operated program available to all campus community members, free of charge, that provides transport to grocery stores within a 1.5-mile radius listed below and to the Asian Pacific Market on Saturdays during the block. Campus Safety Officers provide transports during the hours Safe Ride is not active.	Students, Staff, Faculty	24/7	Phone	Crime prevention, risk reduction	Campus Safety
Self-Defense (Tiger Defense)	We invite all members of the CC community to come take advantage of our professional instruction staff and a comfortable and safe training	Students, Staff, Faculty	Upon request	In-Person	Risk reduction	Campus Safety

	environment and experience self-defense training. No experience is required to participate, and students are encouraged to progress at their own pace. Custom-tailored classes are available, upon request, for individual student groups, campus offices, or academic departments.					
CCEMS	Colorado College Emergency Medical Services is a student-run medical first response team staffed by state-licensed Emergency Medical Technicians, dedicated to providing the highest quality of medical care to the Colorado College community.	Students, Staff, Faculty	Upon request, regularly scheduled shift times	In-Person	Emergency medical response, risk reduction	Campus Safety
Crime Prevention Through Environmental Design	A systematic evaluation of a property, building, or campus to identify environmental factors that may increase opportunities for crime and recommend design changes to improve safety. Campus Safety can provide officers who have CPTED training to evaluate or re-evaluate on-campus locations.	Students, Staff, Faculty	Upon request	In-Person	Crime prevention, risk reduction	Campus Safety
Bike Registration	CC community members are provided the option to register their bike with Campus Safety, which allows Campus Safety to provide information on proper bike security to reduce potential theft.	Students, Staff, Faculty	Available daily	Online	Crime prevention, risk reduction	Campus Safety

Annual Crime Statistical Reporting 2023, 2024, 2025

The following statistics include information on crimes reported to Campus Safety, Campus Security Authorities, and the Colorado Springs Police Department, or other law enforcement agencies with jurisdiction over Colorado College Clery Act-reportable geographic areas. Statistics are listed for the calendar year in which the crime was reported.

A written request for statistical information is made annually to all Campus Security authorities and to all CC deans, directors, department heads, coaches, faculty advisors to student organizations, and residential life coordinators. The Campus Advocate also provides statistics to Campus Safety about the cases reported to the Campus Advocate where the victim chose not to report the incident to Campus Safety or the Colorado Springs Police. Only aggregate data are obtained from the Campus Advocate.

All statistics are gathered, compiled, and reported to the CC community in this report, published by Campus Safety. Campus Safety also submits these crime statistics to the U.S. Department of Education. The statistical information gathered by the Department of Education is available to the public through its website. If you would like to review statistics from other colleges, go to <http://ope.ed.gov/security/>

Campus Safety sends an email to every enrolled student and current employee annually, notifying them of the availability of this report. The email provides information about how and where to request a hard copy of the report and also the address for the website where the report can be found online: <https://www.coloradocollege.edu/offices/campussafety/campus-crime-statistics/annual-security-and-fire-safety-report.html>.

Geography and Crime Statistic Definitions Which Govern This Report

Definitions of Geography:

The following definitions are specified in the Clery Act to identify the location of crimes on and around CC's campus.

On-Campus Building or Property: Any building or property owned or controlled by Colorado College within the same reasonably contiguous geographic area and used by Colorado College in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and

Any building or property that is within or reasonably contiguous to paragraph (1) of this definition, that is owned by Colorado College but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

On-Campus Student Housing (Commonly referred to as "Residence Halls" at CC): Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility.

Non-Campus: Any building or property owned or controlled by a student organization officially recognized by the institution; or 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 area of the institution.

Public Property: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus. CC's crime statistics exclude incidents occurring in privately owned homes or businesses within or adjacent to campus boundaries.

Definitions of Reportable Crimes:

There are four categories of reportable crimes under the Clery Act:

1. Primary criminal offenses;
2. Hate crimes;
3. Violence Against Women Act (VAWA) offenses; and
4. Arrests and disciplinary referrals for violations of weapons, drug abuse, and liquor laws.

Primary Criminal Offenses

Murder/Non-Negligent Manslaughter: The willful (non-negligent) killing of one human being by another. Deaths caused by negligence, suicide, accident, and justifiable homicide are excluded.

Negligent Manslaughter: The killing of a person through gross negligence.

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 both males and females.

Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

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.

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 or violence and/or by putting the victim in fear.

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

Burglary: The unlawful entry of a structure to commit a felony or a theft. Burglary attempts are reported the same as completed offenses.

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 joyriding.)

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

Hazing: Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons, regardless of the willingness of such other person or persons to participate, that –

- i. Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- ii. Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury, including –
 - a. Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - b. Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or similar activity;
 - c. Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - d. Causing, coercing, or otherwise inducing another person to perform sexual acts;
 - e. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - f. Any activity against another person that includes a criminal violation of local, State, Tribal, or Federal Law; and
 - g. Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal Law

Hate Crimes: Hate Crimes, for Clery Act reporting purposes, include all crimes listed above, in addition to the four crimes listed below, that manifest evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For this section, the categories of bias include those listed below under Categories of Bias.

Larceny-Theft: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. 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 (Except Arson): 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.

Categories of Bias

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

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.

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

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

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

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 or African Americans, 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.

VAWA Offenses Definitions

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

- 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.

For the purposes of this definition:

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

Domestic Violence: A felony or misdemeanor crime of violence committed –

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

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

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional distress.

For the purposes of this definition –

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

Arrests and Disciplinary Referrals for Violation of Weapons, Drug Abuse, and Liquor Laws

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

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

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.

Arrest: Persons processed by arrest, citation, or summons.

Disciplinary Referral: The referral of any person to any official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction.

Daily Crime Log

Under the Clery Act, any institution, regardless of whether it's public or private, that has a campus police or security department, must create, maintain, and make available a daily crime log.

A daily crime log of all crimes, for the required geographic locations, not just Clery Act crimes, reported to the Department of Campus Safety, is open for the CC community and the public's inspection, free of charge, and made available upon request during normal business hours. The log, along with additional information, can be accessed by visiting the [Daily Crime and Fire Logs website](#). Please note that for ease of access, the Daily Crime and Fire Logs are maintained electronically on the same webpage listed above.

A hard copy of the daily crime log is available upon request at the CC Campus Safety Office located at 1106 N Cascade Ave, Colorado Springs, CO 80903 during business hours.

2023-2025 Colorado College Clery Crime Statistics

Criminal Offenses Reported by Hierarchy						
Offense	Year	Total On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Unfounded Crimes
Murder/Nonnegligent Manslaughter	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Rape	2025	4	4	0	1	0
	2024	4	4	0	3	0
	2023	2	0	0	0	0
Fondling	2025	1	0	0	0	0
	2024	2	1	0	1	0
	2023	1	0	0	0	0
Incest	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Statutory Rape	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Robbery	2025	0	0	0	0	0
	2024	0	0	0	2	0
	2023	0	0	0	0	0
Aggravated Assault	2025	0	0	0	2	0
	2024	1	0	0	4	0
	2023	0	0	0	2	0
Burglary	2025	11	7	0	0	0
	2024	6	2	0	5	0
	2023	10	2	0	0	0
Motor Vehicle Theft	2025	3	0	0	2	0
	2024	3	0	0	2	0
	2023	10	0	0	1	0
Arson	2025	1	0	0	3	0
	2024	0	0	0	0	0
	2023	2	0	0	0	0

Hate Crimes						
2025	1 On-Campus Intimidation characterized by race					
2024	1 On-Campus Student Housing Facility Intimidation characterized by national origin 3 On-Campus Destruction of Property: 2 characterized by religion and 1 characterized by ethnicity					
2023	2 On-Campus Intimidation characterized by sexuality 2 On-Campus Intimidation characterized by ethnicity					
Violence Against Women Act Offenses						
Offense	Year	Total On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Unfounded Crimes
Dating Violence	2025	0	0	0	0	0
	2024	1	1	0	0	0
	2023	1	0	0	0	0
Domestic Violence	2025	2	2	0	1	0
	2024	1	0	0	0	0
	2023	0	0	0	0	0
Stalking	2025	1	0	0	1	0
	2024	1	0	0	0	0
	2023	2	0	0	0	0
Arrests and Referrals for Disciplinary Action						
Arrests and Disciplinary Referrals	Year	Total On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Unfounded Crimes
Liquor Law Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Drug Law Arrests	2025	0	0	0	1	0
	2024	4	0	0	5	0
	2023	0	0	0	0	0
Weapons Law Arrests	2025	0	0	0	0	0
	2024	1	0	0	0	0
	2023	0	0	0	1	0
Liquor Law Disciplinary Referrals	2025	95	76	0	0	0
	2024	125	114	0	0	0
	2023	191	184	2	0	0
Drug Law Disciplinary Referrals	2025	40	38	0	0	0
	2024	69	65	0	0	0
	2023	85	80	0	0	0
Weapons Law Disciplinary Referrals	2025	7	6	0	3	0
	2024	1	0	0	0	0
	2023	0	0	0	0	0
Hazing						
There were no findings of hazing reported during 2025						

Annual Fire Safety Report and Statistical Reporting for 2023, 2024, 2025

The Higher Education Opportunity Act became law in August 2008, requiring all U.S. academic institutions to produce an annual Fire Safety Report outlining fire safety practices, standards, and all fire-related on-campus statistics. The following details all information required by this law as it relates to Colorado College, its institutional policies related to fire safety education programs, and fire safety training programs associated with its on-campus student housing facilities.

Fire Safety Definitions

Fire: For the purposes of fire safety reporting, a fire is defined as any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

False Alarm:

The fire alarm system was intentionally activated when no fire or danger existed, or the system malfunctioned.

Unwanted Alarm:

The fire alarm system was activated as it was designed to do, although the ultimate cause of the alarm was false, for example, dust entering a smoke detector.

Fire-Related Injury:

Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of the fire. The term “person” may include students, faculty, staff, visitors, firefighters, Campus Safety, or any other individuals.

Fire-Related Death:

Any instance in which a person is killed as a result of a fire, including deaths resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire, or deaths that occur within one year of injuries sustained as a result of the fire.

Fire Safety System:

Any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire including sprinkler or other fire extinguishing systems, fire detection devices, stand-alone smoke alarms, devices that alert one to the presence of a fire, such as horns, bells, or strobe lights, smoke-control and reduction mechanism, and fire doors and wall that reduce the spread of a fire.

Value of Property Damage:

The estimated value of the loss of the structure and contents, in terms of cost of replacement in like kind and quantity, including contents damaged by fire, related damages caused by smoke, water, and overhaul; however, it does not include indirect loss such as business interruption.

Reporting Smoke or Fire

For safety and statistical reporting purposes, all fires, whether active or extinguished, should be reported to Campus Safety as soon as it is safe to do so.

If you smell smoke, contact Campus Safety immediately at the emergency line (**719-389-6911 or “6911” on a campus phone**) to investigate further, even if you do not see fire. If a minor fire appears controllable, contact Campus Safety immediately and use the nearest fire extinguisher by directing the charge towards the base of the flame. If it is an uncontrollable fire, contact **911 (9-911 from a campus**

phone) immediately to notify the Colorado Springs Fire Department and then immediately notify Campus Safety. If you find evidence that a fire has occurred or has been extinguished, and you are not sure whether Campus Safety has already responded, notify Campus Safety to alert them to the issue for further investigation and documentation if necessary.

Reported fire incidents in on-campus student residential housing that are found to be actual fires will be included in the annual fire statistics.

In the Event of A Fire

- Alert others in the immediate area and activate the nearest fire alarm on your way out.
- Call 911. Then call Campus Safety, ext. 6911.
- Don't fight a fire if you have not been trained or if you are unsure which type of fire extinguisher to use. Most portable extinguishers are appropriate for only small, contained fires, such as a fire in a wastebasket.
- Remember never to fight a spreading or growing fire and never block your escape.
- Close doors to help prevent the fire from spreading.
- Advise emergency personnel of the size and location of the fire.
- Do not enter or re-enter a building that is on fire.
- Advise emergency personnel if you know that someone is in the building.

Emergency Evacuation Procedures

If a fire alarm occurs, the Colorado Springs Fire Department and Campus Safety will respond to the affected building. When a fire or other evacuation alarm sounds, follow these procedures:

- In the event of a building evacuation, all individuals who can safely do so are required to exit the building immediately.
- Take your keys and CC ID with you. Take small personal items (your backpack, briefcase, purse, etc.), if you have time.
- Carefully and calmly exit via the closest fire exit route. **DO NOT USE THE ELEVATORS.**
- Check each door for heat or hazard before opening. If the door feels hot or the exit path is hazardous, remain in the building.
- If there is a designated fire exit through your window, use it.
- Leave the room door closed.
- Smoke is the greatest danger in a fire, so stay low to the floor and cover your mouth with a wet cloth to make breathing easier in smoky conditions.
- If you notice any individuals who cannot negotiate the exit, move them laterally away from any obvious danger to a safe place. People with disabilities, such as those who cannot walk or who must be assisted down the stairs, may elect to remain in the building until emergency personnel arrive.
- Report the status and location of anyone remaining in the building to campus responders (Campus Safety) and public officials (Police, Fire). Repeat this message often.
- Stay together at a safe distance (300 to 500 feet, upwind) from the building until Campus Safety advises you can return to the building.
- Contain smoke or fire by closing all windows and doors to rooms, stairwells, and corridors. This will help to confine the fire and deprive it of oxygen. **DO NOT LOCK THE DOORS.**

If You Are Trapped or Unable to Exit:

- Stay calm and take steps to protect yourself.
- Close the door(s) to the room.
- Put a cloth at the bottom of the door(s).
- Call 911 (9-911 from a campus phone), stay on the line, and state your location. If possible, move to a room with an outside window.
- Stay where rescuers can see you through a window and wave a light-colored item to attract their attention.
- If possible, open the window at the top and bottom. Be ready to shut the window quickly if smoke rushes in.
- Be patient. The rescue of occupants of large structures could take time.

Shelter-In-Place Procedures

If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors, because leaving the area may expose you to that danger. Thus, to “shelter-in-place” means to make a shelter of the building that you are in; with a few adjustments, this location can be made even safer and more comfortable until it is safe to go outside.

If an incident occurs and the building you are in is not damaged, stay inside in an interior room until emergency personnel tell you it is safe to come out. If your building is damaged, take your personal belongings (purse, wallet, CC ID card, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, seek shelter quickly at the nearest college building. If emergency personnel are on scene, follow their directions.

Follow these building emergency protocols when you receive an emergency shelter-in-place notification:

- Locate a room to shelter inside. It should be an interior room, above ground level, without windows or with the least number of windows.
- Shut and lock all windows and doors.
- Turn off lights.
- Stay away from windows and exterior doors.
- Turn off air conditioners, heaters, and fans.
- Close vents to ventilation systems as you are able. (College staff will turn off the ventilation as quickly as possible.)
- Move near walls or under sturdy locations (e.g., doorways or desks).
- Make a list of the people with you and alert public safety personnel of your location and/or medical emergencies by calling 911 (9-911 if calling from a campus phone).
- Make yourself comfortable.
- Await public safety personnel instruction regarding building evacuation.
- Carefully, calmly exit via the route designated by public safety personnel. Leave the room door closed.

- Report any symptoms of chemical exposure (e.g., mucous membrane irritation) to public officials.

Additional information about the emergency response and evacuation procedures for Colorado College can be found on the [Emergency Preparedness Website](#).

General Statement of Colorado College Student Residential Housing: Most student residence halls contain integrated fire sprinkler systems and fire alarm systems that are monitored 24-hours a day, seven days a week, by the Department of Campus Safety and Simplex Fire, a subsidiary of Johnson Controls. These buildings also have fire extinguishers, emergency lighting, exit signs, and exit doors. Buildings not covered with a monitored sprinkler or fire alarm system are detailed in the On-Campus Student Housing Facility Fire Safety Systems table shown below.

Health and Safety Inspection: The Colorado College Environmental Health and Safety Office (EHS), along with a certified independent company, annually reviews the fire systems in the residence halls and academic buildings and makes upgrades, repairs, or revisions when problems are identified. Campus Safety and EHS may also assist Residential Life and Housing Maintenance personnel with conducting additional fire/safety inspections in residence halls throughout the year. The inspections include, but are not limited to, a visual examination of sprinkler heads, smoke detectors, fire strobes and horns, fire extinguishers, exit signs, emergency lights, emergency exit doors, and other life safety systems. In addition, each room will be examined for the presence of prohibited items (see list below) or prohibited activity. Residence hall staff also conduct random fire/safety inspections throughout the school year.

Residence Hall Fire Drills and Training: Fire drills are held once a semester for each student residence hall. Fire drills are mandatory supervised evacuations of a building under a simulated fire scenario. Fire drills are scheduled by the Residence Life staff and Campus Safety and announced at least 48 hours in advance. Everyone in the building must participate in the fire drill to the greatest extent possible. Evacuation route maps are posted in each resident room showing where the closest egress route is located. Everyone should utilize the designated fire escapes and/or all recommended emergency procedures when the fire alarm sounds.

Residence hall staff receive fire safety training from the Colorado Springs Fire Department at the beginning of the school year. In turn, basic fire safety instruction is provided to all students living in residence halls during the orientation at the beginning of the school year.

Basic fire safety instruction is also offered to all new employees during the New Employee Orientation program. All existing employees are provided periodic fire safety tips through the college's e-mail system.

Daily Fire Log

In accordance with the Higher Education Act of 1965, any institution that contains on-campus student residential housing is required to maintain a written daily fire log. This log must be clear and accessible, documenting any fire, including Arson, that occurs in an **on-campus student housing facility**, and must be organized by the date reported. This log must include:

- The date the fire was reported;
- The nature of the fire;
- The date and time of the fire; and
- The general location of the fire

A campus is required to keep a Daily Fire Log that accurately reflects all reported fires for the most recent 60-day period. This log must be open to public inspection, free of charge, and made available upon request during normal business hours. Requests for records that are older than 60 days can be made by emailing Campus Safety at campussafety@coloradocollege.edu. These records will be provided within two business days of the request. Colorado College maintains an [online Daily Fire Log](#) on the Campus Safety webpage. If the online log is inaccessible, Campus Safety will maintain a paper version at the Campus Safety Office, located at 1106 N Cascade Avenue, until the online log is accessible again.

- Colorado College's Baca Campus, located in Moffat, CO, is defined as a *noncampus* location and is not required to maintain a Daily Fire Log. Any fires are reported to the Saguache County Sheriff's Department.

Fires listed in the Daily Fire Log are reported to either Campus Safety, any college official, or the Colorado Springs Fire Department.

Fire Safety: Tampering with or misusing fire and safety equipment, such as fire alarms, fire extinguishers, smoke alarms, and exit signs, or creating a false alarm, poses a serious threat to life and property and will result in a fine and/or a possible suspension. The college reserves the right to take disciplinary action through the appropriate college channels and/or local law enforcement agencies. As additional residential facilities are considered, all efforts will be made to comply with the National Fire Protection Association's (NFPA) recommendations for residential facilities, and data on those properties will be included with the Annual Security Report corresponding with the year in which they go online.

Plans for Improvement

No current plans for large-scale improvements, only continued regularly scheduled maintenance and upkeep.

Information On Risk Mitigation and Fire Safety

The following policies exist for safety purposes. Violations of these policies may result in disciplinary action and life safety fines.

- Never tamper with smoke detectors. If there is a question about whether or not a detector is working properly, immediately consult a residential life staff member or Campus Safety. If a smoke detector starts beeping occasionally, and there is no heat or smoke source, the mechanism probably needs a new battery. Contact the front desk or staff member on duty. After hours, contact Campus Safety. **NEVER REMOVE A SMOKE DETECTOR!**
- Door closer mechanisms must remain on doors at all times.
- Don't abuse fire safety equipment. Report all non-functioning equipment to the residence life staff.
- Keep hallways free of debris and personal items.

- Do not hang anything on the ceiling or drape materials that can cover or block lights, smoke detectors, or sprinklers.
- Do not stack belongings or furniture where they can block the flow from a sprinkler.
- Do not store items where they may block a fire exit route. This includes windows, windowsills, and hallways.
- Do not tamper with or spray fire extinguishers. These actions will cause the release of a chemical that can set off the building's fire alarm.
- Do not burn any flammable items.
- Do not use or store flammable substances, such as gasoline, propane, Sterno, and cleaning fluids, on or near residential living areas. This category includes camping stoves and flammable supplies.
- Do not overload electrical outlets. The college recommends only one appliance per outlet, especially in the older historic buildings.
- Do not splice electrical wires or remove any outlet plates or light switches.
- Fire exit doors must remain closed when they are not being used as an exit during an emergency. Residents are responsible for keeping doors closed and unpropped.
- Do not place microfridges or refrigerators in closets. Allow for proper air circulation behind the unit.
- Do not leave running electrical appliances unattended
- Extension cords or decorative lights may not be routed under rugs or carpets, through doorways, or positioned in any manner that could present a fall or trip hazard or impede egress.
- Dispose of trash as quickly as possible.
- Flammable decorations, such as live or excessive greenery, excessive amounts of paper, and large paper decorations, are prohibited.
- Keep all items at least three feet away from heating units.
- No lofts may be built or used in student housing, other than those provided.
- Candles, incense, and hookahs are not permitted.
- Open flames are not permitted without prior written authorization from Environmental Safety.

Appliances and Electrical Equipment

Sharing a residential community includes sharing the utility capabilities of that facility. Outlets and overall electrical capacity in housing areas can be overloaded if misused, especially in some of the historic buildings. Students are advised to use caution and limit their use of electrical equipment in the residential buildings to minimize the risk of harm to themselves and the community.

All electrical items must be Underwriters Laboratory (UL) listed and in good operating condition.

- Appliances may not have open flames or exposed heating elements and must be rated for 1,500 watts (maximum power draw) and/or approved for a 15-amp circuit.
- Permitted personal electronics include: Computer, stereo/radio, printer, razor, TV, hair dryer, fan, small lamp, cell phone charger, alarm clock, answering machines.
- The only permitted cooking-related items are coffee pots, hot pots, and popcorn poppers. All these items must have an automatic shut-off feature in use.
- Each outlet can draw up to 20 amps. Students should distribute appliances within a room or apartment to lessen the load on individual outlets.

- Microfridges, hair dryers, and other such appliances should be plugged directly into the outlet rather than a power strip. If your outlet is a two-prong outlet, you can purchase an adapter at a local hardware store.
- Irons must have 10-minute automatic shut-off mechanisms and should be used in common areas with ironing boards.
- Do not leave items such as irons, microwaves, and ovens unattended while they are in use.
- The same standards apply to the student apartments, except that they may have additional cooking items that meet the above standards in their kitchen. Permitted items are blenders, larger refrigerators, toasters, microwave ovens, ovens, and electric grills.

Prohibited Items

Any item that was not mentioned above as approved is prohibited. Examples include: Electric blankets, sun and heat lamps, torchiere-style halogen lamps or other lamps at risk of causing fire, crock pots, hot plates, kegerators, toasters, grills, etc.

Smoking Policy

Colorado College is committed to providing an environment for students, faculty, staff, contractors, and guests that is conducive to learning and working, and that promotes the health and well-being of all members of the community. While the use of tobacco is a personal choice, the health hazards related to smoking and exposure to second-hand smoke are well-documented. In the interests of reducing harm from tobacco use and second-hand smoke, providing an environment that encourages persons to be tobacco-free, reducing long-term health-care costs, and promoting a campus culture of wellness, Colorado College has established a smoke- and tobacco-free policy.

All financial and administrative policies involving community members across campus, including *volunteers*, are within the scope of this policy. If there is a variance between departmental expectations and the common approach described through college policy, the college will look to the campus community, including *volunteers*, to support the spirit and the objectives of college policy. Unless specifically mentioned in a college policy, the college's Board of Trustees is governed by its Bylaws.

For this policy, smoking is defined as the use of smoke-producing tobacco products, such as cigarettes, cigars, cigarillos, mini cigars, bidis, hookah, pipes, kreteks (also called clove cigarettes), as well as marijuana cigarettes and bongs. Tobacco use is defined as the use of any tobacco product, including any lighted tobacco product, or the use of any type of smokeless tobacco, including electronic cigarettes and chewing tobacco, such as spit tobacco, snus, and other smokeless products. E-Cigarette use or Vaping is defined by the use of electronic smoking devices or electronic nicotine delivery systems. FDA-approved cessation aids, such as nicotine patches and gum, are not included in this category. The use of any such products by students, faculty, staff, guests, and contractors is prohibited on all properties owned or leased by the campus, including (but not limited to):

- All interior spaces on campus and property leased by the college, including classrooms, auditoriums, athletic facilities, work areas, private offices, conference and meeting rooms, lounges and cafeterias, hallways, medical facilities, restrooms, elevators, stairs and stairwells, residence halls and student rooms, including:
- The Cabin
- The Baca Campus

- All vehicles leased or owned by the college
- All outside property or grounds on campus, including outdoor athletic facilities and areas such as walkways, breezeways, parking lots, and patios.

Preserving the integrity of this policy:

The success of the policy depends upon the thoughtfulness, consideration, and cooperation of everyone. Compliance with this policy is grounded in informing and educating members of the college community and visitors about the policy and encouraging those who use tobacco products to seek treatment for tobacco dependence. If an infraction occurs: students will be referred to the appropriate student conduct office as non-compliance with this policy is a violation of the Student Code of Conduct; faculty, staff and contractors failing to abide by the expectations of this policy will be referred to their immediate supervisors or managers for appropriate action; guests will be required to leave campus if they refuse to comply with the expectations of this policy once advised.

Colorado College recognizes that quitting smoking can be a significant personal challenge. In an ongoing effort to enhance awareness and foster compliance, promotional materials and cessation resources are available.

There are certain permissible exceptions to this policy:

- The use of tobacco products in laboratory and classroom instruction/experiments. All research and educational purposes that involve the use of tobacco on campus must be approved in advance by the Dean of the Faculty or their designee. Such use must be preceded by reasonable advance notice to the public.
- The use of smoke or tobacco in connection with the practice of a cultural, spiritual, or religious ceremony. All ceremonial use exceptions must be approved in advance by the Chaplain's Office; in the case of use within residential facilities, students should follow Residential Life processes, which partner with the Chaplain's Office.

On-Campus Student Housing Facility Fire Safety Systems

Residence Name and Street Address	Fire Alarm Monitoring On-Site (Campus Safety)	Smoke Detectors & Pull Stations	Horns & Strobe Lights	Full Sprinkler System	Portable Fire Extinguishers	Evacuation Plans & Placards
Antero Apartments 1040 North Cascade Avenue	Yes	Yes	Yes	Yes	Yes	Yes
Arthur House 1106 North Nevada Avenue	Yes	Yes	Yes	Yes	Yes	Yes
Bemis Hall 920 North Cascade Avenue	Yes	Yes	Yes	Yes	Yes	Yes
Blanca Apartments 1070 North Cascade Avenue	Yes	Yes	Yes	Yes	Yes	Yes
Breton Hall 1131 N Cascade Avenue	Yes	Yes	Yes	No	Yes	Yes
Chiles House 1115 North Nevada Avenue	Yes	Yes	Yes	Yes	Yes	Yes
Clarke House 209 East Uintah Street	Yes	Yes	Yes	Yes	Yes	Yes
Edith Gaylord House 1124 North Cascade Avenue	Yes	Yes	Yes	Yes	Yes	Yes

Residence Name and Street Address	Fire Alarm Monitoring On-Site (Campus Safety)	Smoke Detectors & Pull Stations	Horns & Strobe Lights	Full Sprinkler System	Portable Fire Extinguishers	Evacuation Plans & Placards
El Diente Apartments 1158 North Cascade Avenue	Yes	Yes	Yes	Yes	Yes	Yes
Elbert House 1138 North Cascade Avenue	Yes	Yes	Yes	Yes	Yes	Yes
Ellingwood House 209 East Uintah Street	Yes	Yes	Yes	Yes	Yes	Yes
Fleming House 1115 North Nevada Avenue	Yes	Yes	Yes	Yes	Yes	Yes
Goodacre House 1115 North Nevada Avenue	Yes	Yes	Yes	Yes	Yes	Yes
Haskell House 1196 N Cascade Avenue	Yes	Yes	Yes	Yes	Yes	Yes
Heckman House 1111 North Nevada Avenue	Yes	Yes	Yes	Yes	Yes	Yes
Jackson House 1029 North Nevada Avenue	Yes	Yes	Yes	Yes	Yes	Yes

Residence Name and Street Address	Fire Alarm Monitoring On-Site (Campus Safety)	Smoke Detectors & Pull Stations	Horns & Strobe Lights	Full Sprinkler System	Portable Fire Extinguishers	Evacuation Plans & Placards
John Lord Knight Apartments 1090 North Cascade Avenue	Yes	Yes	Yes	Yes	Yes	Yes
Kappa Sigma Fraternity 1002 North Weber Street	No	Yes	Yes	No	Yes	Yes
Lennox House 1001 North Nevada Avenue	Yes	Yes	Yes	Yes	Yes	Yes
Loomis Hall 1104 North Cascade Avenue	Yes	Yes	Yes	Yes	Yes	Yes
Mathias Hall 123 East Uintah Street	Yes	Yes	Yes	Yes	Yes	Yes
Max Kade House 1134 North Cascade Avenue	Yes	Yes	Yes	Yes	Yes	Yes
McGregor Hall 930 North Cascade Avenue	Yes	Yes	Yes	Yes	Yes	Yes
Montgomery Hall 1030 North Cascade Avenue	Yes	Yes	Yes	Yes	Yes	Yes

Residence Name and Street Address	Fire Alarm Monitoring On-Site (Campus Safety)	Smoke Detectors & Pull Stations	Horns & Strobe Lights	Full Sprinkler System	Portable Fire Extinguishers	Evacuation Plans & Placards
Mullet House 1128 North Cascade Avenue	Yes	Yes	Yes	Yes	Yes	Yes
Roberts House 1109 North Nevada Avenue	Yes	Yes	Yes	Yes	Yes	Yes
Salazar House 1115 North Nevada Avenue	Yes	Yes	Yes	Yes	Yes	Yes
Senior Cottage 816 North Weber Street	No	Yes*	No	No	Yes	Yes
Senior Cottage 916 North Weber Street	Yes	Yes	Yes	No	Yes	Yes
Senior Cottage 918 North Weber Street	No	Yes*	No	No	Yes	Yes
Senior Cottage 922 North Weber Street	No	Yes*	No	No	Yes	Yes
Senior Cottage 928 North Weber Street	No	Yes*	No	No	Yes	Yes

Residence Name and Street Address	Fire Alarm Monitoring On-Site (Campus Safety)	Smoke Detectors & Pull Stations	Horns & Strobe Lights	Full Sprinkler System	Portable Fire Extinguishers	Evacuation Plans & Placards
Senior Cottage 930 North Weber Street	No	Yes*	No	No	Yes	Yes
Senior Cottage (Formerly Synergy House 1) 1006 North Weber Street	No	Yes*	No	No	Yes	Yes
Senior Cottage (Formerly Phi Gamma Delta Fraternity) 1010 North Weber Street	No	Yes*	Yes	No	Yes	Yes
Senior Cottage (Formerly Synergy House 2) 1018 North Weber Street	No	Yes*	No	No	Yes	Yes
Senior Cottage 1032 North Weber Street	No	Yes*	No	No	Yes	Yes
Senior Cottage 1106 North Weber Street	No	Yes*	No	No	Yes	Yes
Senior Cottage 1112 North Weber Street	No	Yes*	No	No	Yes	Yes
Senior Cottage 1116 North Weber Street	No	Yes*	No	No	Yes	Yes

Residence Name and Street Address	Fire Alarm Monitoring On-Site (Campus Safety)	Smoke Detectors & Pull Stations	Horns & Strobe Lights	Full Sprinkler System	Portable Fire Extinguishers	Evacuation Plans & Placards
Senior Cottage 1120 North Weber Street	No	Yes*	No	No	Yes	Yes
Senior Cottage 1124 North Weber Street	No	Yes*	No	No	Yes	Yes
Senior Cottage 221 East Uintah Street	No	Yes*	No	No	Yes	Yes
Senior Cottage 225 East Uintah Street	No	Yes*	No	No	Yes	Yes
Senior Cottage ** 229 E Uintah Street	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 224 E Cache La Poudre Street	No	Yes*	No	No	Yes	Yes
Senior Cottage 226 E Cache La Poudre Street	No	Yes*	No	No	Yes	Yes
Senior Cottage 228 East Dale Street	No	Yes*	No	No	Yes	Yes

Residence Name and Street Address	Fire Alarm Monitoring On-Site (Campus Safety)	Smoke Detectors & Pull Stations	Horns & Strobe Lights	Full Sprinkler System	Portable Fire Extinguishers	Evacuation Plans & Placards
Sigma Chi Fraternity 223 East San Rafael Street	No	Yes*	No	No	Yes	Yes
South Hall 130 East Cache La Poudre Street	Yes	Yes	Yes	Yes	Yes	Yes
Synergy House 1 1006 North Weber Street	No	Yes*	No	No	Yes	Yes
Ticknor Hall 926 North Cascade Avenue	Yes	Yes	Yes	Yes	Yes	Yes
Windom House 1132 North Cascade Avenue	Yes	Yes	Yes	Yes	Yes	Yes

*: Not equipped with pull stations

***: Building is vacant and not currently used to house students

ON-CAMPUS STUDENT HOUSING ANNUAL FIRE STATISTICS

Residential Facilities Statistics for 2023

Residence Name and Street Address	Total Fires in Each Building	Campus Safety Incident Number	Date Reported	Cause of Fire	Injuries requiring Treatment at Medical Facility	Deaths Related to Fire	Value of Property Damaged by Fire ¹
Antero Apartments 1040 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Arthur House 1106 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Bemis Hall 920 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Blanca Apartments 1070 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Breton Hall 1131 N Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Chiles House 1115 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Clarke House 209 East Uintah Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Edith Gaylord House 1124 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
El Diente Apartments 1158 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A

¹ Values in this and subsequent year tables are in dollars

Elbert House 1138 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Ellingwood House 209 East Uintah Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Fleming House 1115 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Goodacre House 1115 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Haskell House 1196 N Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Heckman House 1111 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Jackson House 1029 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
John Lord Knight Apartments 1090 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Kappa Sigma Fraternity 1002 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Lennox House 1001 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Loomis Hall 1104 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Mathias Hall 123 East Uintah Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Max Kade House 1134 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A

McGregor Hall 930 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Montgomery Hall 1030 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Mullet House 1128 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Roberts House 1109 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Salazar House 1115 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 816 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 916 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 918 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 922 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 928 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 930 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage (Formerly Synergy House 1) 1006 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage (Formerly Phi Gamma Delta Fraternity) 1010 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A

Senior Cottage (Formerly Synergy House 2) 1018 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 1032 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 1106 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 1112 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 1116 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 1120 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 1124 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 221 East Uintah Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage* 225 East Uintah Street	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage ** 229 E Uintah Street	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 224 E Cache La Poudre Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 226 E Cache La Poudre Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 228 East Dale Street	0	N/A	N/A	N/A	N/A	N/A	N/A

Sigma Chi Fraternity 223 East San Rafael Street	0	N/A	N/A	N/A	N/A	N/A	N/A
South Hall 130 East Cache La Poudre Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Synergy House 1 1006 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Ticknor Hall 926 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Windom House 1132 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A

*The student residential building is vacant

**The student residential building was vacant or under renovation

Residential Facilities Statistics for 2024

Residence Name and Street Address	Total Fires in Each Building	Campus Safety Incident Number	Date Reported	Cause of Fire	Injuries requiring Treatment at Medical Facility	Deaths Related to Fire	Value of Property Damaged by Fire
Antero Apartments 1040 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Arthur House 1106 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Bemis Hall 920 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Blanca Apartments 1070 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Breton Hall 1131 N Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Chiles House 1115 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Clarke House 209 East Uintah Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Edith Gaylord House 1124 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
El Diente Apartments 1158 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Elbert House 1138 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Ellingwood House 209 East Uintah Street	0	N/A	N/A	N/A	N/A	N/A	N/A

Fleming House 1115 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Goodacre House 1115 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Haskell House 1196 N Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Heckman House 1111 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Jackson House 1029 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
John Lord Knight Apartments 1090 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Kappa Sigma Fraternity 1002 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Lennox House 1001 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Loomis Hall 1104 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Mathias Hall 123 East Uintah Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Max Kade House 1134 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
McGregor Hall 930 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Montgomery Hall 1030 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A

Mullet House 1128 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Roberts House 1109 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Salazar House 1115 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 816 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 916 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 918 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 922 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 928 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 930 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage (Formerly Synergy House 1) 1006 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage (Formerly Phi Gamma Delta Fraternity) 1010 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage (Formerly Synergy House 2) 1018 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 1032 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A

Senior Cottage 1106 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 1112 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 1116 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 1120 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 1124 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 221 East Uintah Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 225 East Uintah Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage * 229 E Uintah Street	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 224 E Cache La Poudre Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 226 E Cache La Poudre Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 222 East Dale Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 228 East Dale Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Sigma Chi Fraternity 223 East San Rafael Street	0	N/A	N/A	N/A	N/A	N/A	N/A

South Hall 130 East Cache La Poudre Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Synergy House 1 1006 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Ticknor Hall 926 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Windom House 1132 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A

*The student residential building is vacant

Residential Facilities Statistics for 2025

Residence Name and Street Address	Total Fires in Each Building	Campus Safety Incident Number	Date Reported	Cause of Fire	Injuries Requiring Treatment at Medical Facility	Deaths Related to Fire	Value of Property Damaged by Fire
Antero Apartments 1040 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Arthur House 1106 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Bemis Hall 920 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Blanca Apartments 1070 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Breton Hall 1131 N Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Chiles House 1115 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Clarke House 209 East Uintah Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Edith Gaylord House 1124 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
El Diente Apartments 1158 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Elbert House 1138 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Ellingwood House 209 East Uintah Street	0	N/A	N/A	N/A	N/A	N/A	N/A

Fleming House 1115 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Goodacre House 1115 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Haskell House 1196 N Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Heckman House 1111 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Jackson House 1029 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
John Lord Knight Apartments 1090 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Kappa Sigma Fraternity 1002 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Lennox House 1001 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Loomis Hall 1104 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Mathias Hall 123 East Uintah Street	1	CR2025- 012502	12/16/2025	Unintentional Appliance Fire – electronic device left in clothing in the dryer	0	0	\$1,000 – 9,999
Max Kade House 1134 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
McGregor Hall 930 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A

Montgomery Hall 1030 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Mullet House 1128 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Roberts House 1109 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Salazar House 1115 North Nevada Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 816 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 916 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 918 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 922 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 928 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 930 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage (Formerly Synergy House 1) 1006 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage (Formerly Phi Gamma Delta Fraternity) 1010 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage (Formerly Synergy House 2) 1018 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A

Senior Cottage 1032 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 1106 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 1112 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 1116 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 1120 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 1124 North Weber Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 221 East Uintah Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 225 East Uintah Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage * 229 E Uintah Street	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 224 E Cache La Poudre Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 226 E Cache La Poudre Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 222 East Dale Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Senior Cottage 228 East Dale Street	0	N/A	N/A	N/A	N/A	N/A	N/A

Sigma Chi Fraternity 223 East San Rafael Street	0	N/A	N/A	N/A	N/A	N/A	N/A
South Hall 130 East Cache La Poudre Street	0	N/A	N/A	N/A	N/A	N/A	N/A
Ticknor Hall 926 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A
Windom House 1132 North Cascade Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A

*The student residential building is vacant

Appendix A – Colorado Legal Definitions of Sexual Assault, Domestic Violence, Dating Violence, Stalking, and Consent

Colorado Revised Statutes (C.R.S.) § 18-3-401 Definitions (Sexual Assault):

As used in this part 4, unless the context otherwise requires:

(1) “Actor” means the person accused of a sexual offense pursuant to this part 4.

(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.

(1.7) “Diagnostic test” means a human immunodeficiency virus (HIV) screening test followed by a supplemental HIV test for confirmation in those instances when the HIV screening test is repeatedly reactive.

(2) “Intimate parts” means the external genitalia or the perineum or the anus or the buttocks or the pubes or the breast of any person.

(2.4) “Medical-reporting victim” means a victim who seeks medical treatment services following a sexual assault but who elects not to participate in the criminal justice system at the time the victim receives medical services.

(2.5) “Pattern of sexual abuse” means the commission of two or more incidents of sexual contact involving a child when such offenses are committed by an actor upon the same victim.

(3) “Physically helpless” means unconscious, asleep, or otherwise unable to indicate willingness to act.

(3.5) One in a “position of trust” includes, but is not limited to, any person who is a parent or acting in the place of a parent and charged with any of a parent's rights, duties, or responsibilities concerning a child, including a guardian or someone otherwise responsible for the general supervision of a child's welfare, or a person who is charged with any duty or responsibility for the health, education, welfare, or supervision of a child, including foster care, child care, family care, or institutional care, either independently or through another, no matter how brief, at the time of an unlawful act.

(4) “Sexual contact” means:

(a) 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;

(b) The knowing emission or ejaculation of seminal fluid onto any body part of the victim or the clothing covering any body part of the victim; or

(c) Knowingly causing semen, blood, urine, feces, or a bodily substance to contact any body part of the victim or the clothing covering any body part of the victim if that contact with semen, blood, urine, feces, or a bodily substance is for the purpose 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, anilingus, 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.

(7) "Victim" means the person alleging to have been subjected to a criminal sexual assault.

C.R.S. § 18-3-402. Sexual Assault (Includes Statutory Rape)

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

(a) The actor causes sexual intrusion or sexual penetration knowing the victim does not consent; or

(b) The actor knows that the victim is incapable of appraising the nature of the victim's conduct; or

(c) The actor knows that the victim submits erroneously, believing the actor to be the victim's spouse; or

(d) At the time of the commission of the act, the victim is less than fifteen years of age and the actor is at least four years older than the victim and is not the spouse of the victim; or

(e) At the time of the commission of the act, the victim is at least fifteen years of age but less than seventeen years of age, and the actor is at least ten years older than the victim and is not the spouse of the victim; or

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

(g) The actor, while purporting to offer a medical service, engages in treatment or examination of a victim for other than a bona fide medical purpose or in a manner substantially inconsistent with reasonable medical practices; or

(h) The victim is physically helpless, and the actor knows the victim is physically helpless and the victim has not consented.

C.R.S. § 18-3-404 Unlawful Sexual Contact

(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) Repealed by Laws 1990, H.B.90-1133, § 25, eff. July 1, 1990.

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

(g) The actor engages in treatment or examination of a victim for other than bona fide medical purposes or in a manner substantially inconsistent with reasonable medical practices.

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

(1.7) Repealed by Laws 2010, Ch. 415, § 1, eff. July 1, 2012.

C.R.S. § 18-6-800.3 Definitions (Domestic Violence)

As used in this part 8, unless the context otherwise requires:

(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. "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.

(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.

Colorado law does not contain a separate offense of “dating violence.”

C.R.S. 18-3-602 Definitions (Stalking)

(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.

(2) For the purposes of this part 6:

(a) Conduct “in connection with” a credible threat means acts that further, advance, promote, or have a continuity of purpose, and may occur before, during, or after the credible threat.

(b) “Credible threat” means a threat, physical action, or repeated conduct that would cause a reasonable person to be in fear for the person's safety or the safety of his or her immediate family or of someone with whom the person has or has had a continuing relationship. The threat need not be directly expressed if the totality of the conduct would cause a reasonable person such fear.

(c) “Immediate family” includes the person's spouse and the person's parent, grandparent, sibling, or child.

(d) “Repeated” or “repeatedly” means on more than one occasion.