

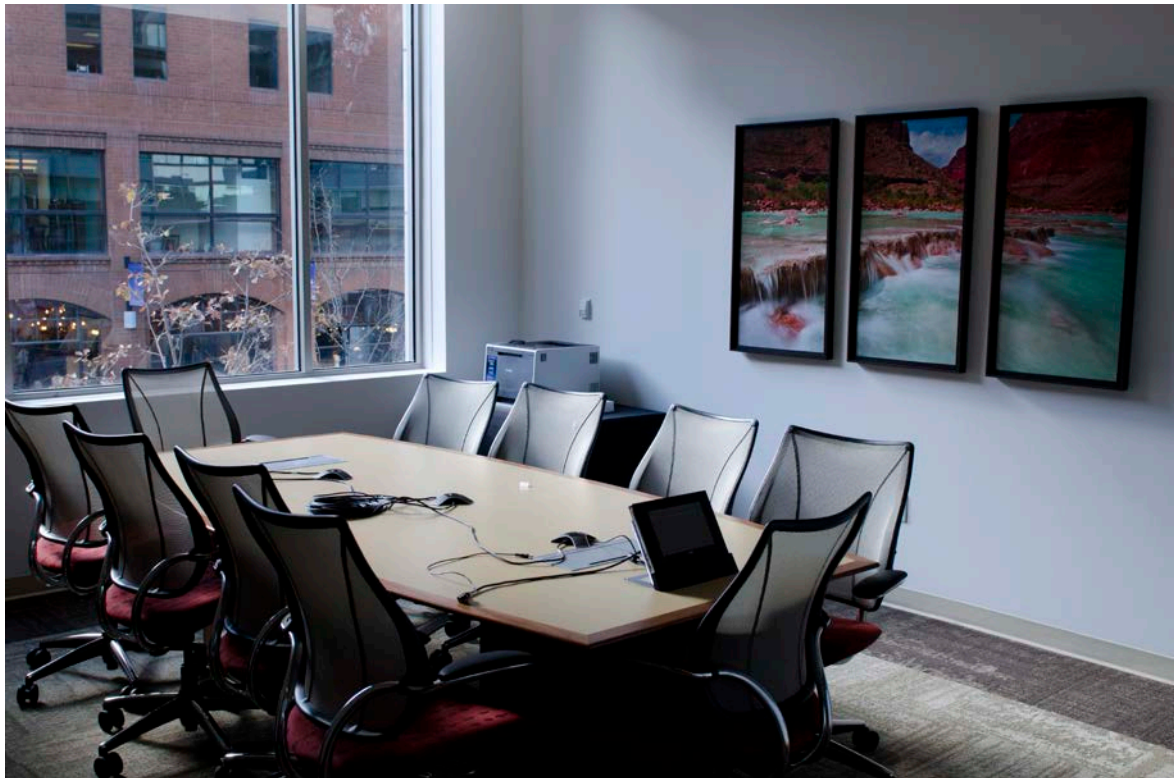


UNIVERSITY
of the ROCKIES™

Campus Security and Safety Report
Colorado Springs, Colorado

CAMPUS SECURITY AND SAFETY REPORT

Colorado Springs, Colorado
Published October 1, 2015





Introduction

University of the Rockies (“University”) is providing the following information to all of its current students attending class in Colorado Springs, Colorado, as well as employees and online students, as part of the University’s commitment to safety and security pursuant to the requirements of the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”) and the Violence Against Women Reauthorization Act of 2013 (“VAWA”), which added Campus SaVE Act provisions.

VAWA amended the Clery Act, requiring institutions to compile statistics for incidents of domestic violence, dating violence, sexual assault, and stalking and to include certain policies, procedures, and programs pertaining to these incidents in their annual security reports. Effective July 1, 2015, the U.S. Department of Education published final regulations implementing the changes to the Clery Act by VAWA. Prior to July 1, 2015, in accordance with the Dear Colleague Letter GEN 14-13 dated July 14, 2014, the Department required institutions to make a “good-faith effort to comply with the statutory provisions as written” until the effective date of the final regulations.

This report is prepared in cooperation with the local Colorado Springs Police Department, which surrounds our non-residential location in Colorado Springs, Colorado. Campus crime, arrest, and referral statistics include those reported to the University and the Colorado Springs Police Department.

Under the direction of the Provost and the Office of Financial Aid, the University has compiled this report for review by the campus community and members of the public by no later than October 1, 2015, and is responsible for checking the accuracy of reports and reconciling statistics to ensure proper categorization and to avoid double counting. If you have questions about this report, please contact the President and Chief Executive Officer, Dr. Dawn Iwamoto, at 866.621.0124.

Campus Security and Crime Prevention Policy

Notification of the Campus Security and Safety Report

Annually by October 1, the University of the Rockies distributes its Campus Security and Safety Report (“Report”) to every student (whether they attend classes on campus, online, or both) and employee via email and posts the Report for the students, employees, and the general public on its website at <http://www.rockies.edu/campus-safety.htm>. Anyone may also request a hard copy by emailing studentaffairs@rockies.edu.

Reporting Crimes and Emergencies

It is important for students, as well as other members of the University community, to take responsibility for their own safety and well-being. The University strongly encourages students, staff, and employees to take steps to ensure the safety and security of their belongings, themselves, and others and to report any crimes or emergencies to local authorities.

The University Safety Coordinator keeps a crime log for its Colorado Springs location documenting any criminal incident or alleged criminal incident that occurs on the campus, on public property (within or immediately adjacent to and is accessible from the campus) or that is reported to the Safety



Coordinator. The University does not maintain any non-campus building or property in Colorado Springs. This log extends beyond Clery Act crimes. This information is available for public inspection, upon request, during normal business hours. Information in the crime log includes the following: the nature of the crime, the date and time the crime occurred, a general location of the crime, the case number, and any known disposition of the complaint. Any portion of the log older than 60 days will be made available within two business days of a request for public inspection.

The University reserves the right to maintain the privacy of both the victim and the accused in any of these situations except as may be required by law.

Procedures for Reporting Criminal Actions or Emergencies

The safety and security of all members of the campus community are of primary importance to the University, which takes seriously reports of alleged criminal activity. Colorado is a “Duty to Report” State, meaning Colorado residents are required to report crimes committed by others if they have knowledge of them. If any student or employee becomes aware of a situation that would affect the safety or well-being of any member of the campus community, the student or employee must report the situation immediately to the local authorities and to the Safety Coordinator. If the Safety Coordinator is unavailable, the student or employee may report the incident to a member of the faculty or staff, Office of the Provost, or the University Registrar, who must provide this information to the Safety Coordinator for completion of an Incident Report. The University relies on the Colorado Springs Police Department and other local law enforcement authorities to assist during criminal investigations and emergencies.

Contact Information to Report a Crime or Emergency

Police/Fire/Rescue	911
Colorado Springs Police Department	719-444-7000
Safety Coordinators	866.621.0124 x 30220 or x 30230
University Provost	866.621.0124 x 30050
University Registrar	866.621.0124 x 30171

Duty to Report a Crime

Colorado law imposes a duty on its residents to report a crime if they have reasonable grounds for belief that another has committed a crime. “It is the duty of every corporation or person who has reasonable grounds to believe that a crime has been committed to report promptly the suspected crime to law enforcement authorities.” Colo. Rev. St. 18-8-115. University policy adheres to this legal requirement.

To that end, if they have reasonable grounds for so believing, faculty, staff, administrators, and students must report a crime immediately to the Colorado Springs Police Department and to the Safety Coordinators (866.621.0124 ext. 30220 or 30230). The crime may also be reported to a member of the faculty, Office of the Provost, or the University Registrar. This information will be provided to a Safety Coordinator, who will then complete an Incident Report.



In addition, because the Colorado Springs location of the University has always been an urban campus without campus police, the University will file a report of any crime with the Colorado Springs Police Department or other appropriate law enforcement agencies.

The University encourages accurate and prompt reporting of all crimes, including those when the victim of the crime elects or is unable to make such a report. The University does not have any policies or procedures that allow victims or witnesses to report crimes on a voluntary, confidential basis to University administrators. In addition, the University neither employs professional counselors or pastoral (faith-based) counselors for use by students, faculty, or staff nor follows a policy that encourages pastoral counselors and professional counselors to inform the persons whom they are counseling to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. Students and employees may anonymously report a crime directly to the local police or through other anonymous crime reporting mechanisms (such as Crime Stoppers) to comply with Colorado law.

The Provost reviews all campus Incident Reports for potential actions arising from a breach of Student Community Standards; the Provost refers to the pertinent law enforcement agencies incidents giving rise to a violation of criminal law. When a potentially dangerous threat to the campus community arises, the University will issue timely reports or warnings pursuant to the policy explained in more detail below in the section entitled *Timely Reports of Specific Crimes or Offenses*.

Campus Awareness of Security Services

The University takes crime prevention seriously and informs students and staff throughout the year regarding various educational opportunities and programs to learn about campus security procedures and practices.

For each campus start, new students receive an orientation that includes presentations from area experts on personal safety tips, emergency communication systems, building security, and prevention of sexual abuse and assault. Faculty, staff, and continuing students are strongly encouraged to attend these programs. The institution provides annual Workplace Violence Training to all managers.

The institution also provides crime prevention information, such as the *Sexual Misconduct Response Process* and *Campus Safety Tips* brochures, to the campus community, as well as regular safety updates to faculty, staff, and students. The Safety Coordinator keeps a record of campus safety educational programming and updates. .

Timely Reports of Specific Crimes or Offenses

When a known crime is considered to have a serious or continuing threat to University students or employees, the Safety Coordinator or the Provost will notify the campus community in a timely manner, withholding the names of victims as confidential, through one or more of the following methods, depending upon the nature of the incident:

- Immediate notification to students, faculty, and staff



- Notification to students, faculty, and staff via flyer, posted information, email, or the Send Word Now Emergency Notification System
- If necessary, notification to the larger community via written press release, email, or telephone call.

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

Security of and Access to University Facilities

The University's Colorado Springs location is located in an office building complex. Access to the campus is monitored during normal business hours; the University locks the doors to the areas encompassing the campus during non-business hours. Access to the school is restricted to students, prospective students, faculty, staff, and visitors conducting business with the University. During non-business hours, access to all University facilities is by access card.

Visitors to the campus must follow University policies regarding security and safety. Their student and employee hosts share responsibility for the lawful and appropriate behavior of visitors. All criminal incidents involving, or observed by, campus visitors should be reported immediately to a Safety Coordinator. If the Safety Coordinator is unavailable, the crime should be reported to a member of the faculty, staff, Office of the Provost, or the University Registrar, who will provide this information to Safety Coordinator for completion of an Incident Report.

As necessary, the Provost and Safety Coordinator works with the Colorado Springs Police Department, El Paso County Sheriff Department, and the Colorado State Patrol and refers all criminal incidents to local authorities with jurisdiction. When required, the Safety Coordinator and local authorities meet to discuss issues of campus security and safety. The University has not entered into a written memorandum of understanding with the Colorado Springs Police Department or other law enforcement agency.

The University does not recognize official student organizations that have sanctioned off-campus living or meeting facilities.

Alcohol and Drug Policies and Procedures

In compliance with the Drug-Free Schools and Communities Act, the University has implemented a program to prevent the illicit use of drugs and the abuse of alcohol by students and employees. The Program requires the University to distribute information annually to students and employees concerning the possession, use, or distribution of alcohol and illicit drugs at the University. This information includes the University's standards of conduct relating to the unlawful possession, use, or distribution of illicit drugs and alcohol, health risks associated with the use of illicit drugs and alcohol abuse, resources for obtaining assistance with drug and alcohol abuse, and a summary of legal sanctions for violations of federal, state, and municipal law, as well as University disciplinary actions



relating to the unlawful possession, use, or distribution of illicit drugs and alcohol. The institution sets forth this information below and at www.rockies.edu/DFSCA.

The Drug-Free Schools and Communities Act Program is intended to supplement and not limit the provisions of the University's Drug-Free Workplace policy applicable to University employees.

- **Standards of conduct relating to the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on University property or as a part of University sponsored activities**

It is the University's intent to provide a drug-free, healthful, safe, and secure academic environment.

University Student Alcohol Use Policies

The University neither condones nor sanctions the use of alcohol. All individuals are expected to observe the alcoholic beverage laws of the State of Colorado. The University strictly prohibits the unauthorized use, consumption, possession, and distribution of alcohol by any student on campus grounds, or at University-sponsored activities, regardless of whether the student is of legal drinking age

For certain Denver Campus events or functions, alcohol may be served only to persons of legal drinking age who, if so requested by the event sponsor, are able to verify their age with a state issued identification, passport or similar document. Written permission from the University President to serve alcohol, and any legally required alcohol permits must be obtained prior to the function.

University Student Drug Use Policies

The unlawful possession, use, sale, or distribution of illegal drugs or controlled substances is prohibited on campus grounds or at University-sponsored events. Drug paraphernalia is strictly prohibited on campus grounds or at University-sponsored activities. See the University Sanctions section below for disciplinary procedures for any student who violates this policy.

Employee Policies:

The University prohibits the manufacture, distribution, dispensation, sale, purchase, or transfer of any controlled substance by its employees on University premises or while conducting University business. The University prohibits the possession or use of any controlled substance by its employees on University premises or while conducting University business. Employees may not report to work under the influence of a controlled substance. Controlled substances include those drugs listed in the federal Controlled Substances Act.

The University also prohibits the use, possession, distribution, transfer or sale of any drug paraphernalia on University premises or while conducting University business. In addition,



the University prohibits employees from reporting to work under the influence of, dispensing, possessing or using alcohol on University premises or while conducting University business except as permitted at specific University events.

Health Risks Associated With the Abuse of Alcohol and Use of Illicit Drugs

The U.S. Department of Justice provides information on the effects of alcohol and commonly used drugs. This information is provided below and can also be found on the U.S. Department of Justice website at .

Alcohol:

Alcohol consumption causes a number of marked changes in behavior. Even a low amount can significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate amounts of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high amounts of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high amounts cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower amounts of alcohol will produce the effects described here.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly combined with poor nutrition, can also lead to permanent damage to vital organs, such as the brain and the liver.

Females who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at a greater risk of becoming alcoholics themselves.

Because alcohol affects many organs in the body, long-term heavy drinking puts people at risk for developing serious health problems, some of which are described below.

Alcohol-Related Liver Disease: More than 2 million Americans suffer from alcohol-related liver disease. Some drinkers develop alcoholic hepatitis, or inflammation of the liver, as a result of long-term heavy drinking. Its symptoms include fever, jaundice (abnormal yellowing of the skin, eyeballs, and urine), and abdominal pain. Alcoholic hepatitis can cause death if drinking continues. If drinking stops, this condition often is reversible. About 10 to 20 percent of heavy drinkers develop alcoholic cirrhosis, or scarring of the liver. Alcoholic cirrhosis can cause death if drinking continues.

Heart Disease: Moderate drinking can have beneficial effects on the heart, especially among those at greatest risk for heart attacks, such as men over the age of 45 and women after menopause. But long-term heavy drinking increases the risk for high blood pressure, heart disease, and some types of stroke.



Cancer: Long-term heavy drinking increases the risk of developing certain forms of cancer, especially cancer of the esophagus, mouth, throat, and voice box. Women are at slightly increased risk of developing breast cancer if they drink two or more drinks per day. Drinking may also increase the risk for developing cancer of the colon and rectum.

Pancreatitis: The pancreas helps to regulate the body's blood sugar levels by producing insulin. The pancreas also has a role in digesting ingested food. Long-term heavy drinking can lead to pancreatitis, or inflammation of the pancreas. This condition is associated with severe abdominal pain and weight loss and can be fatal.

Drugs:

Methamphetamine: Methamphetamine releases high levels of the neurotransmitter dopamine which stimulates brain cells enhancing mood and body movement. It also appears to have a neurotoxic effect damaging brain cells that contain dopamine and serotonin, another neurotransmitter. Over time, methamphetamine appears to cause reduced levels of dopamine, which can result in symptoms like those of Parkinson's disease, a severe movement disorder. Users may become addicted quickly and use it with increasing frequency and in increasing doses. The central nervous system (CNS) actions that result from taking even small amounts of methamphetamine include increased wakefulness, increased physical activity, decreased appetite, increased respiration, hyperthermia, and euphoria. Other CNS effects include irritability, insomnia, confusion, tremors, convulsions, anxiety, paranoia, and aggressiveness. Hyperthermia and convulsions can result in death.

Methamphetamine causes increased heart rate and blood pressure and can cause irreversible damage to blood vessels in the brain, producing strokes. Other effects of methamphetamine include respiratory problems, irregular heartbeat, and extreme anorexia. Its use can result in cardiovascular collapse and death.

Cocaine: Cocaine is a strong central nervous system stimulant that interferes with the re-absorption process of dopamine, a chemical messenger associated with pleasure and movement. Dopamine is released as part of the brain's reward system and is involved in the high that characterizes cocaine consumption. The physical effects of cocaine use include constricted peripheral blood vessels, dilated pupils, and increased temperature, heart rate, and blood pressure. The duration of cocaine's immediate euphoric effects, which include hyper-stimulation, reduced fatigue, and mental clarity, depends on the route of administration.

High doses of cocaine and/or prolonged use can trigger paranoia. Smoking crack cocaine can produce a particularly aggressive paranoid behavior in users. When addicted individuals stop using cocaine, they often become depressed, which may lead to further cocaine use to alleviate depression. Prolonged cocaine snorting can result in ulceration of the mucous membrane of the nose and can damage the nasal septum enough to cause it to collapse. Cocaine-related deaths are often a result of cardiac arrest or seizures followed by respiratory arrest.



Heroin: Heroin abuse is associated with serious health conditions including fatal overdose, spontaneous abortion, collapsed veins, and infectious diseases, including HIV/AIDS and hepatitis. Mental functioning becomes clouded due to depression of the central nervous system. Long-term effects of heroin appear after repeated use for some period of time. Chronic users may develop collapsed veins, infection of the heart lining and valves, abscesses, cellulitis, and liver disease. Pulmonary complications, including various types of pneumonia, may result from the poor health condition of the abuser, as well as from heroin's depressing effects on respiration.

Marijuana: Recent research findings indicate that long-term use of marijuana produces changes in the brain similar to those seen after long-term use of other major drugs of abuse.

Someone who smokes marijuana regularly may have many of the same respiratory problems as tobacco smokers. These individuals may have daily cough and phlegm, symptoms of chronic bronchitis, and more frequent chest colds. Continuing to smoke marijuana can lead to abnormal functioning of lung tissue injured or destroyed by marijuana smoke.

MDMA (Ecstasy): MDMA causes injury to the brain, affecting neurons that use the chemical serotonin to communicate with other neurons. The serotonin system plays a direct role in regulating mood, aggression, sexual activity, sleep, and sensitivity to pain. Many of the risks users face with MDMA use are similar to those found with the use of cocaine and amphetamines, such as: psychological difficulties including confusion, depression, sleep problems, drug craving, severe anxiety, and paranoia – during and sometimes weeks after taking MDMA; physical symptoms such as muscle tension, involuntary teeth clenching, nausea, blurred vision, rapid eye movement, faintness, and chills or sweating; and increases in heart rate and blood pressure, a special risk for people with circulatory or heart disease. There is also evidence that people who develop a rash that looks like acne after using MDMA may be risking severe side effects, including liver damage, if they continue to use the drug.

Rohypnol, GHB, and Ketamine: Coma and seizures can occur following abuse of GHB and, when combined with methamphetamine, there appears to be an increased risk of seizure. Combining use with other drugs such as alcohol can result in nausea and difficulty breathing. GHB may also produce withdrawal effects, including insomnia, anxiety, tremors, and sweating. In October, 1996, because of concern about Rohypnol, GHB, and other similarly abused sedative-hypnotics, Congress passed the "Drug-Induced Rape Prevention and Punishment Act of 1996." This legislation increased federal penalties for use of any controlled substance to aid in sexual assault.

LSD: The effects of LSD are unpredictable. They depend on the amount taken; the user's personality, mood, and expectations; and the surroundings in which the drug is used. Usually, the user feels the first effects of the drug 30 to 90 minutes after taking it. The physical effects include dilated pupils, higher body temperature, increased heart rate and blood pressure, sweating, loss of appetite, sleeplessness, dry mouth, and tremors.



LSD is not considered an addictive drug since it does not produce compulsive drug-seeking behavior as do cocaine, amphetamine, heroin, alcohol, and nicotine. However, like many of the addictive drugs, LSD produces tolerance, so some users who take the drug repeatedly must take progressively higher doses to achieve the state of intoxication they had previously achieved. This is an extremely dangerous practice, given the unpredictability of the drug. The National Institute on Drug Abuse (NIDA) is funding studies that focus on the neurochemical and behavioral properties of LSD. This research will provide a greater understanding of the effects of the drug.

Alcohol and Drug Prevention Programs

The University provides services related to drug and alcohol use and abuse for students. In addition, employees are provided services through our Employee Assistance Program. The University disseminates informational materials, education programs and referrals regarding the use of alcohol and/or a controlled substance. Students who violate University policies related to the use of drugs or alcohol will be subject to the disciplinary procedures as set forth in the Student Community Standards and also noted in the University Sanctions section below. Employees who violate the Drug Free Workplace policy will be disciplined, up to and including termination. The Safety Coordinator provides an overall coordination of the Drug-Free Schools and Communities Act Program; however some services are the responsibility of other University departments and staff. These include:

Alcohol and Drug Education: The Office of Student Access and Wellness and the Employee Assistance Program

Counseling Referrals: Student Access and Wellness, Employee Assistance Program, and the Behavioral Intervention Team

University Student Disciplinary Actions: University Provost of Office of Dispute Resolutions

Employee Disciplinary Actions: Human Resources

The following national toll-free telephone number is provided to assist any member of the University who may require assistance in dealing with a drug or alcohol problem:

24 Hour National Alcohol and Substance Abuse Information Center
1-800-784-6776

The following counseling services have been identified in Colorado Springs:

Mental Health & Substance Abuse Treatment Referral Services:
Cedar Springs Behavioral Health
2135 Southgate Rd.



Colorado Springs, CO 80906
(Main): (719) 633-4114

Drug Abuse Information & Treatment:

Riegel Center
St. Francis Health Center
961 E Colorado Avenue
Colorado Springs, CO 80903
(Appointments): (719) 634-1825

Colorado Treatment Services
2010 E Bijou St.
Colorado Springs, CO 80909
(719) 465-1270

Aspen Pointe
875 West Moreno Ave
Colorado Springs, CO 80905
(Crisis): (719) 635-7000
(Call Center): (719) 572-6100

About An Alternative
3100 N Academy Blvd
Colorado Springs, CO 80917
(719) 572-1844

State and Federal Laws Regarding Drugs and Alcohol

Federal, state and local laws prohibit the possession or use of, distribution of, manufacture of, or possession with intent to distribute a controlled substance or a counterfeit controlled substance. Penalties for a conviction under these laws vary widely depending on the type of substance possessed or used, the quantity of such substance possessed, whether the defendant was engaged in the sale or manufacture of such substance, whether the defendant is a repeat offender, and other factors. A list of specific illegal drugs, possession amounts, and penalties for use, possession and sale are described in Colorado Revised Statutes Title 18, Article 18, Part 4. A list of federal drug law violations and related penalties can be found at 21 U.S.C. Chapter 13, Subchapter I, Part D. See also http://www.justice.gov/dea/druginfo/ftp_chart1.pdf.

Colorado state law permits the limited possession and use of marijuana and the use of medical marijuana (i.e., use by persons possessing a lawfully issued medical marijuana card). Notwithstanding the unique Colorado state law regarding possession and use of marijuana and use of medical marijuana, federal law still prohibits the use, possession, distribution or cultivation of marijuana. While the U.S. Department of Justice has announced it will not challenge Colorado law, as an educational institution that receives



federal funds, the University must comply with federal law. The use, possession, sale, distribution or cultivation of marijuana on any University property or at any University-sponsored event or activity held off the University's property is prohibited.

Colorado law forbidding the consumption of alcohol or marijuana by persons under the age of 21 is specified in CRS 18-13-122. The prohibition on serving alcohol to persons under 21 is located at CRS 12-47-901 and the prohibition on selling marijuana to persons under 21 is located at CRS 18-18-406. All members of the University community who are under 21 years of age are expected to abide by these laws at all times.

Pursuant to CRS 18-13-122, it is illegal for a person under 21 to possess or consume alcohol, marijuana or marijuana paraphernalia anywhere in the state of Colorado, with certain very limited exceptions. Upon a first conviction under this statute, a court will impose a maximum fine of \$100 or require the defendant to complete a substance abuse education program, or both. Penalties for subsequent offenses include fines ranging from \$100 to \$250, participation in substance abuse education or treatment programs, and completion of 24 to 36 hours of community service.

Pursuant to CRS 42-4-1301, it is illegal to operate a motor vehicle in Colorado while impaired by alcohol and/or one or more drugs or while under the influence of alcohol and/or one or more drugs. This is true for persons both under and over the legal drinking age of 21. The following is a partial summary of Colorado's statutes concerning operating a motor vehicle after consuming alcohol:

Driving While Ability Impaired (DWAI)

In Colorado, a person is presumed to be guilty of DWAI if a blood alcohol content (BAC) breath test shows an alcohol level in excess of .05 but less than .08 percent. Pursuant to CRS 42-4-1307, a first conviction for DWAI results in imprisonment for a minimum of two days up to 180 days, or, at the Court's discretion, participation in an alcohol use evaluation, education or treatment program at the defendant's expense; a minimum of 24 to 48 hours of community service; and mandatory fees ranging from \$273 to \$673. Additionally, at the court's discretion, a first offense may include fines ranging from \$200 to \$500 and probation for up to two years. Penalties for subsequent offenses include imprisonment for a minimum of 10 to 60 days up to one year; fines ranging from \$600 to \$1500; mandatory driver's license revocation for one to two years; mandatory community service ranging from 48 to 120 hours; mandatory probation for at least two years; mandatory fees ranging from \$273 to \$673; and mandatory participation in alcohol use evaluation, education or treatment programs at the defendant's expense.

Driving Under the Influence (DUI)

In Colorado, a person is presumed to be guilty of DUI if a BAC breath test shows an alcohol level of .08 percent or higher. Pursuant to CRS 42-4-1307, a first conviction for DUI results in imprisonment for a minimum of five days up to one year, or, at the Court's discretion, participation in an alcohol use evaluation, education or treatment program at the defendant's expense; mandatory driver's license revocation of nine months; a minimum of



48 to 96 hours of community service; and mandatory fees ranging from \$273 to \$673. Additionally, at the court's discretion it can impose fines ranging from \$600 to \$1000 and probation for up to two years. Penalties for subsequent offenses include imprisonment for a minimum of 10 to 60 days up to one year; fines ranging from \$600 to \$1500; mandatory driver's license revocation for one to two years; mandatory community service ranging from 48 to 120 hours; mandatory probation for at least two years; mandatory fees ranging from \$273 to \$673; and mandatory participation in alcohol use evaluation, education or treatment programs at the defendant's expense.

Driving after under-age consumption of alcohol

In addition to the DUI and DWAI laws summarized above, it is also illegal in Colorado for a person under the age of 21 to operate a motor vehicle if the person's BAC is at least .02 but not more than .05. Pursuant to CRS 18-13-122, the penalty includes a minimum fine of \$100 and a mandatory driver's license suspension for 3 to 12 months, but can also include up to 24 hours of community service and participation, at the expense of the violator, in an alcohol use evaluation, education or treatment program.

University Sanctions Regarding Drugs and Alcohol

University of the Rockies seeks to uphold University drug- and alcohol-related policies and laws, and will impose disciplinary sanctions against those students and/or employees who violate said policies and laws consistent with federal, state, or local law. Such sanctions could lead to a student being suspended or expelled from the University. Employees will be disciplined, up to and including termination. Students, faculty or employees who violate related laws may also be referred to law enforcement for prosecution. As part of the disciplinary process, the University may also request that the student complete a rehabilitation program. Employees may self-refer or have a University referral to the Employee Assistance Program for assistance in dealing with the use of alcohol or a controlled substance. A criminal conviction is not necessary to find that a student/employee has violated the University Student Community Standards or the provisions of the Employee Handbook, and the University need not, and ordinarily will not, defer its own actions and sanctions pending the outcome of any criminal proceeding. Students should refer to the Student Community Standards in the Academic Catalog. Employees should refer to the Employee Handbook.

Biennial Review

The University conducts biennial reviews of its Drug-Free Schools and Communities Act Program to: (a) determine the Program's effectiveness and implement changes to the Program if changes are needed; (b) determine the number of drug and alcohol-related violations and fatalities that— (i) occur on the University's campus, or as part of any of the University's activities; and (ii) are reported to campus officials; (c) determine the number and type of sanctions that are imposed by the University as a result of drug- and alcohol-related violations and fatalities on the University's campus or as part of any of the University's activities; and (d) ensure that the sanctions are consistently enforced.



Sexual Misconduct/Harassment Policies and Procedures

The University provides policies and programs regarding sexual misconduct and harassment in the *Student Rights and Responsibilities* section of the Academic Catalog. For the ease of reference of the reader, the institution sets forth the pertinent language below:

Gender/Sexual Discrimination, Misconduct, Harassment or Violence - Title IX/SaVE

University of the Rockies is committed to maintaining an academic climate in which individuals of the University community have access to an opportunity to benefit fully from the University's programs and activities. When students experience acts of sexual misconduct, their sense of safety and trust is violated. This can significantly interfere with their lives, including their educational goals. This policy has been developed to proactively create a campus environment in which incidents of sexual misconduct can be promptly and effectively responded to without further victimization, retaliation, and with possible remediation of its effects.

Dissemination of the Policy, Educational Programs and Employee Training

This policy shall be disseminated through the *University of the Rockies Academic Catalog*, provided to the University community online through the University website, Student Portal, and through other appropriate channels of communication.

New and current students will be provided with educational materials to promote familiarity with this policy. Newly hired employees and current employees responsible for reporting sexual misconduct will be provided with training. Furthermore, annual training will be provided to the Title IX Coordinator, Deputy Title IX Coordinator (if applicable), as well as investigators.

The educational programs and employee training provide ongoing awareness and prevention campaigns that also identifies safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than such bystander. Additionally, information is provided on risk reduction so that students, faculty/staff may recognize warning signs.

Sexual Harassment

Sexual harassment includes unwelcome conduct of a sexual nature, such as unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature that has the effect of unreasonably interfering with an individual's academic or work performance, or creates an intimidating, hostile, or offensive environment. Sexual violence is a form of sexual harassment prohibited by Title IX/SaVE.



Three Types of Sexual Harassment

1. Hostile Environment includes any situation in which there is harassing conduct that is sufficiently severe, pervasive/persistent and patently offensive so that it alters the conditions of education or employment, from both a subjective (the alleged victim's) and an objective (reasonable person's) viewpoint. The determination of whether an environment is "hostile" must be based on all of the circumstances.

These circumstances could include:

- the frequency of the conduct;
- the nature and severity of the conduct;
- whether the conduct was physically threatening;
- whether the conduct was humiliating;
- the effect of the conduct on the alleged victim's mental or emotional state;
- whether the conduct was directed at more than one person;
- whether the conduct arose in the context of other discriminatory conduct;
- whether the statement is a mere utterance of an epithet which engenders offense in an individual, or offends by mere discourtesy or rudeness; and
- whether the speech or conduct deserves the protections under other of principles such as academic freedom.

Hostile Environment sexual harassment may occur in student-to-student, faculty/staff to student or student to faculty/staff relationships or third party to student/faculty/staff.

2. Quid pro quo sexual harassment exists when there are:

- unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature; and
- submission to or rejection of such conduct results in adverse educational or employment action.

Quid Pro Quo harassment may occur in student to student, faculty/staff to student or student to faculty/staff relationships.

3. Retaliation. The University will sanction a faculty, student, or staff member who takes adverse action against a person because of the person's participation in or support of an investigation of Sexual Misconduct/Harassment. Adverse action includes, but is not limited to, threats, harassment, intimidation (implied threats) or actual violence against the person or his or her property, adverse educational or employment consequences, ridicule, taunting, bullying, or ostracism.

Retaliation sexual harassment may occur in student to student, faculty/staff to student or student to faculty/staff relationships, or third party to student/faculty/staff.

Title IX/SaVE also prohibits gender-based harassment, which may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.

Sexual Assault

In Colorado the definition of Sexual Assault is as follows:



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

- a. The actor causes submission of the victim by means of sufficient consequence reasonably calculated to cause submission against the victim's will; or
- b. The actor knows that the victim is incapable of appraising the nature of the victim's conduct; or
- c. The actor knows that the victim submits erroneously, believing the actor to be the victim's spouse; or
- d. At the time of the commission of the act, the victim is less than fifteen years of age and the actor is at least four years older than the victim and is not the spouse of the victim; or
- e. At the time of the commission of the act, the victim is at least fifteen years of age but less than seventeen years of age and the actor is at least ten years older than the victim and is not the spouse of the victim; or
- f. The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over the victim and uses this position of authority 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.A. § 18-3-402.

Definitions and Examples of Sexual Misconduct/Harassment

Sexual Misconduct/Harassment Offenses include, but are not limited to:

1. Sexual Violence
2. Sexual Assault
3. Domestic and/or Dating Violence
4. Stalking
5. Sexual Exploitation

The University reserves the right to determine the applicable definition based upon factors including but not limited to location of alleged offense, applicable laws or location of the University. Under University policy or Title IX or other federal law, conduct may constitute sexual misconduct/harassment even though that conduct does not meet a specific state or other definition of an offense.

Sexual Violence

Sexual violence is defined as physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. A number of different acts fall into the category of sexual violence, including sexual assault, rape, sexual battery, sexual abuse, sexual coercion, domestic violence, dating violence, and stalking. Sexual violence can be carried out by University employees, other students, or third parties. All such acts of sexual violence are forms of sex discrimination prohibited by Title IX.



Consent

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. Submission under the influence of fear shall not constitute consent.

Incapacitation

Incapacitation is the physical and/or mental inability to make informed, rational judgments. States of incapacitation include, but are not limited to, unconsciousness, sleep and blackouts. Where alcohol or drugs are involved, incapacitation is defined with respect to how the alcohol or other drugs consumed affects a person's decision-making capacity, awareness of consequences, and ability to make fully informed judgments. Being intoxicated by drugs or alcohol does not diminish one's responsibilities to obtain consent. The factors to be considered when determining whether consent was given include whether the accused knew, or whether a reasonable person should have known, that the complainant was incapacitated.

Sexual Assault

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

- The actor causes submission of the victim by means of sufficient consequence reasonably calculated to cause submission against the victim's will; or
- The actor knows that the victim is incapable of appraising the nature of the victim's conduct; or
- The actor knows that the victim submits erroneously, believing the actor to be the victim's spouse; or
- 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
- 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
- The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over the victim and uses this position of authority to coerce the victim to submit, unless the act is incident to a lawful search; or
- 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
- The victim is physically helpless and the actor knows the victim is physically helpless and the victim has not consented.

Domestic Violence

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. "Intimate relationship" means



a relationship between spouses, former spouses, past or present unmarried couples, or persons who are both the parents of the same child regardless of whether the persons have been married or have lived together at any time. Domestic violence also includes any other crime against a person, or against property, including an animal, or any municipal ordinance violation against a person, or against property, including an animal, when used as a method of coercion, control, punishment, intimidation, or revenge directed against a person with whom the actor is or has been involved in an intimate relationship.

Dating Violence

The term “dating violence” means violence committed by a person who is or has been in a social relationship of a romantic intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors:

- The length of the relationship.
- The type of relationship.
- The frequency of interaction between the persons involved in the relationship.

Stalking

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, a victim need not show that he or she received professional treatment or counseling to show that he or she suffered serious emotional distress.

Sexual Exploitation

Occurs when a person takes non-consensual or abusive sexual advantage of another for his or her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other Sexual Misconduct/Harassment offenses. Examples of sexual exploitation include, but are not limited to:

- d. prostituting another student;
- e. non-consensual video or audio-taping of sexual activity;



- f. going beyond the boundaries of consent (such as letting your friends hide in the closet to watch you having consensual sex);
- g. engaging in voyeurism; and
- h. knowingly transmitting an STI or HIV to another student.

Confidentiality

Students or parents of minor students, reporting incidents of Sexual Misconduct/Harassment may ask that the students' names not be disclosed to the accused or that no investigation or disciplinary action be pursued to address the alleged Sexual Misconduct/Harassment. The University strongly supports a student's interest in confidentiality in cases involving Sexual Misconduct/Harassment. There are situations in which the University must override a student's request for confidentiality in order to meet its Title IX obligations; however, these instances will be limited and the information will only be shared with individuals who are responsible for handling the University's response to incidents of Sexual Misconduct/Harassment. Given the sensitive nature of reports of Sexual Misconduct/Harassment, the University will ensure that the information is maintained in a secure manner. The University is aware that disregarding requests for confidentiality can have a chilling effect and discourage other students from reporting Sexual Misconduct/Harassment. In the case of minors, state mandatory reporting laws may require disclosure, but will generally be followed without disclosing information to University personnel who are not responsible for handling the University's response to incidents of Sexual Misconduct/Harassment.

Even if a student does not specifically ask for confidentiality, to the extent possible, the University will only disclose information regarding alleged incidents of Sexual Misconduct/Harassment to individuals who are responsible for handling the University's response. To improve trust in the process for investigating Sexual Misconduct/Harassment complaints, the University will notify students of the information that will be disclosed, to whom it will be disclosed, and why. Regardless of whether student complainant requests confidentiality, the University will take steps to protect the complainant as necessary, including taken interim measures before the final outcome of an investigation.

For Title IX purposes, if a student requests that his/her name not be revealed to the accused or asks that the University not investigate or seek action against the accused, the University will inform the student that honoring the request may limit its ability to respond fully to the incident, including pursuing disciplinary action against the accused. The University will also explain that Title IX includes protection against retaliation, and that University officials will not only take steps to prevent retaliation but also take strong, responsive action if it occurs. This includes retaliatory action taken by the University and University officials. When the University knows or reasonably should know of possible retaliation by other students or third parties, including threats, intimidation, coercion, or discrimination (including harassment), it will take immediate and appropriate steps to investigate or otherwise determine what occurred. The University will protect the complainant and insure his/her safety as necessary.



If the student still requests that his/her name not be disclosed to the accused, or that the University not investigate or seek action against the accused, the University will determine whether or not it can honor such a request while still providing a safe and non-discriminatory environment for all students, including the student who reported the Sexual Misconduct/Harassment. The Title IX Coordinator will evaluate confidentiality requests.

If the University determines that it can respect the student's request not to disclose his/her identity to the accused it will take all reasonable steps to respond to the complaint consistent with the request. Although a student's request to have his/her name withheld may limit the University's ability to respond fully to an individual allegation of Sexual Misconduct/Harassment, the University will investigate other means available to address the Sexual Misconduct/Harassment, without initiating formal action against the accused or revealing the identity of the student complainant. The University will also take immediate action as necessary to protect the student while keeping the identity of the student confidential.

Resources

Please refer to the Counseling Treatment and Rehabilitation Programs section in the in the Student Support, Health, and Safety section of the University of the Rockies Academic Catalog.

Retaliation

This policy also prohibits retaliation against a person who reports sexual harassment, assists someone with a report of Sexual Misconduct/Harassment, or participates in any manner in an investigation or resolution of a Sexual Misconduct/Harassment report. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment or education.

Recordkeeping

The TitleIX/SaVE Coordinator, along with Legal & Compliance, is responsible for maintaining records relating to sexual harassment and sexual violence reports, investigations, and resolutions. Records shall be maintained in accordance with University Record Retention Policies. All records pertaining to pending litigation or a request for records shall be maintained in accordance with instructions from Legal & Compliance.

Reporting/Filing a Complaint for Title IX

(Gender/Sex Discrimination)

Sexual misconduct is a threat to the entire University community. Members from the University community are strongly encouraged to report all incidents that threaten a student's continued well-being, safety, or security. Complaints from any member of the University community relating to discrimination, misconduct, harassment, domestic violence, dating or other related violence, stalking, or retaliation based on gender or sex concerning a faculty, staff, a student or students may be reported to:



Title IX/SaVE Coordinator for University of the Rockies

Francesca Galarraga, Director of Diversity:

Email: TitleIX@rockies.edu

Phone: 866.621.0124 x30212

Mailing Address:

1201 16th Street, Suite 200

Denver, CO 80202

Title IX/SaVE Deputy Coordinator for University of the Rockies

Douglas Gilbert, Dean, School of Organizational Leadership

Email: TitleIX@rockies.edu

Phone: 866.621.0124 x30207

Mailing Address:

1201 16th Street, Suite 200

Denver, CO 80202

The Title IX/SaVE Coordinator is responsible for the oversight, coordination and implementation of all Title IX compliance activities for the University. Title IX/SaVE Coordinator responsibilities include, but are not limited to, monitoring of the ongoing publication of the University's policy of *Nondiscrimination* including the Title IX/SaVE Coordinators contact information, continuous monitoring and oversight of overall University activities for compliance with Title IX requirements including athletic equity, grievance procedures, investigations, sanctions and evaluating requests for confidentiality.

University personnel will inform students in writing of procedures that victims should follow, including:

- the importance of preservation of any evidence;
- options regarding the assistance of local law enforcement, campus/site officials; the option to decline assistance, or decline notifying local law enforcement;
- any interim protective measures that will be taken and their options for protective orders; and
- resources including counseling, health, and mental health services.

Individuals with complaints of any nature described above also always have the right to file a formal complaint with the Office for Civil Rights (OCR), United States Department of Education, Washington DC 20201, and/or a criminal complaint with local law enforcement.



Other Complaints

All other complaints, including non-harassment, other forms of sex/gender based discrimination, misconduct, harassment, violence or retaliation based on race, color, creed, national or ethnic origin, religion, pregnancy, childbirth and related medical conditions, marital status, gender identity, medical condition, service in the uniformed services, political activities and affiliations, age, disability, veteran status, or any other consideration made unlawful by federal, state, or local laws, should follow the relevant procedure outlined in the *Dispute Resolution Procedure for Student Complaints* and/or contact:

Parrish Nicholls, or any member of the Student Dispute Resolution Center at Dispute.Resolution@rockies.edu or (866) 621-0124, ext. 11320.

An individual may also file a complaint or grievance alleging discrimination, misconduct, harassment, domestic violence, dating or other related violence, stalking, or retaliation based on gender or sex in the procedure outlined in the *Dispute Resolution Procedure for Student Complaints*, if they prefer; however, these complaints will be routed back the Title IX/SaVE Coordinator.

The above complaint processes (Gender/Sex and Other Complaints) involve a thorough, impartial investigation designed to provide a fair, prompt, and reliable determination about whether the University nondiscrimination policies have been violated. As necessary, the University reserves the right to initiate a complaint, to serve as complainant, and to initiate conduct proceedings without a formal complaint by the victim. The University has an obligation to report any crimes of which it has knowledge under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act).

Receipt of Complaint

Upon receiving notice of a possible violation of the Sexual Misconduct/Harassment policy, University of the Rockies will take immediate and appropriate steps to:

- end the behavior;
- conduct a prompt, fair and impartial investigation;
- remedy the effects, and
- prevent it from reoccurring.

Referral to Office of Student Grievance Resolution

Upon receipt of a complaint, the Title IX/Save Coordinator will refer the complaint to the Office of Student Grievance Resolution (OSGR), and if necessary, to Employee Relations, for investigation.

- The investigation should be completed and findings issued within sixty (60) calendar days from the receipt of the complaint, barring documented unforeseen circumstances.
- In all campus based complaints, the Title IX/SaVE Coordinator and, if necessary, Human Resources, will determine the need for initial, short term remedial actions.
- In order to protect the complainant, at any time during the investigation, the University may recommend short term, or interim, protections or remedies. These



remedial actions may include, but are not limited to, making the complainant aware of their rights, resources and support services, issuance of No Contact orders to separate or limit contact between the parties, modification of extracurricular, transportation, dining, working or living arrangements or course schedules, assignments or tests, increased monitoring, supervising, or security at applicable locations or activities, and/or interim suspension(s) pending investigation. These remedies or protections may apply in ground or online contexts.

Efforts will be made to minimize the burden on the complainant. Failure to comply with these interim protections may be considered a separate violation of this Policy.

Office of Student Grievance Resolution Initial Investigation into Complaint

The Initial Investigation will be completed within ten (10) calendar days from the receipt of the complaint, barring documented unforeseen circumstances.

- Upon receipt of a complaint from the Title IX/SaVE Coordinator, the Office of Student Grievance Resolution (OSGR), and if necessary, Human Resources staff, will mutually investigate the complaint.
- OSGR and, if necessary, Human Resources staff, will mutually determine the identity and contact information of the complainant, whether that will be the initiator, the alleged victim, or a University proxy or representative.
- OSGR and, if necessary, Human Resources staff, will mutually collaborate with the complainant to identify the correct policies allegedly violated.
- OSGR and, if necessary, Human Resources staff, will mutually conduct an immediate initial investigation to determine if there is reasonable cause to charge the accused individual, and what policy violations should be alleged as part of the complaint. If a reasonable cause exists, OSGR, and if necessary, Human Resources, will mutually prepare the initial investigation report and if applicable, a proposed Notice of Charges on the basis of the initial investigation and submit it to the Title IX/SaVE Coordinator for further action.
- Once the Title IX/SaVE Coordinator receives a copy of the report of initial findings, the Title IX/SaVE Coordinator will review the findings and make a determination within three (3) calendar days of receipt of the initial investigation report and if applicable, the proposed Notice of Charges as to whether reasonable cause exists to bring charges against the accused individual. If reasonable cause exists, the matter shall proceed to a formal investigation.
- If the Title IX/SaVE Coordinator determines there is insufficient evidence to support reasonable cause, the Title IX/SaVE Coordinator or designee or, if necessary, Human Resources, will simultaneously and in writing inform the complainant and the accused that the investigation is discontinued. The interim, short term actions taken will be reversed.

Notice of Charges and Continued Investigation of Complaint

- The decision whether to continue the Investigation will be made and communicated to the parties within fifteen (15) calendar days of the receipt of the complaint, barring documented unforeseen circumstances. The Title



IX/SaVE Coordinator or his/her designee, will simultaneously communicate in writing to the parties the continuation of the investigation and intent to present the accused with a Notice of Charges.

If the Title IX/SaVE Coordinator determines there is sufficient evidence to support reasonable cause and approve the charges, the Title IX/SaVE Coordinator and, if necessary, Human Resources staff, will mutually determine the need for additional, short term remedial actions for any parties involved in the complaint.

In order to protect the complainant, at any time during the investigation, the University may recommend short term, or interim, protections or remedies. These remedial actions may include, but are not limited to, making the complainant aware of their rights, resources and support services, issuance of No Contact orders to separate or limit contact between the parties, modification of extracurricular, transportation, dining, working or living arrangements or course schedules, assignments or tests, increased monitoring, supervising, or security at applicable locations or activities, and/or interim suspension(s) pending investigation. These remedies or protections may apply in ground or online contexts.

Efforts will be made to minimize the burden on the complainant. Failure to comply with these interim protections may be considered a separate violation of this Policy.

The investigator(s) will conduct the investigation in a manner appropriate in light of the circumstances of the case, which will typically include interviews with the complainant, the respondent, and any witnesses. As part of the investigation, the University will provide an opportunity for the parties to present statements, witnesses, and other evidence. The interviews will be supplemented by the gathering of any physical, documentary, or other evidence, as appropriate and available including but not limited to law enforcement investigation documents and student or employee personnel files. The investigation is deemed to be adequate, reliable, impartial, prompt, balanced and fair, and all individuals will be treated with appropriate sensitivity and respect throughout the investigation.

- Any requests for updates on the status of the investigation prior to its completion should be directed to the Title IX/SaVE Coordinator.
- The investigator will make a finding and present the findings to the Title IX/SaVE Coordinator within forty-five (45) calendar days of the receipt of the complaint, barring documented unforeseen circumstances.
- The Title IX/SaVE Coordinator will communicate the results, if applicable, to Human Resources staff.
- At any time during this process, the victim maintains their right to simultaneously file a formal complaint with the Office of Civil Rights (OCR), United States Department of Education, Washington DC 20201, and/or a criminal complaint with local law enforcement.



Presentation of Investigation Findings to the Parties

- The Title IX/SaVE Coordinator or designee, or, if necessary, Human Resources staff, will simultaneously and in writing communicate the findings to the accused and the complainant within fifty (50) calendar days of the receipt of the complaint, barring documented unforeseen circumstances. This communication will inform the parties whether the preponderance of the evidence supports a finding against the accused for the alleged violation(s).
- The communicated findings will inform the parties as to 1) whether there is a finding of sexual harassment; 2) whether the interim measures will continue; 3) what actions will be taken, including any disciplinary procedures that will be initiated; and 4) whether any assistance will be provided to the victim.
- Where the accused is found not responsible for a violation, the Title IX/SaVE Coordinator and Human Resources staff where applicable, will consider the reversal of any remedial actions taken.
- The accused or the complainant may appeal the findings in part or in whole; the Title IX/SaVE Coordinator or his/her designee will advise the parties of the criteria for appeal of the findings when communicating the findings.

Investigation Findings: Acceptance

- If the complainant and/or accused individual(s) accept the findings in whole, each shall notify the Title IX/SaVE Coordinator within three (3) business days of communication of findings. If the complainant and/or accused individual do not indicate his/her acceptance or Appeal of the findings within three (3) business days of communication, non-communication will be considered acceptance and the University will proceed accordingly with the process four (4) business days following communication of the investigation findings.
- The Title IX SaVE/Coordinator will review all case information and determine appropriate sanctions within eight (8) business days following notification of all findings to the complainant and accused individual, barring documented unforeseen circumstances. If the accused is an employee, the Title IX/SaVE Coordinator in coordination with the Human Resources staff will determine appropriate sanctions.
- The Title IX/SaVE Coordinator, or Human Resources staff (if applicable) shall, within two (2) business days, barring documented unforeseen circumstances, simultaneously and in writing inform the complainant and the accused of the sanction decision.
- Sanctions against student(s) determined by this process are subject to the Sanction Appeal Process by either the accused or complainant.

Investigation Findings Appeal

- If the complainant and/or the accused individual(s) disagree with the findings, in part or in totality, either the complainant or the accused may appeal the finding in part or in totality on the following bases:
 - The accused and/or complainant wants consideration of new evidence, which was unavailable during the original investigation, that could be



- outcome determinative. A summary of this new evidence and its potential impact must be included;
- The accused and/or complainant alleges that a material deviation from written procedures impacted the fairness of the process in a way that could be outcome determinative;
 - The accused and/or complainant challenges the assertion that the evidence presented during the investigation process was sufficient to find them responsible by a preponderance of the evidence; or,
 - The accused and/or complainant alleges bias by the investigator or Title IX/SaVE Coordinator which deprived the process of impartiality in a way that was outcome determinative.
- The accused and/or complainant has five (5) business days, barring documented unforeseen circumstances from the date of communication of findings, to present the formal appeal, in writing, to the University Provost.

The Provost may be contacted as follows:

Email: Amy.Kahn@rockies.edu

Mailing Address:

Dr. Amy Kahn

Provost, University of the Rockies

1201 16th Street, Suite 200

Denver, Colorado 80202

Investigation Finding: Appeal Process

- Upon receipt of either party's appeal of the findings, the Provost will acknowledge receipt of the notice within three (3) business days.
- The written appeal must state the basis for appeal and provide sufficient information that supports the grounds for appeal.
- The Provost or her designee will review all cases presented for appeal within five (5) business days of the appeal, barring documented unforeseen circumstances, to determine if the presented grounds for appeal and supporting information will be accepted or rejected.
- If the appeal does not meet the stated grounds for appeal, the appeal will be rejected. The Provost, shall, within two (2) business days of the determination, barring documented unforeseen circumstances, simultaneously and in writing, inform the complainant and the accused of the appeal decision.
- If the Provost determines there is sufficient evidence to support an appeal, the matter will return to the Office of Student Grievance Resolution for further investigation unless the appeal alleges bias of the investigator which deprived the process of impartiality in a way that was outcome determinative or an assertion that the evidence was insufficient to meet the preponderance of the



evidence standard. In those cases, the appeal will remain with the Provost or her designee for review and final decision.

- Whether the investigation goes to the Office of Student Grievance Resolution or remains with the Provost or her designee, the appeal investigation will be completed within fourteen (14) calendar days of submission to the Provost, barring documented unforeseen circumstances that may extend the appeal review.
- The Provost, and if applicable in coordination with Human Resources, will communicate the appeal findings simultaneously and in writing to the complainant and the accused.

Additionally, the Provost will consult with the Title IX/SaVE Coordinator and Human Resources (when necessary) to consider the reversal of any remedial actions taken.

Additional Information for Sexual Misconduct Investigations

- **Amnesty Policy.** University of the Rockies encourages the reporting of crimes by victims and/or witnesses. Sometimes, victims and/or witnesses are hesitant to report to University officials because they fear that by reporting an incident he/she may be accused of policy violations, such as underage drinking at the time of the incident. It is in the best interests of this community that as many victims and/or witnesses as possible choose to report to University officials. To encourage reporting, University of the Rockies pursues a policy of offering victims and/or witnesses of crimes immunity from policy violations related to the incident, as long as those policy violations are not directly related to the crime itself. For example, if a student reported a rape in which he or she was involved as a perpetrator, he or she would not be immune from policy violations.
- **Attempted Violations.** In most circumstances, University of the Rockies will treat attempts to commit Sexual Misconduct/Harassment as if those attempts had been completed.
- **False Reporting.** University of the Rockies will not tolerate intentional false reporting of incidents.
- **Group Actions.** When members of groups, individuals acting collusively, or members of an organization act in concert in violation of any policy, they may be held accountable as a group or individually, and a hearing may proceed against the group jointly accused students, or individually, at the discretion of the University.
- **Right to Present Own Complaint or Use Proxy.** The alleged victim has the right to present his or her own complaint if he or she wants to, or to ask the University to stand as complainant in his or her place.
- **Sexual History.** Questioning or presenting of evidence about the complainant's prior sexual conduct with anyone other than the accused will be prohibited. Evidence of a prior consensual dating or sexual relationship between the parties by itself does not imply consent or preclude a finding of Sexual Misconduct/Harassment.
- **University as complainant.** As necessary, University of the Rockies reserves the right to initiate a complaint, to serve as complainant, and to initiate conduct



proceedings without a formal complaint by the victim of Sexual
Misconduct/Harassment

Possible Sanctions and Protective Measures

Any student found responsible for violating the policy on Sexual Misconduct/Harassment may receive a sanction ranging from a verbal warning, probation, and suspension to expulsion/termination, depending on the severity of the incident, and taking into account any previous documented conduct issues. If the accused individual is an employee, sanctions will be determined by the Title IX/SaVE Coordinator in consultation with Human Resources if applicable.

In order to protect the complainant, at any time during the investigation, the University may recommend short term, or interim, protections or remedies. These remedial actions may include, but are not limited to, making the complainant aware of their rights, resources and support services, issuance of No Contact orders to separate or limit contact between the parties, modification of extracurricular, transportation, dining, working or living arrangements or course schedules, assignments or tests, increased monitoring, supervising, or security at applicable locations or activities, and/or interim suspension(s) pending investigation. These remedies or protections may apply in ground or online contexts.

Efforts will be made to minimize the burden on the complainant. Failure to comply with these interim protections may be considered a separate violation of this Policy.

Sanction Process

The Title IX/SaVE Coordinator will review all case information and determine sanctions within five (5) business days of notification of acceptance or determination on appeal barring documented unforeseen circumstances.

Sanction Appeal Process

Where either party, the accused or the complainant, disagrees with the sanction(s), either has five (5) business days from the date sanctions are communicated, barring documented unforeseen circumstances to present an appeal of the sanctions, in writing, to the Provost. The written request for appeal of the sanctions must state one or more of the five (5) basis for appeal (SEE BELOW), along with facts and information that support the grounds for appeal; and be accompanied by any relevant, new information or evidence that was not available during the investigation phase of the process. The Title IX/SaVE Coordinator will forward all case information to the Provost or designee who will make a determination as to whether there is sufficient evidence to support an appeal of sanctions on the basis of:

- The availability of new information, unavailable during the original investigation, that could be outcome determinative regarding sanctions;
- A potential material deviation from written procedures which impacted the fairness of the process in a way that was outcome determinative;



- The evidence presented during the investigation process may have been insufficient to find the individual responsible by a preponderance of the evidence; or,
- The potential of bias by the Title IX/SaVE Coordinator which may have deprived the process of impartiality in a way that was outcome determinative.
- A belief that a sanction(s) is substantially disproportionate to the severity of the offense.
- The sanction(s) appeal will be reviewed by the Provost within five (5) business days of the sanction appeal notice, barring documented unforeseen circumstances, to determine whether there are sufficient grounds for appeal.
- If the appeal of the sanctions does not state a ground for appeal or sufficiently meet the grounds for appeal, the appeal will be rejected by the Provost or designee and the decision to reject the appeal communicated to the Title IX/SaVE Coordinator and if applicable Human Resources.
- The Title IX/SaVE Coordinator and if applicable Human Resources, will simultaneously and in writing inform the complainant and the accused of the rejection of the appeal within seven (7) business days of the determination, barring documented unforeseen circumstances.
- The Title IX/SaVE Coordinator will impose all sanctions on the accused student for the violation. Human Resources in consultation with the Title IX/SaVE Coordinator will impose all sanctions on the accused employee. Once the sanctions are carried out, the case will be closed.
- If the Provost determines there are grounds for the sanction appeal, the Provost will review all information presented with the sanction appeal and make a final sanction determination within fourteen (14) calendar days of acceptance of the appeal of sanctions, barring documented circumstances that may extend the determination. The Provost will forward the determination to the Title IX/SaVE Coordinator.
- The Title IX/SaVE Coordinator and if applicable, Human Resources, will simultaneously and in writing inform the complainant and the accused of the appeal decision within seven (7) business days of the decision, barring documented unforeseen circumstances.
- The Title IX/SaVE Coordinator or designee, and if applicable, Human Resources, will impose all sanctions for the violation. Once the sanctions are carried out, the case will be closed.

Special Procedural Provisions for Sexual Misconduct Sanction Hearings

- **Right to a Closed Hearing.** The sanction hearing will be closed to the public, and only those who have a legitimate reason to be present will be permitted to be present.
- **Advisor.** The accused and complainant to sexual misconduct complaints have the right to the same opportunities to have others present during the sanctioning hearing, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice.
- **Right to be Present for Sanctioning Proceeding.** Each party has the right to be present during Student Community Standards Hearing.



- Nondisclosure Agreements. The University will not require a party to abide by a nondisclosure agreement, in writing or otherwise, that would prevent the redisclosure of information related to the outcome of the proceeding.

Tips to Reduce Risk of Sexual Assault and Misconduct

Men and women should be aware of the subsequent information to help protect themselves against acquaintance rape and stranger rape sexual violence, intimate partner violence, and sexual assault on campus. The following are some tips to reduce the risk of being a victim:

- Avoid isolated settings. When you begin dating a new person, go to public places or go with other people.
- Clearly express your expectations and limits to your date.
- Be suspicious if drugs or alcohol are being forced on you. These can be used to decrease your defenses and reactions. They can also impair your judgment.
- Carry enough money to take a cab home if you have to get away. Carry your cell phone or enough change in case you need to use a pay phone.
- Tell someone the name of your date and where you are going before your date.
- Pay attention to warning signs such as being very demanding, talking in degrading ways about you or men or women in general, being irrationally suspicious or jealous, or touching you when you've said "no."
- Make an assertive refusal — hurting his/her feelings or your own embarrassment are less important than your own safety.
- Do not let your date intimidate you. If you feel uncomfortable, trust your instincts and get away from him or her.
- Trust your feelings. Gut instincts are often a sign of potential danger.
- Stay around other people.
- Avoid accepting rides from new acquaintances.
- Don't drink beverages you don't open yourself.
- Go to parties with friends that you trust. Make arrangements to watch out for each other and meet up periodically to make sure that you are all okay.

To protect against sexual assault:

- Know your sexual intentions and limits. You have the right to say "No" to any unwanted sexual contact. If you are uncertain about what you want, ask the other person to respect your feelings.
- Communicate your limits firmly and directly. If you say "No," say it like you mean it. Don't give mixed signals. Back up your words with a firm tone of voice and clear body language.
- Remember that some people still think that drinking heavily, dressing provocatively, or going to a person's room automatically indicates a willingness to have sex. Be especially careful to communicate your limits and intentions clearly in such situations.



- Listen to your gut feelings. If you feel uncomfortable or think you may be at risk, leave the situation immediately and go to a safe place.
- Don't be afraid to make waves if you feel threatened. If you feel you are being pressured or coerced into sexual activity against your will, don't hesitate to state your feelings and get out of the situation; better a few minutes of social awkwardness or embarrassment than the trauma of sexual assault.
- Be alert to your surroundings and other people. Stay in populated, well-lit areas.
- Don't walk alone at night. If you must walk alone, advise a friend of your route and estimate time of arrival/return. If you feel in danger, walk, jog, or run toward people of traffic. Draw attention to yourself by yelling, screaming, etc. If you are being followed, go to a house with lights on or to the middle of the street. Make a scene.
- If a driver stops you near the street or in a parking lot, avoid getting near the car. Do not get into the car.
- Have direct eye contact with persons approaching you. Respond immediately and assertively to questions or statements they make. These behaviors prevent you from being identified as an easy victim.
- On campus, avoid short-cuts through empty buildings, vacant lots, or areas that are poorly lit or hidden by shrubs and trees.

Prevention efforts can reduce the risk of sexual assault, but sexual assault is an action decided on by the perpetrators. If you are sexually assaulted, seek help at once. We recommend that you have a free and confidential rape examination at a local hospital to ensure your health and to preserve evidence if charges are filed later. Most Colorado hospitals will make specialized sexual assault counselors available to you. They can help you sort out your options after the immediate trauma recedes.

If you are a victim of sexual assault, we urge you to take two actions:

- Seek counseling and support to help you recover from what is a traumatic experience.
- Tell school officials and law enforcement officers what happened.

If you are assaulted:

- Try to stay calm so you will be able to gather information and make decisions.
- Evaluate the situation for possible ways to escape. If one method doesn't work, look for another escape opportunity.
- Draw attention to yourself if there are other people around - scream, swear, yell "fire" or "help," break a window, etc.
- Resist as long as it is safe to do so. If resistance is too dangerous, stop resisting.
- Claim to be sick, pregnant, have a venereal disease, or to have AIDS.
- Act hysterical, insane, or mentally incapacitated.
- If you are assaulted, do not shower, change clothes, or douche until you make a decision about reporting to the police or going to the hospital. You may request a female officer. While you will be encouraged to talk to the police, you have the right to obtain medical assistance and not talk to the police.



- Remember: You are not trying to win, you are trying to survive.
- If you are assaulted, remember that there are resources available to victims/survivors of assault.

Information regarding Sex Offenders

The Campus Sex Crimes Prevention Act requires institutions to inform members of the campus community of the means by which they can obtain information about registered sex offenders who may be present on campus. In accordance with the law, the University is providing the links below to the Colorado statewide Sex Offender Registry, as well as the local sex offender registry. Pursuant to the Colorado Sex Offender Registration Act, located at CRS 16-22-101 through 16-22-115, certain convicted sex offenders must register with the local law enforcement agency in the jurisdiction in which they reside. The registration of certain sex offenders is also forwarded to the Colorado Bureau of Investigation, which maintains the Colorado statewide Sex Offender Registry. However, certain offenders included in the local law enforcement agency registries are not required to be included in the statewide registry, and individuals are encouraged to check both the statewide registry and the local registry for the area in which they reside at the links provided below.

The Colorado Sex Offender Registry is available via Internet (link is provided below) pursuant to CRS 16-22-111 and certain local law enforcement agencies have also made their registered sex offender databases available online.

Registry information is provided as an awareness tool so that community members may adequately protect themselves and their children from these individuals. The use of the sex offender registry information to harass, endanger, intimidate, threaten or in any way seek retribution on an offender through illegal channels is prohibited. Any person who engages or participates in such acts may be charged criminally.

The Colorado statewide sex offender registry maintained by the Colorado Bureau of Investigation is located at <http://sor.state.co.us/>. Questions regarding the statewide registry should be directed to the Colorado Bureau of Investigation's Program Support Unit at (303) 239-4222, or at sor@cdps.state.co.us.

The Colorado Springs area registry is maintained by the Colorado Springs Police Department at <https://www.springsgov.com/units/police/soagreement.asp>.

Questions regarding the Colorado Springs registry should be directed to the Police Department Communications Center at 719-444-7000.

Emergency Response and Evacuation Policies and Procedures

Emergency Evacuation Procedures and Send Word Now Emergency Notification System

The University provides detailed information about emergency response and evacuation procedures in its *Emergency Reference Guide* on its website at <http://Emergency Reference Guide Colorado Springs 9.26.15>.



During a significant emergency or dangerous set of circumstances involving an immediate threat to the health or safety of students, faculty, or employees on campus, the institution will use without undue delay its SendWordNow Notification System to inform members of the campus community of the emergency or dangerous circumstances. The SendWordNow Notification System quickly transmits short safety and security notifications by text message and through telephone alert systems to any registered cell phone within the United States. In the case of escalated instances, a phone tree system assures all faculty and staff are made aware of the crisis.

The Campus Crisis Team is composed of the University President, the University Provost, Communications Manager, Safety Coordinator, and the University Registrar. The Team is responsible for confirming if an emergency or dangerous situation exists, for determining whether to use the SendWordNow System, for deciding the appropriate segment or segments of the campus community to receive a notification, and for preparing the content of the emergency message. In this vein, the Team will take into account the safety of the campus community and determine whether issuing a notification would (in its professional judgment) compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. The Team will also decide whether to notify local authorities, the public, or both through other means, such as a press release or telephone call.

Contact Information for Campus Crisis Team

University President	866.621.0124 x 30040
University Provost	866.621.0124 x 30050
Communications Manager	866.621.0124 x 30030
Safety Coordinator	866.621.0124 x 30220

Testing Emergency Response and Evacuation

A leased space, the Colorado Springs location is a non-residential, classroom facility used by eight doctoral students and a member of the faculty. This facility does not conduct regular fire drills; however, there is a member of the Student Services team on site who is authorized as emergency personnel. The Colorado Springs Fire Department conducts safety inspections on a quarterly basis and a fire inspection annually. Each student at the Colorado Springs location receives information about evacuation paths, procedures, and safe harbor locations after exiting the building.

Building Evacuation Procedures

The University provides the following guidance to the members of the campus community about procedures for evacuating the building serving as the location for the University in Colorado Springs:

When an alarm sounds or if they are instructed to do so by authorized emergency personnel, students, faculty, and staff must leave the building immediately and adhere to the following procedures.:

- *Notify others on your way out*
- *Secure hazardous operations, if possible*
- *Take only important personal items and leave non-essential items*
- *Close doors behind the last person out of the room*



- *Walk quickly and in an orderly fashion to the nearest safe exit*
- *Do not use elevators unless authorized emergency personnel tell you to do so*
- *Do not re-enter the building until authorized emergency personnel give the “all clear” signal*
- *Report any missing or trapped persons to authorized emergency personnel*
- *Move away from the building to the Plaza of the Rockies t, which is the established evacuation area for the building.*

If one is required to leave the building immediately but is unable to do so due to a physical disability, injury or obstruction, University procedures calls for the following conduct:

- *Go to the nearest area where there are no hazards*
- *Hazard-free stairwell landings are the best areas to await assistance*
- *Call 911 from a safe location*
- *Signal out the window to emergency responders, if possible*
- *Remain calm while waiting for responders*

Evacuating the Building in a Fire

The University provides the following guidance to the members of the campus community about special fire evacuation procedures for the building serving the University as its location in Colorado Springs:

When an alarm sounds, evacuees must keep low to the floor if there is smoke in the room. Feel the door or doorknob before opening any doors. If either is hot, do not open the door. If no heat is felt, open the door slightly to check for heat or heavy smoke. If heat or heavy smoke is present outside the room, close the door and stay in the room until help arrives.

If you are unable to leave the room, seal up the cracks around the door using wet clothing, sheets, etc. Hang an object out the window, such as a jacket, shirt, sheet, etc., to attract attention.

If you are able to leave the room, go to the nearest exit or stairway. Never use the elevator!

If the exit is blocked, try another exit. Close all doors behind you as you go.

If you cannot find a clear exit, go to a higher floor and signal for help by waving or shouting out a window.

If you try to escape through a smoke-filled room or corridor, move quickly in a crouched position. Cover your head and body with something that can be easily discarded should it catch on fire (preferably wet) and breathe through a wet cloth, taking short breaths through your nose.

After evacuating the building, stand clear; emergency equipment will need to maneuver around the buildings. Stay away from main entrances.

Follow all directions given by fire and police personnel, and/or University staff. Even if an alarm has



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been turned off, you should not return to the building until authorized to do so by a Fire Department official. Never re-enter a burning building.

Emergency Reference Guide

The University has prepared an extensive guide relating to emergency evacuation procedures that is located on its website at <http://Emergency Reference Guide Colorado Springs 9.26.15>.

The Emergency Reference Guide contains additional information on emergency contacts and procedures for medical emergencies, bomb threats, violent crime, fire, evacuations, and weather emergencies.

Missing Student Notification/Fire Safety Report/Fire Log

The building serving as the location for the University's Colorado Springs location is a non-residential facility, and thus the University does not maintain a Fire Safety Report/Fire Log or formal Missing Student Notification Policies and Procedures.



Annual Disclosure of Crime Statistics

Federal law requires all institutions of higher education to collect and maintain statistics concerning specific crimes and to report these statistics annually to students and employees, as well as prospective students and employees. The University reports statistics to all of its students, including those enrolled in distance education courses and programs.

The institution gathers statistics concerning the occurrence on campus and on public property of certain offenses. The University's does not maintain any non-campus buildings or property in Colorado Springs.

The University prepared this report in cooperation with the Colorado Springs Police Department, which surrounds its non-residential location in Colorado Springs.

Campus crime, arrest, and referral statistics include those reported to the University and local law enforcement agencies for the three prior calendar years. If you have questions about the information provided in this Report, please contact the President and Chief Executive Officer, Dr. Dawn Iwamoto, at 866.621.0124.



University of the Rockies	Year	On Campus	Public Property*	Total
Robbery	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Aggravated Assault	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Burglary	2012	0	0	0
	2013	3	0	3
	2014	0	0	0
Motor Vehicle Theft	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Arson	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Criminal Homicide: Murder/Non-Negligent Manslaughter	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Criminal Homicide: Negligent Manslaughter	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Domestic Violence	2012	Not Reportable	Not Reportable	Not Reportable
	2013	0	0	0
	2014	0	0	0
Dating Violence	2012	Not Reportable	Not Reportable	Not Reportable
	2013	0	0	0
	2014	0	0	0
Stalking	2012	Not Reportable	Not Reportable	Not Reportable
	2013	0	0	0
	2014	0	0	0
Sex Offenses: Forcible Sex Offense	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Sex Offenses: Non Forcible Sex Offense	2012	0	0	0
	2013	0	0	0
	2014	0	0	0



<i>Hate Crimes</i> [^]	Year	On Campus	Public Property*	Total
Robbery	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Aggravated Assault	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Burglary	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Motor Vehicle Theft	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Arson	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Larceny/Theft	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Simple Assault	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Destruction, Damage, or Vandalism of Property	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Any Other Crime Involving Bodily Injury	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Intimidation	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Criminal Homicide: Murder/Non-Negligent Manslaughter	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Sex Offenses: Forcible Sex Offense	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Sex Offenses:	2012	0	0	0
	2013	0	0	0
	2014	0	0	0



<i>Arrest/Persons Referred for Campus Disciplinary Action</i>	Year	On Campus	Public Property*	Total
Liquor Law Violations: Arrests	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Liquor Law Violations: Disciplinary Action	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Drug Law Violations: Arrests	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Drug Law Violations: Disciplinary Action	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Illegal Weapons Possessions: Arrests	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
Illegal Weapons Possessions: Disciplinary Action	2012	0	0	0
	2013	0	0	0
	2014	0	0	0

*Public Property includes all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

^ Hate crimes are any crimes reported to local police agencies or to a campus security authority that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived race, gender, religion, national origin, sexual orientation, gender identity, ethnicity, or disability and refers to the following crimes: criminal homicide (murder and non-negligent manslaughter, and negligent manslaughter), sex offenses (forcible and non-forcible), robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny-theft, simple assault, intimidation, destruction/ damage/vandalism of property, and any other crime involving bodily injury.

The Colorado Springs Campus does not maintain any residential housing.

If it appears that a hate crime has been committed, the facts must be reported immediately to the Safety Coordinator, Office of the Provost, University Registrar, or to a member of the faculty or staff, who will in turn report it to the Safety Coordinator.



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