

<i>Do I have to report what happened?</i>	No. You can speak with a confidential resource. At CC, these include the Campus Advocate, Counseling Center, Chaplain, Health Center, or Ombudsman without making a report to Title IX.
<i>What if I'm not sure what happened or whether what happened was "bad enough" to report?</i>	You do not need to know whether something violates College policy before reaching out. You can tell any CC confidential resource (there are five) OR Title IX what happened and ask what options are available without committing to a formal process.
<i>What if someone else reports what happened to me?</i>	Most CC employees are mandatory reporters. If they learn about sexual misconduct, they generally must share that information with the Office for Civil Rights & Title IX. IMPORTANT: That does not mean a complaint has been filed or an investigation has started.
<i>What happens after Title IX receives a report?</i>	The Office for Civil Rights & Title IX will typically contact you to: • Offer support and resources • Explain your options • Discuss possible supportive measures • Give you the opportunity to meet and ask questions IMPORTANT: You decide whether you want to respond to that outreach. You can also decide to respond to the outreach in the future.
<i>Do I have to meet with Title IX?</i>	No. Receiving outreach does not require you to schedule a meeting or participate in a process.
<i>If I meet with Title IX, am I agreeing to an investigation?</i>	No. You can meet with Title IX simply to learn about your options and/or make the College aware of what happened to you.
<i>Can I get help without filing a formal complaint?</i>	Yes. Supportive measures may be available even if you do not file a formal complaint or pursue an investigation. Depending on the situation, these might involve academic, housing, safety, or other campus supports.
<i>Will the other person automatically be told that I reported them?</i>	Not simply because Title IX receives a report. Whether the other person needs to be notified depends on what action you request and what process, if any, moves forward.
<i>Can I make an anonymous report?</i>	Yes. CC provides an anonymous reporting option. Keep in mind that limited information can sometimes limit what the College is able to do in response.
<i>Can my identity remain confidential?</i>	You can request that your identity is not shared with the other person. The College will consider that request, although there may be circumstances where it cannot take a particular action without disclosing identifying information. Title IX staff should discuss this with you before moving forward whenever possible.
<i>What if I don't want anything to happen?</i>	Tell Title IX that. Your wishes are an important part of determining what happens next. In the rare circumstance of a potential threat to public safety, the Title IX Coordinator may determine that the College needs to act even when you do not want to pursue a formal process. That is not the typical outcome, and the Coordinator considers the circumstances and your wishes when making that decision.
<i>Will Title IX contact the person who harmed me even if I don't want them to?</i>	Not automatically. Some actions require notifying or involving the other person, while others do not. You can ask what would happen before deciding whether you want to move forward.
<i>What if I don't remember everything?</i>	You do not need to have every detail figured out before seeking support or making a report. If you choose to participate in a formal investigation, you will have opportunities to provide more detailed information.
<i>What if alcohol or drugs were involved?</i>	Statistically, most college sexual assaults involve alcohol. You can still report sexual misconduct if you had been drinking or using substances. The Title IX Office does not automatically report the involvement of drugs or alcohol to the Student Conduct Office or Campus Safety. Ask about CC's amnesty policies if you are concerned that your own conduct could result in disciplinary consequences.
<i>What if it happened a long time ago?</i>	You can still report it. Colorado College does not have a statute of limitations for reporting a violation of its nondiscrimination and anti-harassment policy. Waiting may

	affect what evidence is available or what actions the College can take, but it does not prevent you from making a report.
What if the other person has graduated or left CC?	You can still make a report. What options the College can offer may depend on whether the person is still connected to CC and other circumstances.
What if it happened off campus?	You can still reach out. Where something happened can affect which College policy or process applies, but you do not need to figure out jurisdiction yourself before asking for help.
What if the person isn't a CC student?	You can still reach out for support and information about your options. Title IX, the Campus Advocate, or Campus Safety can help you contact law enforcement and seek a protection order.
What if I'm afraid they'll retaliate against me?	Retaliation related to reporting or participating in a Title IX process is prohibited. If you experience intimidation, threats, harassment, social retaliation, or other concerning behavior after making a report, tell Title IX or another campus resource.
Can I have someone with me?	Yes. A support person is welcome to join you at any point in the process, including initial contact as well as a self-chosen advisor for any hearing.
Do I have to talk to the police?	No. The CC Title IX process and the criminal legal system are separate processes. You can generally pursue one, both, or neither.
Does reporting to Campus Safety automatically mean I'm pressing charges?	No. Making a campus report and choosing to participate in a criminal investigation are different decisions.
Will my parents be told?	Typically, no. For most college students who are adults, Title IX involvement does not automatically mean that parents are contacted. You can ask Title IX exactly who will receive information and under what circumstances.
Will this go on my transcript?	Simply making or being named in a Title IX report does not put something on your academic transcript.
Will everyone on campus know?	No. Information about reports and processes is not supposed to be shared broadly. Information is generally limited to people who need it for the College to provide support or carry out an applicable process.
What is a supportive measure?	A supportive measure is an individualized step intended to help you continue access to participating in your education and campus life. You can ask about supportive measures without committing to a formal investigation.
Can I ask for a No Contact Directive?	Potential safety measures can be discussed with Title IX. You can ask what a No Contact Directive would mean, how it works, and what happens if it is violated before deciding whether it would be helpful.
Is a formal investigation my only option?	No. Depending on the circumstances, other resolution options may be available, including informal resolution. You can ask Title IX to explain all available options, including what each one would require from you, before choosing.
Can I change my mind?	Typically, yes. Talk with Title IX if you want to change course. What can be changed depends on how far a particular process has progressed, but asking about an option does not mean you have to immediately commit to it.
Who can help me understand all of this without reporting?	The CC Campus Advocate confidential advocate can help you: • Understand the Title IX process • Think through your options • Prepare for meetings • Identify questions you want to ask • Request support • Consider whether, when, and how you want to engage with Title IX Talking with an advocate does not require you to make a Title IX report.

Title IX Coordinator reviews report for prohibited conduct.

- Determines if incident involves possible prohibited behaviors of the **Colorado College Civil Rights and Title IX Policy**.
- Assess level of threat to involved parties and/or community and immediate safety needs.
- If prohibited conduct does not meet criteria of Title IX violation then it can be moved to Student Conduct Office for violation of **Student Code of Conduct policy**.
- If needed, Collaborates with other campus partners on a *need to know* basis.

Report is submitted to Title IX Office

via reporting link, phone, or email. Report can be submitted anonymously and without identifying one or both parties involved.

Report is reviewed by Title IX Coordinator

Outreach from Title IX Coordinator includes:

- Info about Title IX Office, process and supportive measures.
- Invitation to meet with Title IX Coordinator to discuss rights, resources, and options.
- On and off campus resources.

Involving Title IX Office can offer:

- Connection to Campus Safety or law enforcement.
- Information on possible supportive measures, CC resolution processes and provide follow-up.
- Protection from retaliation

Outreach (legally required) from Title IX Coordinator

Respond to and/or meet with Title IX Coordinator (completely optional)

TIx process options include:

INFORMAL resolution Process:

- voluntary
- written impact statement
- apology
- agreed upon remedies
- includes supportive measures

FORMAL resolution process:

- investigation (by Monica)
- live hearing
- opportunity for appeal

RESPONSIBLE EMPLOYEES

Mandatory reporters must promptly notify the Title IX Office of all known details related to a possible incident of discrimination, harassment or sexual misconduct that is reported to them directly, indirectly, or through a third party, or that they may have observed. Mandatory reporters must report such information regardless of where the incident occurred. If an employee has a question about whether to report conduct, they should err on the side of caution and confer with the Title IX Coordinator or Deputy Title IX Coordinator.

FMI:

<http://www.coloradocollege.edu/basics/welcome/leadership/policies/anti-discrimination-policy-and-procedures.html> Topic 181623244

Ongoing supportive measures may include:

- safety planning
- No Contact Directive
- housing relocation
- change class or work schedule, if possible.
- academic support measures
- leaves of absence from the college

If no response within 2 weeks, Title IX report is closed. Can be reopened at any point. No time limitations exist.

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