2014 Annual Security & Fire Safety Report

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

*This report contains information for calendar year 2013*
Letter from Chief of Police

September 30, 2014

CU Anschutz Medical Campus Community,

The University of Colorado is committed to protecting the health and safety of the university community and creating a safe working and learning environment. Safe workplace practices include participating in applicable training sessions, using appropriate personal safety equipment; and reporting accidents, injuries and unsafe situations.¹

Numerous resources on the campus and in the Aurora community are dedicated to providing a safe educational, health care, and research environment. You play a vital role in assuring that the University of Colorado Denver|Anschutz Medical Campus [CU Anschutz Medical Campus] is a safe place for everyone by being aware of and actively participating in the University’s safety policies and procedures.

It is the policy of the University of Colorado Denver|Anschutz Medical Campus Police Department [University Police Department] to comply with the Clery Act. Compliance with the Clery Act requires a joint effort between the University Police Department as well as the faculty of the institution, the Auraria Higher Education Center Police Department, and local law enforcement entities.

The information contained in this report is intended to be specific to the CU Anschutz Medical Campus in Aurora, Colorado. For information specific to the CU Denver Campus (downtown) please visit CU Denver Campus Clery Information or http://www.ucdenver.edu/about/departments/InstitutionalResearch/Documents/Clery/UCD%20Downtown%20Campus%20Security%20Report%202013.pdf

This report was prepared by Wendy Grover, Communication/Clery Manger for the University Police Department. The information contained in this report is provided to you as part of the University’s commitment to safety and security on campus and is in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990.

Sincerely,

Doug Abraham
Chief of Police

University of Colorado Denver
Police Department
12454 East 19th Place, Mail Stop F409
Aurora, Colorado 80045
(303) 724-2000
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## Resources at a Glance

### University of Colorado Denver Police Department

12454 E. 19th Place, Building 407, MS F409
Aurora, CO 80045

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### Resources On-Campus

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<td>Telephone: 9-1-1</td>
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### Resources Off-Campus

#### Resources On-Campus

- **Community Resource Officer** (303) 724-0739
- **Emergency Management** (303) 724-1031
- **Ethics Line** - (800) 677-5590 or [www.EthicsPoint.com](http://www.EthicsPoint.com)
- **Facilities Department** (303) 724-1777
- **Office of Diversity and Inclusion** (303) 724-8003
- **Ombud’s Office** (303) 724-2950
- **Student Assistance Office** (303) 724-2866
- **Student Counseling Services** (303) 724-4953
- **Student Mental Health Service** (303) 724-4716 after hours (720) 848-0000
- **Title IX Coordinator** (303) 724-8070
- **Any Dean’s Office** - Refer to your school or college for information on contacting the appropriate dean.

Employees and students at the CU Anschutz Medical Campus may contact the Counseling Network at (303) 315-8159 or (720) 848-9094, or their respective school student affairs offices for referral information.

University employees may contact Human Resources at (303) 315-2700 for more information regarding available resources, programs and services.

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#### Resources Off-Campus

- **Center on Domestic Violence** (303) 315-2489
- **Denver Office of Civil Rights** (800) 368-1019
- **The Phoenix Center at Auraria** (303) 556-6011 24/7 after hours (303) 556-CALL
- **Colorado Coalition Against Sexual Assault** (303) 839-9999
- **RAINN** (Rape, Abuse & Incest National Network) provides support to victims at RAINN-affiliated crisis centers across the county. (800) 656-HOPE

Crisis counseling is available, in the Denver Metro area, from: **The Blue Bench** (formerly Rape Assistance and Awareness Program) 24-hour hotline (303) 322-7273 or [http://www.thebluebench.org](http://www.thebluebench.org)

Information may also be obtained by calling the National Institute on Alcoholism and Drug Dependence, Inc. at (800) 662-HELP or the Substance Abuse and Mental Health Services Administration at (877) SAMHSA-7.
The Clery Act

The Jean Clery Disclosure of Campus Security Policy was signed into law in 1990. The federal law, commonly known as the “Clery Act”, requires institution of higher learning to disclose certain timely and annual information about campus crime and security policies. All post-secondary public and private institutions participating in federal student aid programs must adhere to these regulations.

The Clery Act was named after Jeanne Clery who was raped and murdered in her dorm room by a fellow student on April 5, 1986. Her parents championed the act in her memory. In 2013, the Clery Act was expanded to include requirements concerning sexual assault, domestic violence, dating violence and stalking.

Compliance

To comply with the Clery Act, the CU Anschutz Medical Campus must meet certain obligations required by federal law. They include:

- Collecting, classifying and counting crime reports and crime statistics
- Issuing campus alerts
- Issue emergency notifications
- Publish an annual security report
- Submit crime statistics to the US Department of Education via a Web-based data collection to disclose crime statistics by type, location and year
- Maintain a daily crime log

Because the CU Anschutz Medical Campus does not have on-campus student housing, the following requirements do not apply:

- Missing student notification procedures
- Fire safety information, including a fire log and an annual fire safety report
- The tracking and submission of fire statistics for submittal to the US Department of Education

Crime Statistics

The Clery Act requires institutions to disclose three general categories of crime statistics:

1. **Criminal Offenses**
   - Criminal Homicide
   - Sex Offenses
   - Robbery
   - Aggravated Assault
   - Burglary
   - Motor Vehicle Theft
   - Arson

2. **Hate Crimes Biases**
   - Race
   - Religion
   - Ethnicity
   - National Origin
   - Gender
   - Sexual Orientation
   - Disability
   - Gender Identity

3. **Arrests and Referrals for Disciplinary Actions**
   - Weapons
   - Drugs
   - Liquor Laws

Institutions must disclose reported offenses, not the findings of a court, coroner or jury or the decision of a prosecutor.
Reporting Crimes

The University Police Department maintains a full-service police department, staffed by 27 full-time police officers, to respond to reports of criminal acts and emergencies on the CU Anschutz Medical Campus. These officers are Colorado P.O.S.T. certified and hold police commissions with the State of Colorado. The police department also employs 6 security guards, 13 full-time Emergency Communications Center personnel in addition to administrative staff. Emergencies and crimes in progress can be reported to the University Police Department 24-hours a day, 365 days a year:

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Duty to Report Criminal Behavior

Under Colorado Law, “It is the duty of every person who has reasonable grounds to believe that a crime has been committed to report promptly the suspected crime to law enforcement authorities.” CRS 18-8-115

When on the CU Anschutz Medical Campus, crimes must be reported to the University Police Department. To report a crime, use any telephone or emergency blue light pole located on campus.

Call the University Police Department if:
• You witness someone committing a crime
• You need to report an old crime
• You see fire or smell smoke
• You think you observe a drunken driver
• You have knowledge of a chemical spill
• Someone is injured or ill
• You see anyone or anything suspicious

Reporting Suspicious Activity

The University Police Department encourages accurate and prompt reporting of all crimes and takes all such reports seriously (20 USC § 1092 (f)(1)(C)(iii). Reports will be accepted in any manner, including in person, or in writing, at any University Police Department. Reports will be accepted anonymously, by phone or via e-mail or on the institution’s website.

When an employee, student or volunteer becomes aware of an immediate or imminent danger or threat on the part of employees, students, visitors, contractors, or others, affecting or involving the University community, she/he must report the incident to the University Police Department. Threatening behavior that should be immediately reported includes:

• Specific threats to inflict harm (e.g., a threat to shoot a named individual), or use of any object to attack or intimidate another, and/or;

• Any physical assault, with or without weapons (e.g., punching, threat of bodily harm, kidnapping, etc).

Crime reports can be made at any time. University Police services are available 24-hours a day, seven days a week. Priority is given to reports of incidents that threaten the life or safety of people, the security of property and the peace of the community. For immediate, direct access call 9-1-1 from any campus phone for emergencies or call x4-2000 for other police assistance. Cellphones and off-campus calls dial (303) 724-4444.
Campus Security Authorities

Campus Security Authorities encompass four groups of individuals and organizations associated with an institution, as follows:

- Police department
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department (e.g., an individual who is responsible for monitoring the entrance into institutional property)
- Any individual or organization specified in an institution’s statement of campus security policy as an individual or organization to which students and employees should report criminal offenses
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to student housing, student discipline and campus judicial proceedings

Anonymous and Confidential

The University Police Department also maintains a voluntary, anonymous and confidential reporting and comment/complaint phone line. Information left on this voice messaging system will be investigated and acted upon as the information provided allows. The Chief of Police/designee reviews the messages approximately 1-2 times per week. To leave a message, call (303) 724-0800. To contact the University Police Department by e-mail, for a response in 1-2 business days, send to: university.police@ucdenver.edu

If you do not wish to contact University Police directly, or you wish to remain anonymous you may report crimes which occur on campus to any of the following:

The Student Assistance Office .......... (303) 724-2866
Student Counseling Services .......... (303) 724-4953
Office of Diversity and Inclusion ....... (303) 724-8003

Any CU Anschutz Medical Campus Dean’s Office - Refer to your school or college for information on contacting the appropriate dean.

The Ombud’s Office......................... (303) 724-2950

Ethics Line - (800) 677-5590 or www.EthicsPoint.com

The University’s Ethics Hotline allows individuals to anonymously report concerns involving a possible violation of law, regulation, or policy. All university employees who act in good faith in reporting known or suspected violations of law or university policy are protected from retaliation.

Crimes reported to these sources will assist the university in keeping accurate records regarding the number of incidents involving students, determine where there is a pattern of crime and alert the campus community to any potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the university; however no identifying information is reported by these sources.

Additional Methods

Blue Light Poles

There are emergency "Blue Light" call stations located in or near parking areas and on pedestrian pathways. These emergency call stations may be used to report crimes in progress, suspicious persons, medical emergencies, or to request personal safety assistance. Pressing the call button on the emergency call station initiates a direct call to the University Police Emergency Communications Center.

Activation of the phone line also activates the blue light strobe to help police locate you more quickly. These phones may be used in emergencies or to request other assistance. Many of these “Blue Light Poles” are also Wi-Fi hot spots.

Students, faculty and staff are asked take a moment when navigating the campus, to note the location of the “Blue Light Poles.” They are black poles with a blue strobe light attached to the top.
Red Phones
“Red phones” are on hallway walls, usually near restrooms, within the buildings on the CU Anschutz Medical Campus. Dial 9-1-1 from these phones for emergency police response.

On the CU Anschutz Medical Campus, emergency call boxes are located in elevators in each building and at the entrances of most buildings.

MyForce
The University of Colorado Denver has partnered with MyForce to offer an additional service. MyForce is a personal security service accessed through a smartphone application. A subscriber can arm the system by launching the application. If the individual feels there is a threat or other need for an emergency response (medical, fire, accident, etc.), a simple “tap” of the screen sends critical information to MyForce.

MyForce then determines the nature of the emergency by monitoring audio from the phone and determines the GPS location of the subscriber. The proper law enforcement jurisdiction is then immediately contacted to respond. University Police will know the identity of the person who has activated MyForce through pre-registered information, including a photo, medical conditions, and any known safety concerns. Police can then react to an incident swiftly and efficiently because they are armed with vital information. MyForce is available on the iPhone, Android or BlackBerry smartphones. Subscriptions cost $11.99 per month or $119* annually. (*Rates subject to change)

www.myforce.com/

Reporting of Crimes Occurring at Non-Campus Properties

Crimes that occur at satellite locations or at non-campus property should be reported to the local law enforcement jurisdiction.

Aurora Police Department
Emergency..................................................9-1-1
Non-Emergency........................................ (303) 627-3100

Denver Police Department
Emergency..................................................9-1-1
Non-Emergency........................................ (720) 913-2000

Adams County Sheriff
Emergency..................................................9-1-1
Non-Emergency........................................ (303) 288-1535

Arapahoe County Sheriff
Emergency..................................................9-1-1
Non-Emergency........................................ (303) 795-4711

Denver County Sheriff
Emergency..................................................9-1-1
Non-Emergency........................................ (720) 913-2000

Douglas County Sheriff
Emergency..................................................9-1-1
Non-Emergency........................................ (303) 660-7505

Guidelines on how and when to report a crime are provided in new student and new employee orientations. In addition to the local law enforcement authorities, all reports of criminal activity on campus or university owned or leased property should be reported to the University Police Department.

In addition, victims of stalkers or persons with protection orders against another party are strongly encouraged to notify the University Police Department of the threat and to provide University Police a copy of the protection order so that campus officers may enforce it.
Counselors with Confidential Reporting Procedures

Campus “Professional Counselors” who work at the Counseling Center or the Student Mental Health Center when acting as such, are not considered campus security authorities and are not required to report crimes for inclusion into the annual disclosure of crime statistics. As a matter of policy, they are encouraged, if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics. Confidential/anonymou reports may be called into the University Police Department at (303) 724-2000. A professional counselor is an employee of the University of Colorado whose official responsibilities include providing psychological counseling to members of the community and who is functioning within the scope of his or her license or certification.

Downtown Campus

At the University of Colorado Denver Campus at Auraria, police services are provided by the Auraria Campus Police Department. Their services are available 24 hours a day, seven days a week. They can be contacted by dialing 9-1-1 from any Auraria Campus phone or calling (303) 556-5000 from any non-campus or cell phone.
Response to Crimes

University Police respond to all reports of crimes that occur on campus and to some local properties leased or owned and operated by the CU Anschutz Medical Campus. The City of Aurora Police Department has concurrent jurisdiction at the CU Anschutz Medical Campus. The University Police Department, the City of Denver Police Department and the City of Aurora Police Department have close working relationships and may coordinate their responses to crimes and assist each other as appropriate, including in investigative capacities.

Police Response

Traffic laws are enforced by University Police on the CU Anschutz Medical Campus streets and roadways.

University Police Emergency Communications Center relays reports of crimes in progress, via radio, to uniformed officers in the field. These officers patrol the campus by car, by bicycle, and on foot. Officers are authorized to, and do, carry firearms and are trained in the laws concerning the use of force.

Officers respond to crime reports as appropriate, using state and municipal laws as guidelines. The officers may decide to detain, summons, arrest or merely warn offenders based upon established standards of criminal or constitutional law. University Police Officers write reports on all law violations and use the reports to compile year-end statistics for the Federal Bureau of Investigation National Incident Based Reporting System report.

University Police Officers review reports of old or "cold" crimes. The Sergeant of Investigations manages the follow-up of crime reports that have investigative leads. Investigations may result in arrests, warrants or summons being issued when required. When a crime occurs at the CU Anschutz Medical Campus in Aurora, the University Police Department files cases directly to the Aurora City Attorney's Office, the Adam's County District Attorney's Office or the Arapahoe County District Attorney's Office, depending on the severity of the crime and jurisdictional issues. University Police reports, which contain information that may affect the security of other university units, may be provided to appropriate unit administrators. Crime reports are generally considered “public information” and may be obtained at the Emergency Communications Center and Records Office located at 12454 East 19th Place, Building 407.

The information contained in this report is intended to be specific to the CU Anschutz Medical Campus in Aurora, Colorado.

For information specific to the CU Denver Campus (downtown) please visit CU Denver Campus Clery Information or http://www.ucdenver.edu/about/departments/institutionalResearch/Pages/CleryCrimeReport.aspx
Crisis Communication Plans

The University Police Department, in compliance with the Clery Act, will issue Emergency Notifications and Timely Warnings when the department receives information of the existence of a threat to the safety of the members of the CU Anschutz Medical Campus Community.

Information contained in Timely Warnings and Emergency Notifications:

- A succinct statement of the incident
- Possible connection to previous incidents, if applicable
- Photo or composite drawing of the suspect, if available
- Physical description of suspect, if available
- Date and time the bulletin was released
- Other relevant and important information

The Chief of Police is the primary individual responsible to initiate Timely Warnings and Emergency Notifications. In his/her absence, key employees within the University Police Department have been identified to make these notifications.

The University Police Department uses a variety of methods to notify the campus community when there is an incident that requires that a Timely Warning or Emergency Notification be made, or all of these methods may be used:

- Campus wide e-mail alerts sent through the “Emergency Announcement” e-mail distribution list
- Text and voice alerts sent to cellphones and other personal devices. This is coordinated through the Emergency Communications Center and Emergency Preparedness staff
- Information linked to the University of Colorado Denver (Downtown) and CU Anschutz Medical Campuses’ web page (Campus Life/Campus and Personal Safety page www.ucdenver.edu/alert) or the information line at (1-877-INFO-070)/ 1-877-463-6070, this is coordinated through Media and Public Relations
- In building public address system; this is coordinated through the University Police Emergency Communications Center staff
- Posting notices in key locations throughout the campus. This is done by on duty Police Operations staff

At the University of Colorado Denver Campus at Auraria, police services are provided by the Auraria Campus Police Department through a memorandum of understanding with the University of Colorado Anschutz Medical Campus Police Department. Their services are also available 24 hours a day, seven days a week. They can be contacted by dialing 9-1-1 from any Auraria Campus phone or calling (303) 556-5000 from any non-campus or cell phone.

Timely Warnings

Any time a Clery Act crime is committed on campus, or off campus at a location frequented by community members that represents a continuing or ongoing threat to the campus or community members, a timely warning shall be issued. Timely Warnings may also be issued for ongoing threats to persons or property on campus such as a rash of car break-ins.

Timely Warning: An informational announcement to alert the campus community to certain crimes in a manner that is timely (as soon as pertinent information is available) and will aid in the prevention of similar crimes. If an Emergency Notification is issued, a Timely Warning may or may not also be issued for the same circumstance.
Emergency Notifications

Any significant emergency or dangerous situations involving an immediate threat to the campus community including off campus areas which may be frequented by campus community members. The following incidents represent the types of incidents or emergency situations that require notifications be made to the campus community as soon as practicable:

- Violent crimes occurring on or in the immediate vicinity of the campus that are currently occurring or just occurred (within minutes) where the suspect is reported to be headed to the campus, or at large or unknown.
- Incidents or activities that pose a serious risk to the safety or health of the campus community such as: Major chemical spill, civil disorders, disturbances, individuals or groups possessing or displaying dangerous weapons.
- Rapidly developing extreme weather conditions.

Timely Warnings or Emergency Notifications may not be required in the following situations:

- A suspect has been arrested
- The occurrence was not recent (within the past several days)
- Notifications may be delayed if the immediate release of the information would compromise the safety of responders
- The decision to delay or not to notify the campus community will be made on a case by case basis by the Chief of Police or in the absence of the Chief of Police, a police command officers

If you believe that an incident, criminal act or other concern merits an announcement to the campus community regarding an immediate or ongoing threat to life or safety, contact the University Police Department at (303) 724-4444.

The safety of students, faculty, staff, patients and visitors is of utmost importance to the University Police Department. In the event of a significant emergency or dangerous situation, the University Police Department will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the CU Anschutz Medical Campus Emergency 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 the emergency.

The Emergency Communications Center will confirm that there is a significant emergency or dangerous situation by aggregating 9-1-1 information reported to the Center, as well as reports from police officers, guards and other official sources.

Using that information and input from University Police command staff and/or the Office of Emergency Preparedness staff, the University Emergency Communications Center will determine the appropriate segment or segments of the campus community that will receive the notification and create text, email and voice notification that describes the threat and recommends safety actions.

A representative from University Communications, acting as the incident public information officer, will disseminate relevant emergency information to the larger community as the event develops.

RAVE

Communication plays a critical role before, during and after any emergency or disaster. The University has partnered with Rave Wireless to provide an emergency notification text and voice-message system capable of delivering messages directly to you should conditions develop on or near our locations that pose a threat of imminent danger.

To add or update a telephone number, visit: http://www.ucdenver.edu/about/departments/UniversityPolice/EmergencyPreparedness/EmergencyNotificationSystem/Pages/UniversityEmergencyNotificationSystemRAVE.aspx

University of Colorado Denver|Anschutz Medical Campus
2013 Crime Awareness and Annual Security Report
DAILY CRIME LOGS

The Records Custodian is responsible for ensuring a daily crime log is created and maintained, and is available for review as forth in (20 USC § 1092 (f)(4); 34 CFR 668.46(f)):

- The daily crime log will record all crimes reported to the University Police Department, including the nature, date and time and general location of each crime, as well as the disposition, if known.
- All log entries shall be made within two business days of the initial report being made to the Department.
- If new information about an entry becomes available, then the new information shall be recorded in the log no later than two business days after the information becomes available to the police or security department. In addition, any change in disposition must be recorded within two business days except that no update is required after 60 days have passed since the entry was made in the log.

The daily crime log for the most recent 60-day period shall be open to the public for inspection at all times during normal business hours. Any portion of the log that is older than 60 days must be made available within two business days of a request for public inspection. Information in the log is not required to be disclosed when:

- Disclosure of the information is prohibited by law.
- Disclosure would jeopardize the confidentiality of the victim.
- There is clear and convincing evidence that the release of such information would jeopardize an ongoing criminal investigation or the safety of an individual, may cause a suspect to flee or evade detection, or could result in the destruction of evidence. In any of these cases, the information may be withheld until that damage is no longer likely to occur from the release of such information.
Annual Disclosure

Preparation and Disclosure of Campus Crime Statistics and Security Report

The University Police Department, in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 U.S.C. 1092(f)), compiles, publishes and distributes, to all current students and employees, and to any applicant for enrollment or employment, information on how to obtain the report. The report provides information regarding campus crime statistics and campus security policies for the CU Anschutz Medical Campus in Aurora.

This report is prepared in cooperation with the local law enforcement agencies surrounding our main campus and non-campus sites. CRS 18-8-115, "Duty to Report a Crime", requires all persons who believe a crime has been committed to promptly report the suspected crime to law enforcement authorities.

Campus crime, arrest and referral statistics include those reported to the University Police Department, designated campus officials (including but not limited to directors, deans, department heads, designated staff, judicial affairs, and advisors to students/student organizations), and local law enforcement agencies. A procedure is in place to anonymously capture crime statistics disclosed at CU Ethics Line phone and web based anonymous reporting systems (800) 677-5590 or www.ethicspoint.com

Each year, an e-mail notification is made to all enrolled students, faculty and staff, which provides the web site to access this report. Copies of the report may also be obtained at the University Police Department headquarters located at 12454 E. 19th Place, Aurora, CO 80045 or by calling (303) 724-2000. All prospective employees may obtain a copy from Human Resources by calling (303) 315-2700, and the web site address will be attached to University of Colorado Denver | Anschutz Medical Campus employment applications.

It is the responsibility of the Administration Sergeant to ensure that the required Clery Act disclosures are properly forwarded to campus administration and community members in accordance with the institution’s procedures. This report is prepared by the University Police Department's Communication/Clery Manager.

More information about the "Clery Act" can be located at The Clery Center for Security on Campus.

Reports

The University Police Department believes that a well-informed community remains a safety conscious one. Numerous efforts are made to keep you and other members of the campus community informed about campus crime and crime-related problems. Written reports are made of all crimes reported to the University Police Department. Copies of reports may be obtained through the University Police Department Emergency Communications Center, Monday through Friday, 8:00 a.m. to 5:00 p.m.

Police reports are maintained by the University Police Department's Emergency Communications Center and are used to compile year-end statistics for the FBI's Uniform Crime Report. In addition, the department prepares annual and daily reports of campus crime related information. Copies of these reports are available by contacting the University Police Department at (303) 724-2000 or x4-2000 from a campus phone.


University of Colorado Denver | Anschutz Medical Campus
2013 Crime Awareness and Annual Security Report
## CU Anschutz Medical Campus Crime Statistics

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<th>CRIMINAL OFFENSES</th>
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<td>Motor Vehicle Theft</td>
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<th>ARRESTS</th>
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<td>LIQUOR LAW VIOLATIONS</td>
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<td>DRUG LAW VIOLATIONS</td>
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<tr>
<td>ILLEGAL WEAPONS POSSESSIONS</td>
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*The three Forcible Sexual Offenses reported for non-campus property are three alleged fondling incidents by one perpetrator at a non-campus property accessible to the public.

**On Campus:** Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of the definition, that is owned by an institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor). The University defines the Anschutz Medical Campus as those properties, streets, retail operations and facilities owned by the State of Colorado and used by students, staff, faculty and visitors which are bounded by Colfax Avenue, Fitzsimons Parkway, Montview Boulevard and Peoria Street, in the city of Aurora, Colorado excluding properties owned and operated by University of Colorado Hospital, Colorado Children’s Hospital and VA Medical Center.
**Public Property:** Property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, a street, other thoroughfare, or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to the institution’s educational purposes.

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

### Non Campus Properties

<table>
<thead>
<tr>
<th>Location</th>
<th>Address Details</th>
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</thead>
<tbody>
<tr>
<td>Aurora</td>
<td>12605 E. 16th Avenue, Room 3.124</td>
</tr>
<tr>
<td></td>
<td>12635 E. Montview Boulevard, Suite 300</td>
</tr>
<tr>
<td></td>
<td>13123 E. 16th Avenue, 1st and 2nd Floors</td>
</tr>
<tr>
<td></td>
<td>1330 Potomac Street</td>
</tr>
<tr>
<td></td>
<td>1999 N. Fitzsimons Parkway</td>
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<tr>
<td>Boulder</td>
<td>350 Broadway, Suite 50</td>
</tr>
<tr>
<td></td>
<td>1900 Wardenberg</td>
</tr>
<tr>
<td>Denver</td>
<td>1212 S. Broadway, Suite 200</td>
</tr>
<tr>
<td></td>
<td>1400 Jackson Street, Suite 500 &amp; 800</td>
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<tr>
<td></td>
<td>1648 Gaylord Street</td>
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<tr>
<td></td>
<td>1741 Vine Street</td>
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<td></td>
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<td></td>
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<td>3610 W. Princeton Circle</td>
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<tr>
<td></td>
<td>393 S. Harlan Street, #250</td>
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</table>

<table>
<thead>
<tr>
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</thead>
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<table>
<thead>
<tr>
<th></th>
<th>ON CAMPUS</th>
<th>PUBLIC PROPERTY*</th>
<th>NON-CAMPUS LOCATIONS</th>
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<tr>
<td>DOMESTIC VIOLENCE</td>
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<td>STALKING INCIDENTS</td>
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</table>

There were no referrals for disciplinary action or judicial referral for any liquor law violations, drug law violations or illegal weapons possessions on this campus for 2011, 2012 or 2013.

There were no HATE CRIMES reported in 2011, 2012 or 2013 in any of the previously listed categories or in any other crime category, where injury occurred.

There are NO residence halls on the CU Anschutz Medical Campus. Thus, there is no category for "Residence Hall Crimes" included in this report.

*The CU Anschutz Medical Campus is located within the City of Aurora. Statistics pertaining to public property, supplied by the City of Aurora Police Department's Office of Professional Standards, Research and Development cannot be broken down by public/private property adjacent to and/or accessible from campus. Crime statistics for the City of Aurora are available by calling the City of Aurora Police Department District One Crime Analyst at (303) 739-6941. Statistics provided by the Denver Police Department, for non-campus properties affiliated with the CU Anschutz Medical Campus, cannot be broken down by public/private property. City of Denver crime statistics are available by calling the Denver Police Department's Data Analysis Unit at (720) 913-6672.
Campus Safety Measures

Lighting, Vines, Trees, and Shrubs

Building Maintenance and Operations are allocated on a priority basis, with all major building utility systems (air, water, sewer, electricity and gas) and life, safety and operational support systems being the highest priorities.

Exterior campus lighting is essential to creating a safe campus environment. Parking lots and parking structures are lighted after dark. Walkways and most campus building exteriors are lighted during the hours of darkness. Maintenance, custodial, police and parking personnel advise the Facilities Management office of any lighting outages that occur. The university facilities department replaces lamps as required. You are encouraged to report exterior or interior lighting problems for the CU Anschutz Medical Campus by calling the facilities department at (303) 724-1777 from an off campus phone or x4-1777 from a campus telephone or visit Facilities Management.

Campus groundskeepers trim trees, vines, shrubs, and other vegetation on a regular basis to maintain campus security. Obstructing vegetation is trimmed away from pedestrian walkways, building entrances, windows, and lighting fixtures. You are encouraged to report any specific concerns regarding vegetation on either campus to the facilities management department at (303) 724-1777 from an off campus phone or x4-1777 from a campus telephone.

Doors and Locks

University Police Officers and Security Guards regularly patrol the exterior and interior of campus buildings throughout the night, weekends, and holidays. Building patrols are conducted during normal business hours, as well. University Police Officers and security guards regularly report lock and security hardware failures to the university Facilities Management Department and/or the Electronic Security Division for repair.

Crime prevention/security surveys of campus facilities are conducted by qualified University Police staff in conjunction with the Electronic Security Division and recommendations are made concerning alarm systems, security measures for key and cash control, and physical modifications to enhance the security of particular areas or buildings. University departments wishing to request a facility security survey should contact the University Police Department Community Resource Officer at (303) 724-0739 from an off campus phone or x-0739 from an on campus telephone extension. This service operates out of the CU Anschutz Medical Campus in Aurora, but is available to all CU Anschutz Medical Campus buildings.

Access to Campus Facilities

As a member of the campus community, you, as well as university guests and visitors, have access to most campus buildings and facilities during regular business hours (generally 6 a.m. to 6 p.m.), Monday through Friday. The University Police Department is responsible for locking and unlocking designated university buildings and for patrols of the campus.

Your university ID/access card has the capability of serving as an access card to allow you to enter certain locked buildings and areas on the campus outside of regular business hours. Your department head or school dean will determine what, if any, level of access you will be provided with after-hours.
Law Enforcement Authority

It is the policy of the University Police Department that all Police Officers will act in accordance with the authority granted by the Colorado Constitution, Colorado Revised Statues, and the Board of Regents of the University of Colorado. Officers must remember that their primary responsibility is to provide police and security services to property owned or controlled by the University of Colorado Denver and specifically the Anschutz Medical Campus.

The University Police Department's primary jurisdiction covers the CU Anschutz Medical Campus. The University Police Department maintains concurrent jurisdiction with local police agencies over any property owned, controlled or leased by the University of Colorado Denver. Generally in all locations other than the CU Anschutz Medical Campus, the police department relies on local police departments with concurrent jurisdiction, to respond to emergencies and calls for service except as authorized by a member of the command staff. To facilitate interagency operations and mutual assistance, the University Police Department maintains intergovernmental agreements with the City of Aurora and an interagency agreement with the Auraria Higher Education Center.

The primary patrol boundaries of the CU Anschutz Medical Campus:

- South of the south curb line of Montview Boulevard on the North
- North of the north curb line of Colfax Avenue on the south
- East of the west curb line of Quintin Street on the west
- West of the east curb line of Wheeling Street on the east.

In accordance with the current Intergovernmental Agreement with City of Aurora Police Department, the University Police Department’s expanded patrol boundaries are the far curb lines of:

- Fitzsimons Parkway
- Peoria Street
- Colfax Avenue
- General's Park

The University Police Officers receive their authority from the provisions of CRS 24-7-101. The Board of Regents has delegated authority to the University Police Department to enforce university rules and regulations, as well as state laws. University Police Officers have full police authority on all properties owned or controlled by the University, and may exercise their police authority while off campus, pursuant to CRS 16-3-110, and by Intergovernmental agreement with the City of Aurora Police Department.

University Police Officers receive equivalent training to other full service police officers in Colorado; they must successfully complete an authorized Colorado Law Enforcement Training Academy and a minimum of 550 hours of specialized instruction. In addition, University Police Officers must successfully complete an on-the-job field-training program under the supervision of experienced officers and supervisors. This training lasts approximately three months and covers security and crime concerns specific to the university community. Finally, University Police Officers must complete a probationary period of one year before being certified to their staff positions. Additionally, University Police Officers received a minimum of 80 hours of in-service training per calendar year.

Inter-Agency Relationships

The University Police Department recognizes the importance of maintaining close and cooperative working relations with the City of Aurora Police Department, the Adams County Sheriff’s Department, the Arapahoe County Sheriff’s Department, the City of Denver Police Department, the Auraria Higher Education Center Police Department and other municipal, state and federal law enforcement agencies. The University Police Department meets with representatives from these agencies on a formal and informal basis and cooperates in police matters of mutual investigation, concern and interest.
Security Awareness

The University Police Department offers a number of programs that promote security awareness and crime prevention. Efforts of the University Police Department are oriented toward crime prevention education. In addition to departmental programs, the University Police Department cooperates with other campus organizations to present security and safety programs.

Crime Prevention Programs

Programs presented by the University Police Department may be requested by contacting the Community Resource Officer at (303) 724-0739. Programs include but are not limited to:

- **On Request/Alcohol Awareness Seminar** - This program emphasizes the legal ramifications of alcohol abuse.
- **On Request/Drug Awareness Seminar** - This program emphasizes the legal ramifications of the possession or use of illegal drugs.
- **On Request/Drug Information Seminars** - These talks cover recognition of controlled substances and recommend procedures if someone suspects illegal drug use or sales.
- **On Request/Rape Drugs Seminar** - This program covers the most commonly used drugs for drug-facilitated rape, their effects, and how to avoid becoming a victim.
- **Ongoing/Office Watch** - Office complexes, health care areas, and research areas are given a security survey, and the staff is trained to recognize and confront suspicious persons and to notify University Police.
- **Ongoing/On Request - Personal Safety, Sexual Assault, Date Rape Awareness and Prevention On Campus** - This program addresses ways to be aware of and avoid being a physical or sexual assault victim.
- **On Request/Robbery Prevention** - This seminar, given to cashiers, gives tips on how to survive an armed robbery and be a good witness.
- **On Request/Security Surveys** - Upon request, a University Police Officer in conjunction with the Electronic Security Division evaluates a facility's physical security and makes recommendations for improvements.
- **Ongoing/Stakeout Program** - When needed, undercover operatives are hired to watch high crime areas and report, by radio, suspicious activity to University Police.
- **On Request/Theft and Fraud Seminars** - These presentations are usually given to people working in an area where check and credit card fraud occurs (such as the university bookstore, bursar's office, etc.). The talk usually identifies commonly used scams, how to recognize them and what to do when they happen.
- **Ongoing/New Student/Employee Orientation** - This presentation includes an overview of the University Police Department, the services it provides, and how and when to call the police. Crime on campus is discussed, and personal safety and security information is presented to new students and employees. Topics related to workplace violence are also covered.
- **Ongoing/Escort Service** - This personal safety and crime prevention program is intended to improve campus safety for students, faculty, visitors, and staff. Students, faculty, visitors, and staff may request a safety escort to their cars in the campus parking lots or within a 4 block radius of the perimeter of campus (perimeter roads are Colfax Ave., Fitzsimons Parkway, Montview Blvd. and Peoria St.), on the CU Anschutz Medical Campus, during the hours of darkness by calling (303) 724-2000 or x4-2000 from a campus telephone.
- **Ongoing/Rape Aggression Defense (R.A.D)/Self Defense classes for women**. This class is designed to "Develop and enhance the options of self defense, so that they may become viable considerations to the woman who is attacked". It is a 15 - 16 hour class of physical self-defense and personal protection strategies taught several times through the year, by certified University Police R.A.D. instructors.
- **Ongoing/Upon Request - R.A.D. for men**. Men's Self Defense Classes. The program is Resisting Aggression with Defense. Its' basic concept is avoiding confrontation but being able to defend yourself if necessary.
• The class is suitable for men of all ages and abilities. Classes range from 9 to 12 hours. The number one misconception is that the class is for men who are weak or who don't know how to fight. That is a myth. The class concentrates on teaching men to avoid conflict and physical altercation, while giving the confidence and ability to defend themselves, if necessary.
• Ongoing/Upon Request - Workplace violence education and prevention training. This training defines workplace violence and outlines strategies to recognize, report and avoid incidents of workplace violence.
• Ongoing/Upon Request – “Shots Fired” presentation/discussion. This presentation offers information about surviving an active shooter situation on campus. The discussion portion allows for questions and campus specific information.

Student Wellness Programs

• Online – e-CHUG is an interactive web survey that allows college and university students to enter information about their drinking patterns and receive feedback about their use of alcohol. The assessment is self-guided.
• Online – e-TOKE is a marijuana-specific brief assessment and feedback tool designed to reduce marijuana use among college students. The assessment is self-guided.
• Beer Goggles and Bartending School – Play with intoxi-goggles and pitchers. Learn about standards drinks and how to calculate your blood alcohol concentration. The Good Samaritan policy is also discussed.
• Welcome to HIGH Country. Interactive drug education Peer Assistance Services and CPHP.

For clinical Students:

• Peer Assistence Services and the Colorado Physician Health Program, provide support and evaluation services. Visit:
  http://www.cphp.org/
  http://peerassistanceservices.org/
Drug and Alcohol Use

Contributing to a Safe Workplace Standards of Conduct

CU Anschutz Medical Campus complies with the federal Drug Free Schools and Communities Act. The CU Anschutz Medical Campus does not allow the unlawful manufacture, dispensation, possession, use, or distribution of a controlled substance (illicit drugs and alcohol) of any kind or of any amount. These prohibitions cover any individual's actions which are part of university activities, including those occurring while on university property or in the conduct of university business away from the campus.

Drug and Alcohol Information

The illegal use and possession of controlled substances, on university premises compromises the safety of the university community. The University of Colorado prohibits the unlawful manufacture, distribution, possession, or use of controlled substances and the unlawful possession of weapons in or on any premises or property owned or controlled by the University of Colorado.

Possessing, using, providing, manufacturing, distributing, or selling alcoholic beverages is a violation of law and University policies.

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

Drugs

For a description of the uses and effects of various drugs go to the Drug Enforcement Administration Web Site.

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 repression 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.

Alcohol consumed during pregnancy increases the risk of alcohol related birth defects, including growth deficiencies, facial abnormalities, central nervous system impairment, behavioral disorders, and impaired intellectual development.

Assistance in Recognizing and Dealing With the Abuse of Alcohol and Illegal Drugs

Information from the Department of Health, Alcohol and Drug Division, Licensed Treatment Programs is available at the Colorado Department of Human Services.

Drug and Alcohol Counseling, Treatment or Rehabilitation or re-entry programs

University employees may contact Human Resources at (303) 315-2700 for more information regarding available resources, programs and services.

UC Denver Campus employees and students may contact the Counseling Center at (303) 556-2525 or the Counseling and Family Therapy Center at (303) 556-4372/North Classroom 4036, for confidential information and/or referrals.
Employees and students at the CU Anschutz Medical Campus may contact the Counseling Network at (303) 315-8159 or (720) 848-9094, or their respective school student affairs offices for referral information.

Information may also be obtained by calling the National Institute on Alcoholism and Drug Dependence, Inc. at 1-800-662-HELP or the Substance Abuse and Mental Health Services Administration at (877) SAMHSA-7.

Legal Sanctions

Federal - see: Drug Enforcement Administration for a description of “Federal Trafficking Penalties.”

In addition to these possible consequences, students may not be eligible to receive federal financial aid upon conviction of certain drug offenses.

State - Drug Laws:

State criminal statues, (which may be generally found under Titles 12 and 18 of the Colorado Revised Statutes) cover the same scope of conduct as the federal laws, and although the sentences and fines are generally less severe than federal law provides, life sentences are possible for repeat offenders. The maximum penalty for the most serious single offense, (manufacture, sale, or distribution) is 16 years in prison and a $750,000.00 fine. The state laws concerning driving under the influence of alcohol (see below) apply equally to driving under the influence of drugs.

Finally, local ordinances such as the Denver and Aurora municipal codes impose a variety of penalties.

Secondary civil consequences may also flow from criminal drug violations. Property associated with the criminal acts, including homes and vehicles, can be confiscated by the state or federal governments. Those who are convicted of felony violations may be barred from governmental employment and from licensed professions such as law, medicine and teaching.

State - Alcohol Laws:

State laws regulating the production, dispensation, possession, and use of alcohol may be found in Title 12 of the Colorado Revised Statutes. Perhaps the most significant aspect for CU Anschutz Medical Campus is the prohibition of the distribution of alcoholic beverages to any person under the age of 21, to a visibly intoxicated person, or to a known alcoholic. State laws also prohibit any form of assistance to these categories of people in obtaining alcoholic beverages. Violation of these laws is a misdemeanor punishable by fines of $1,000.00 and jail sentences of a year. However, such conduct may, in some circumstances, constitute contributing to the delinquency of a minor, and it could then be determined to be a felony offense punishable by an eight year prison sentence and a $500,000.00 fine. Secondary civil consequences for liquor law violations may include ineligibility for liquor and driver's licenses.

Criminal sanctions may also apply to those who operate motor vehicles while under the influence of alcohol and/or drugs. Under Section 42-4-1301 (1) (a), Colorado Revised Statutes, the maximum penalty for such an act is two years in jail and a $5,000.00 fine.

If a person is injured as a result of someone operating a motor vehicle while under the influence of alcohol and/or drugs, the act is a felony punishable by four years in prison and a $100,000.00 fine. If a person is killed, the sentence can be eight years in prison with a $500,000.00 fine. All such convictions also result in the revocation of driving privileges.

State law requires drivers who are stopped by the police for suspected violation of this law to submit to scientific tests which determine the amount of alcohol in their blood, and those who refuse to be tested automatically lose their driver's license. Remember, one need not be "out of control" to be "under the influence." A substantial effect on physical capability is all that is required. Chemical test results combined with the testimony of an expert toxicologist can result in a conviction even when some people may feel minimally intoxicated.

In addition, individuals may face a variety of penalties imposed by municipal ordinances.

Note: This description is intended only to give those who read it a basic, general understanding of the range of serious legal sanctions which can arise from the unlawful possession, distribution and/or use of illicit drugs and alcohol. Individuals who are concerned about specific circumstances should seek the advice of their personal attorney.
Disciplinary Sanctions for CU Employees who Violate Drug and Alcohol Laws in Violation of this Policy

It is a violation of university policy for any member of the faculty, staff, or student body to jeopardize the operation or interests of the University of Colorado through the use of alcohol or drugs. Sanctions that will be imposed by the University of Colorado for employees who are found to be in violation of this policy may include expulsion and/or termination of employment. Compliance with this policy is a condition of employment for all employees.

Implementation

A copy of the policy statement shall be annually distributed to all current employees and students.

Review

The university will conduct a biennial review of the program to determine its effectiveness and to ensure that the disciplinary sanctions described above are consistently enforced. Changes to this program will be implemented as needed.

The University of Colorado’s alcohol policies apply to university-sponsored activities including on and off campus locations. Administrators, alumni, faculty, guests, staff, and students must adhere to all applicable state and local laws and university regulations related to the sale and use of alcoholic beverages. The most common laws related to alcohol use and sales are:

- The sale of alcoholic beverage is prohibited except in areas, at times, and on dates licensed by the Colorado State Department of Revenue.
- Persons under 21 years of age cannot legally possess or consume alcoholic beverages of any kind. The furnishing of alcoholic beverages to underage persons is prohibited.
- Alcohol cannot be consumed or carried in open containers on any street, sidewalk, alley, in any automobile or in any public area.

Serving Alcohol

Those persons or organizations that control the serving of alcoholic beverages are responsible for compliance with applicable laws and university policies. Alcohol may not be served unless non-alcoholic beverages (in addition to water) and food are also served. When events last two hours or more, serving of alcoholic beverages must stop one hour before the close of the event. The burden of proof for showing legal age is on the alcohol consumer. No alcohol will be served unless clear evidence of legal age is presented. It is the responsibility of those in charge of the event to assure that no one who is underage is served any alcoholic beverages. Federal and state laws regarding underage drinking will be enforced.

Additional information is available at:

Procurement Service Center Procedural Statement for Alcohol

https://www.cu.edu/ope/aps-4018-alcoholic-beverages-purchased-university-events

Illegal Drugs

In a university, most approaches to problems are, and should be, positive and educational. However, the university takes action when its policies on the use, possession, distribution, manufacture, and sale of illegal drugs have been violated. The university also cooperates with local, state, and federal authorities in the detection and prosecution of drug offenses.
Emergency Response and Evacuation

The Chief of Police will ensure that the University Police Department establishes procedures for immediate emergency response and evacuation, including the use of electronic and cellular communication and testing of these procedures in coordination with the Campus Fire Marshall (20 USC § 1092 (f)(1)(J)(i) and (iii).

During campus emergencies, it may become necessary to evacuate and or close one or more buildings or facilities on campus. In order to ensure the safety of the campus community and university facilities, the University Police Department has developed an emergency evacuation plan to address these emergencies. Therefore, it is the policy of the University Police Department to control key entrances and egress routes out of University buildings and facilities during emergency situations in order to safeguard the campus community and ensure continuity of operations for areas that are not affected by the emergency.

The initial decision to close all or a part of the campus emergently will be made by the supervisory/OIC on duty after receiving information regarding the seriousness of the emergency or incident.

The decision should be based on one or more of the following factors:

- The need to take immediate action to protect life or property
- The amount of time elapsed between the occurrence and the notification
- The threat to the campus community
- The danger posed to the public if non emergency services personnel are allowed to enter a facility or building.

The University Police Department and Office of Emergency Management tests emergency response and evacuation procedures on at least an annual basis during drills and other exercises. These are normally announced and publicized in advance of the drill or exercise.

The Office of Emergency Management maintains records of all tests, drills and exercises that include a description of the exercise, the date, time, and whether it was announced or unannounced.

Information on Registered Sex Offenders

Sex offenders who work, volunteer or are enrolled at CU Anschutz Medical Campus are required, by Colorado Revised Statutes, 16-22-110 (3.5) (a), to register such information. The University Police Department will provide information regarding these persons to anyone who requests it. Contact our Emergency Communications Center, in person. We do not provide sex offender information for other jurisdictions.

In accordance with CRS 16-22-111, the Colorado Bureau of Investigation maintains a list containing the names, addresses and physical descriptions of persons meeting the statutes criteria and descriptions of the offenses committed by said persons. The list specifically excludes any reference to any victims of the offenses. This list may be accessed at: Colorado Bureau of Investigations Search.

Missing Student & Fire Report/Log

Other Clery reportable policy and statistical information specific to residence halls does not apply to the CU Anschutz Medical Campus as there are no residence halls associated with this campus.
Domestic Violence, Dating Violence, Sexual Assault and Stalking

The University of Colorado is committed to maintaining a positive learning, working and living environment. The University does not discriminate on the basis of race, color, national origin, sex, age, disability, creed, religion, sexual orientation, veteran status, gender identity, gender expression, political philosophy or political affiliation in admission and access to, and treatment and employment in, its educational programs and activities. (Law of the Regents, Article 10). In pursuit of these goals, the University will not tolerate acts of sexual harassment or related retaliation against or by any employee or Student. (Regents Policy 2.J, Sexual Harassment)

The University is committed to taking prompt and effective actions to end discrimination, prevent its reoccurrence, and remedy the effects upon the victims and community.

Title IX

Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§ 1681 prohibits discrimination on the basis of sex in education programs or activities operated by recipients of Federal financial assistance. The “Dear Colleague Letter” issued by the Department of Education and its Office of Civil Rights, on April 4, 2011, defines sexual harassment as unwelcome conduct of a sexual nature. It includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature.

University Policies

The University of Colorado Sexual Harassment Policy and Procedures document defines sexual harassment and related terms and the procedures and processes for reporting and investigating allegations of Policy violations. The University’s Sexual Harassment Policy and Procedures document:

- Provides a general definition of sexual harassment and related retaliation;
- Prohibits sexual harassment and related retaliation; and
- Sets out procedures to follow when a member of the University community believes a violation of the Policy has occurred.

It also is a violation of the University's Sexual Harassment Policy for anyone acting knowingly or recklessly either to make a false complaint of sexual harassment or to provide false information regarding a complaint.

Sexual misconduct may vary in its severity and consists of a range of behavior or attempted behavior. It can occur between strangers or acquaintances, including people involved in an intimate or sexual or dating relationship. Sexual misconduct can occur between members of the same or different gender and can also occur while individuals are fully clothed.

1. **Non-consensual sexual intercourse** (or attempts to commit the same):
   - Non-consensual sexual intercourse is any sexual intercourse (anal, oral or vaginal), however slight, with any object, by one person upon another person without consent and/or by force.
2. **Non-consensual sexual contact** (or attempts to commit the same):
   - Any intentional sexual touching, however slight, by a person upon another person, without consent and/or by force.

3. **Sexual Contact**
   - Intentional contact with the breasts, buttock, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts; or any other intentional bodily contact in a sexual manner.

4. **Sexual exploitation and/or exposure**: Taking nonconsensual or abusive sexual advantage of another for one’s own advantage or benefit, or to benefit a person other than the one being exploited. Examples of sexual exploitation include, but are not limited to:
   - Non-consensual video or audio recording of sexual activity;
   - Exceeding the boundaries of explicit consent, such as allowing friends to hide in a closet to be witness to one’s consensual sexual activity;
   - Engaging in voyeurism; and/or,
   - Knowingly transmitting a sexually transmitted disease/infection or HIV to another student.

5. **Consent**: Consent between two or more people is defined as an affirmative agreement-through clear actions or words-to engage in sexual activity. Consent is informed, knowing and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable permission regarding the conditions of sexual activity. An individual cannot consent:
   - Who is substantially impaired by any drug or intoxicant; or
   - Who has been purposely compelled by coercion, Force, threat of force, intimidation, or deception; or
   - Who is unaware that the act is being committed; or whose ability to consent or resist is obviously impaired because of a mental or physical condition; or
   - Who is coerced by supervisory or disciplinary authority.

**What Consent Means**: Consent to one form of sexual activity cannot imply consent to other forms of sexual activity. Previous relationships or consent cannot imply consent to future sexual acts. Consent cannot be procured by use of physical Force, compelling threats, intimidating behavior, or coercion. Consent can be withdrawn at any time.
   - In order to give effective consent, one must be of legal age. Consent may never be given by:
     - A minor to an adult.
     - Mentally disabled persons when the mental disability is known or reasonably should have been known.

**Additional Clarifying Rules of Consent**:
   - A person who is the object of sexual aggression is not required to physically or otherwise resist a sexual aggressor.
   - Silence, previous sexual relationships, and/or the existence of a current relationship with the respondent do not imply consent.
   - Consent cannot be implied by attire, or inferred from the giving or acceptance of gifts, money or other items.
   - Consent to sexual activity may be withdrawn at any time, as long as the withdrawal is communicated clearly. Withdrawal of consent can be done in numerous ways and need not be a verbal withdrawal of consent.
   - A respondent’s intentional use of alcohol/drugs does not excuse a violation of Policy.

Finally, there is a difference between seduction and coercion; coercion is defined in this Policy as unreasonably pressuring another person for sex. Coercing someone into engaging in sexual activity violates this Policy in the same way as physically forcing someone into engaging in sexual activity.
6. **Threats:** Threats exist where a reasonable person would have been compelled by the words or actions of another to give permission to sexual contact they would not otherwise have given, absent the threat. For example, threats to kill you, themselves, or to harm someone you care for constitute threats.

7. **Incapacity:** If you have sexual activity with someone you know to be, or should know to be mentally or physically incapacitated (by alcohol or other drug use, unconsciousness or blackout), you are in violation of this Policy. Incapacitation is a state where one cannot make a rational, reasonable decision because they lack the ability to understand the who, what, when, where, why or how of their sexual interaction. This Policy also covers someone whose incapacity results from mental disability, sleep, involuntary physical restraint, or from the taking of a so-called “date-rape” drug. Possession, use and/or distribution of any of these substances, including Rohypnol, Ketamine, GHB, Burundanga, etc. is prohibited, and administering one of these drugs to another Student for the purpose of inducing incapacity is a violation of this Policy. More information on these drugs can be found at [http://www.911rape.org/](http://www.911rape.org/).

8. **Intimidation:** Occurs when someone uses their physical presence to menace you, although no physical contact occurs, or where your knowledge of prior violent behavior by an assailant, coupled with menacing behavior, places you in fear as an implied threat.

9. **Coercion:** Coercion is unreasonable pressure for sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get consent from another, the repetition of the coercive activity beyond what is reasonable, the degree of pressure applied, when someone makes clear to you that they do not want sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

10. **Force:** The use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes, threats, intimidation, (implied threats), and coercion that overcomes resistance or produce consent.

**B. Definitions—Sexual Harassment**

1. **Sexual Harassment:** Sexual harassment consists of interaction between individuals of the same or opposite sex that is characterized by unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
   - Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, living conditions and/or educational evaluation;
   - Submission to or rejection of such conduct by an individual is used as the basis for tangible employment or educational decisions affecting such individual; or
   - Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or educational environment.

2. **Hostile Environment Sexual Harassment:** (Described in bullet three above) is unwelcome sexual conduct that is sufficiently severe or pervasive that it alters the conditions of education or employment and creates an environment that a reasonable person would find intimidating, hostile or offensive. 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, its severity, and whether it is threatening or humiliating. Examples which may be Policy violations include the following: an instructor suggests that a higher grade might be given to a student if the student submits to sexual advances; a supervisor implicitly or explicitly threatens termination if a subordinate refuses the supervisor's sexual advances; and a student repeatedly follows an instructor around Campus and sends sexually explicit messages to the instructor's voicemail or email.
3. **Retaliatory Harassment**: Retaliation is prohibited by this Policy. To be considered retaliation, a causal connection is required between a materially adverse action and the act of:
   - Reporting an allegation of sexual harassment; or
   - Participating in support of an investigation of sexual harassment. A materially adverse action is one that would dissuade a reasonable person from reporting an allegation of sexual harassment, or participating in support of an investigation of an allegation of sexual harassment. A determination of whether an action is materially adverse is made on a case by case basis. Students and employees who believe they have been retaliated against because of testifying, assisting or participating in a proceeding, investigation, or hearing relating to an allegation of sexual harassment, should meet with and seek the advice of their campus sexual harassment officer, whose responsibilities include handling retaliation.

C. **Definitions—Protected Class Discrimination and Harassment**

**Protected Classes**: The University of Colorado does not discriminate on the basis of race, color, national origin, sex, age, disability, creed, religion, sexual orientation, or veteran status in admission and access to, and treatment and employment in, its educational programs and activities.

1. **Discrimination**: Occurs when an individual suffers an adverse consequence, examples include, but are not limited to; failure to be hired or promoted, denial of admission to an academic program, etc., on the basis of their Protected Class.

2. **Harassment**: Verbal or physical conduct based upon an individual’s Protected Class that unreasonably interferes with that individual’s work or academic performance or creates an intimidating or hostile work or educational environment.

3. **Hostile Environment**: Unwelcome conduct by an individual(s) against another individual based upon their Protected Class that is sufficiently severe or pervasive that it alters the conditions of education or employment and creates an environment that a reasonable person would find intimidating, hostile or offensive. 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, its severity, and whether it is threatening or humiliating. Simple teasing, offhand comments and isolated incidents (unless extremely serious) will not amount to hostile environment harassment.

D. **Definitions—Stalking**

**Stalking**: Repeated conduct directed at a specific person which reasonably and subjectively causes that person to fear for his/her safety, the safety of others, or suffer substantial emotional distress. Such repeated conduct may include, but is not limited to, any of the following: physically or electronically following or approaching a person or a member of that person’s family or household; contacting a person or a member of that person’s family or household whether or not conversation ensues; and placing a person or a member of that person’s family or household under surveillance.

**Examples of Stalking**: Stalking may include, but are not limited to, the following:
   - Non-consensual communication, including face-to-face communication, telephone calls, voice messages, e-mails, written letters, gifts, or any other communications that are undesired and cause fear.
   - Use of online, electronic, or digital technologies, including:
     - Posting of pictures or information in chat rooms or on Web sites, blogs, social network sites, etc.
     - Sending unwanted/unsolicited email or talk requests
     - Posting private or public messages on Internet sites, social networking sites, and/or school bulletin boards
     - Installing spyware on a victim’s computer
Using Global Positioning Systems (GPS) to monitor a victim

- Pursuing, following, waiting, or showing up uninvited at or near a residence, workplace, classroom, or other places frequented by the victim
- Surveillance or other types of observation,
- including staring or “peeping”
- Trespassing/Vandalism
- Non-consensual touching
- Direct verbal or physical threats
- Gathering information about an individual from friends, family, and/or co-workers
- Threats to harm self or others
- Defamation – lying to others about the victim

E. Definitions – Intimate Partner Violence

1. **Domestic Violence**: An act or threatened act of violence upon a person with whom the actor is or has been involved in an intimate relationship. This could include acts of violence from a current or former spouse, intimate partner, person sharing a child with the victim, or a person cohabitating with or has cohabitated with the victim as a spouse or intimate partner. “Domestic Violence” also includes any other crime against a person or against property including an animal, or any municipal ordinance violation when used as a method of coercion, control, punishment, intimidation, or revenge directed against a person with whom the actor is or has been involved in an intimate relationship.

2. **Dating Violence**: A violent act committed by a person

- Who is or has been in a social relationship of a romantic or 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; and
  - The frequency of interaction between the persons involved in the relationship

3. **Intimate Relationship**: A relationship between spouses, former spouses, past or present unmarried couples, individuals in a dating relationship 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.

- Evidence of a sexual relationship is not necessary to establish the existence of an intimate relationship.

- When determining whether a relationship is an “intimate relationship”, the investigator may take into account the following three factors: (1) the length of time the relationship has existed or did exist; (2) the nature or type of the relationship; and (3) the frequency of interaction between the parties.

- A sexual relationship may be an indicator, but never a necessary condition, of an intimate relationship for purposes of the intimate partner violence Policy.

**State of Colorado Definitions of Related Criminal Behavior**

See below for related Colorado State Statutes. These definitions can be found in the Colorado Revised Statutes (CRS). To view the most up to date information you can view the Colorado Revised Statutes by following URL below.

http://www.lexisnexis.com/hottopics/colorado?source=C
OLO;CODE&tocpath=1G8HF3QKZC9YJ08IV,2IKCPJHQMOM5AHPOK,3JG1KVXA60O0U7DJ&shortheader=n

**CRS 18-3-401, Definitions.**

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

**CRS 18-3-402, Sexual assault.**

(1) 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 victim is physically helpless and the actor knows the victim is physically helpless and the victim has not consented.

CRS 18-3-602, Stalking - penalty - definitions - Vonnie's law.

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

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

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

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

(2) For the purposes of this section:

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

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

(c) "Immediate family" includes the person's spouse and the person's Parent, grandparent, sibling, or child.

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

CRS 18-6-800.3, Domestic Violence.

(1) "Domestic violence" means an act or threatened act of violence upon a person with whom the actor is or has been involved in an intimate relationship. "domestic violence" also includes any other crime against a person, or against property, including an animal, or any municipal ordinance violation against
a person, or against property, including an animal,
when used as a method of coercion, control,
punishment, intimidation, or revenge directed
against a person with whom the actor is or has been
involved in an intimate relationship.

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

Annotations:

Evidence of a sexual relationship is not necessary to
establish the existence of an intimate relationship.
People v. Disher, 224 P.3d 254 (Colo. 2010).

A sexual relationship may be an indicator, but never
a necessary condition, of an intimate relationship for
purposes of the Colorado domestic violence statute.
The relationship must be more than that of a
roommate, friend, or acquaintance, and there must
be a romantic attachment or shared parental status
between the parties. People v. Disher, 224 P.3d 254
(Colo. 2010).

When determining whether a relationship is an
"intimate relationship", a court may take into account
the following three factors: (1) The length of time the
relationship has existed or did exist; (2) the nature or
type of the relationship; and (3) the frequency of
interaction between the parties. People v. Disher,
224 P.3d 254 (Colo. 2010).

The existence of a dating relationship indicates the
kind of romantic attachment required by the statute.
Whether that dating relationship was sexual in
nature should not have been the determining factor.
People v. Disher, 224 P.3d 254 (Colo. 2010).

F. Investigation Process for
Resolving Complaints or
Reports of Sexual Misconduct,
Sexual Harassment, Violations
of the Nondiscrimination Policy,
Stalking, and Intimate Partner
Violence

Reporting

If you believe you have experienced or witnessed a form
of sex discrimination, sexual harassment, sexual
violence, and/or retaliation or violations of the
nondiscrimination Policy, it is important to tell someone
so you can get to the appropriate resources. Please be
aware that most employees have an obligation to report
allegations of sexual harassment and alleged violations
of the nondiscrimination Policy or retaliation under the
University's Sexual Harassment Policy and Procedures
and the Nondiscrimination Procedures. The following are
confidential Campus resources: 1) The Phoenix Center:
303-556-6011 and 303-556-CALL (2255) for 24-hour
support, 2) CU Anschutz Student Mental Health: 303-
724-4716, and 3) the CU Anschutz Ombuds Office: 303-
724-2950.

Campus Sexual Harassment Officers

The University employs trained staff members who have
responsibility for Title IX compliance and who investigate
allegations of sex discrimination, sexual harassment,
intimate partner violence, and/or retaliation and
violations of the nondiscrimination Policy. The Title IX
Coordinator oversees the development, implementation,
and evaluation of Title IX policies, procedures, and
training efforts and will refer all complaints to the Sexual
Harassment (Title IX) Investigator. To file a complaint or
request an investigation of an allegation of sex
discrimination, sexual harassment, sexual violence
and/or retaliation or ask a question about Title IX, a
student, employee, or campus visitor should contact one
of the Campus Sexual Harassment Officers listed below:
Police and Other Reporting Options

A Student can make a complaint to both the University and to law enforcement. In some cases, the University may be required to report certain incidents to law enforcement. The University and law enforcement conduct separate investigations. If the alleged incident occurred on the Anschutz Medical Campus, the Student may contact the University Police Department at 303-724-4444. If the alleged incident occurred off-campus, the Student may contact the police department with appropriate jurisdiction. University officials, including the confidential resources listed above, can provide you with assistance and support to report to Title IX officers and law enforcement. Additionally, Students may file a complaint with the Office of Civil Rights of the U.S. Department of Education (http://www2.ed.gov/about/offices/list/ocr/complaintprocess.html)

Confidentiality

After the University is aware of an allegation of sexual harassment or an allegation of violations of the nondiscrimination Policy, if the complainant requests confidentiality or asks that the complaint not be pursued, the University will take all reasonable steps to address and respond to the complaint consistent with the request. The University will evaluate that request in the context of its responsibility to provide a safe and nondiscriminatory environment for all Students. If the Complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, the University’s ability to respond to the complaint may be limited. The University prohibits retaliation against a Student who complains of sexual harassment.

Interim Measures

The University will take appropriate steps to protect the Complainant as necessary, including taking interim measures before the final outcome of the investigation. Those measures could include notifying the Complainant of his or her options to avoid contact with the alleged perpetrator and allow Students to change academic, working, living situations and transportation options as appropriate; prohibiting the alleged perpetrator from having any contact with the Complainant pending the results of an investigation; and making the Complainant aware of available resources, such as counseling, health, and mental health services, and their right to file a complaint with local law enforcement. The complainant should contact one of the Title IX Officers to discuss any
interim measures that may be implemented. The Title IX Officer will work with the university official with the appropriate authority to implement any interim measures.

**Investigation Process**

After a complaint is received, it is the responsibility of the Campus Sexual Harassment Officer(s) or the Employment Rights Compliance and Investigation Manager to determine the most appropriate means for addressing the report or complaint. Options include, but are not limited to: 1) investigating the report or complaint; 2) with the agreement of the parties, attempting to resolve the report or complaint through a form of alternative dispute resolution (e.g., mediation); or 3) determining that the facts of the complaint or report, even if true, would not constitute a violation of the University’s Policies.

If an investigation is conducted, a Notice of Investigation Letter is sent by the Title IX Investigator or the Employment Rights Compliance and Investigation Manager to the Chancellor, the Respondent’s disciplinary authority, CU Denver Counsel, the Assistant Vice Chancellor for Human Resources, the Director of the Human Resources Organizational Relations and Learning Development unit, and both parties. Both parties are also provided with the University Sexual Harassment Policy and Title IX Grievance procedures document. For investigations of the nondiscrimination Policy, both parties are provided with the Nondiscrimination Procedures.

During the investigation, the Complainant and the Respondent shall have the right to:

1. Receive written notice of the report or complaint, including a statement of the allegations, as soon after the commencement of the investigation as is practicable and to the extent permitted by law;

2. Present relevant information to the investigator(s); and

3. Receive, at the conclusion of the investigation and appropriate review, a copy of the investigator’s report, to the extent permitted by law.

At the conclusion of an investigation, the investigator shall prepare a written report, which shall include a statement of factual findings and a determination of whether the University’s Sexual Harassment Policy or Nondiscrimination Policy has been violated. This is based on “preponderance of the evidence” standard. A Preponderance of Evidence means that what happened is more likely than not, or “50% plus a feather.” For Sexual Harassment investigations the report shall be presented for review to a standing review committee.

The standing review committee shall consist of employees who have received appropriate training regarding implementation of the University’s Sexual Harassment Policy. The standing review committee may consult with the investigator, consult with the parties, request that further investigation be done by the same or another investigator, or request that the investigation be conducted again by another investigator. The standing review committee may adopt the investigator’s report as its own or may prepare a separate report based on the findings of the investigation. The standing review committee may not, however, conduct its own investigation or hearing.

Ordinarily, investigations shall be concluded and reports submitted to the standing review committee no later than 60 business days following the receipt of a complaint. Ordinarily, the final report shall be sent to the Chancellor or President no later than 30 days after the committee’s receipt of the draft report of the investigation.

Once the standing review committee approves the final written report, the Sexual Harassment Investigator will send a copy of the report to the Title IX Coordinator, the Chancellor, the Respondent’s disciplinary authority, and both parties.

When a student is accused of violating the Sexual Harassment Policy, the Sexual Harassment Investigator will forward the final report to the appropriate person responsible for enforcing student codes of conduct, usually the student affairs dean or program director in the relevant academic program at the CU Anschutz campus. The school, college or program official will
determine the appropriate sanction(s), as necessary. These sanctions may include, but are not limited to, referral to a licensing board, probation, suspension, or expulsion.

When an employee is accused of sexual harassment, the Sexual Harassment Investigator will forward the final report to the Director of the Human Resources Organizational Relations and Learning Development unit. An employee who is found in violation of University policy may be disciplined, up to and including termination. Other outcomes may be suspension, demotion, and/or other corrective/remedial measures.

For sexual harassment investigations the Respondent’s disciplinary authority shall forward to the Title IX Coordinator and to the Chancellor a statement of any action taken against an individual for violation of the University's Sexual Harassment Policy.

The Title IX Coordinator, or designee, shall advise the Complainant and Respondent of the resolution of any investigation conducted under the University's Sexual Harassment Policy.

All records of sexual harassment or nondiscrimination Policy reports and investigations shall be considered confidential and shall not be disclosed publicly except to the extent required by law.

Complaints Involving Two or More Campuses

When an alleged Policy violation involves more than one Campus, the complaint shall be handled by the campus with disciplinary authority over the Respondent. The Campus responsible for the investigation may request the involvement or cooperation of any other affected Campus and should advise appropriate officials of the affected Campus of the progress and results of the investigation.

Complaints by and Against University Employees and Students arising in an Affiliated Entity

University Employees and Students sometimes work or study at the worksite or program of another organization affiliated with the University. When a policy violation is alleged by or against University Employees or Students in those circumstances, the complaint shall be handled as provided in the affiliation agreement between the University and the other entity. In the absence of an affiliation agreement or a provision addressing this issue, the University may, in its discretion, choose to: 1) conduct its own investigation, 2) conduct a joint investigation with the affiliated entity, 3) defer to the findings of an investigation by the affiliated entity where the University has reviewed the investigation process and is satisfied that it was fairly conducted, or 4) use the investigation and findings of the affiliated entity as a basis for further investigation.

Retaliation

Retaliation is prohibited by the University Sexual Harassment Policy and Procedures. To be considered retaliation, a causal connection is required between an adverse action and the act of (1) reporting an allegation of sexual harassment; or (2) participating in support of an investigation of sexual harassment. Students and employees who believe they have been retaliated against because of testifying, assisting or participating in a proceeding, investigation, or hearing relating to an allegation of sexual harassment should meet with and seek the advice of their Campus Sexual Harassment Officer, whose responsibilities include handling retaliation.

State and Federal laws prohibit retaliation against persons who have complained of discrimination, or have participated in the investigation or resolution of a complaint of discrimination. Complaints of retaliation will be investigated in accordance with the procedures set forth herein.

Appeal Process

Either the Complainant or Respondent may file an appeal of the investigator's findings or conclusions. The Title IX Coordinator will hear all appeals. All appeals must be submitted in writing to the Title IX Coordinator no later than seven (7) calendar days after the
An appeal must cite the basis of the appeal and provide sufficient and detailed information to support the appeal. New evidence may not be presented in the appeals process unless the appellant can demonstrate that the evidence was unavailable during the investigation.

Failure to meet the above conditions shall be sufficient cause to deny an appeal, in which case the finding(s) or conclusion(s) of the investigation shall be final. The Title IX Coordinator, or designee, shall make the determination as to whether these conditions have been met.

During the appeal process, the Title IX Coordinator will not reconsider the facts and statements on which the original findings or conclusions were based but will consider only:

1. Whether new evidence or information has been presented which was unavailable during the initial investigation, and which, if considered may materially affect the outcome of the investigation,
2. Whether a procedural error occurred that unfairly and materially affected the outcome of the investigation,
3. Whether the investigator exhibited unfair bias, failed to conduct a thorough investigation, or issued arbitrary findings and conclusions.

The Title IX Coordinator may affirm or reject the investigator's findings and conclusions or refer the investigation back to the Title IX Investigator for further action. The decision of the Title IX Coordinator is final.

**Evidence Preservation for Sexual Assault:**

- If you are the victim of a sexual assault do not shower, wash, eat, drink, smoke, use the restroom, change clothes or launder any items. Do not touch anything in the area where the crime was committed. Police may be able to gather evidence from the crime scene, which might aid in the identification and conviction of the perpetrator. Evidence, including a “Sexual Assault Kit,” collected shortly after the assault can be processed and held until needed for prosecution. If evidence is not collected, and a survivor decides at a later date to file charges against a perpetrator, the lack of physical evidence may make the case more difficult to prove.
Complaint received

Outreach sent to complainant

Interim measures considered

Initial Review conducted

If investigation initiated:

Initial Review sent to Title IX Coordinator for decision

Notice of Investigation sent to Chancellor, leadership, disciplinary authority and both parties

Investigation Conducted: parties/witnesses interviewed, evidence gathered, etc.

Final report and determination completed

Report sent to Legal for review

Report sent to Standing Review Committee for finding

Report sent to Chancellor, Title IX Coordinator, leadership, and both parties

If policy violation: report sent to disciplinary authority for review

Chancellor, Title IX Coordinator, and parties advised of sanctions

Appeal Process, if requested by either party per process

If no investigation warranted:

Initial Review sent to Title IX Coordinator for decision

Outcome letter sent to complainant

Report sent to disciplinary authority for review

If no policy violation: report sent to disciplinary authority for review

Appeal Process, if requested by either party per process
Resources On Campus:

The Phoenix Center: 24-hour Helpline: (303) 556-CALL (2255)
900 Auraria Way, Tivoli 259
Denver, CO  80217  Email: pcauraria@gmail.com

CU Anschutz Student Mental Health: (303) 724-4716 After-hours emergencies (720) 848-0000
Building 500, Level 2
Aurora, CO  80045
*After hours:  Identify yourself as an CU Anschutz Medical Campus student, and ask for the on-call psychiatrist.

CU Anschutz Ombuds Office: (303) 724-2950
Building 500, Room 7005C
Aurora, CO  80045

Gay, Lesbian, Bisexual & Transgender Student Services: (303) 556-6333
900 Auraria Way, Tivoli 213
Denver, CO  80217

University Police: (303) 724-4444
Building U-09, 12454 E. 19th Place
Aurora, CO  80045
Emergencies from on campus phone: 911

Resources Off Campus:

City of Aurora Police Non-Emergency: (303) 627-3100
City Aurora Police Emergency: 911

Aurora Police Victim Assistance Unit: (303) 739-6398

The Blue Bench (Sexual Assault Support Program):
24-hour Sexual Assault Hotline: (303) 322-7273

Gateway Battered Women's Services (Domestic Violence Shelter and Support):
24-hours Crisis Line: (303) 343-1851

The Medical Center of Aurora (Sexual Assault Nurse Examiner Program): (303) 671-4945
1501 S. Potomac Street
Aurora, Colorado  80012


Colorado Civil Rights Division: (303) 894-2997
DEFINITIONS OF CLERY ACT CRIMES
AS REPORTED IN THE ANNUAL CLERY STATISTICS

The following are definitions of the crimes that the Clery Act requires institutions to report:

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

**Criminal Homicide-Manslaughter by Negligence:** The killing of another person through gross negligence.

**Criminal Homicide-Murder and Non-negligent Manslaughter:** The willful (non-negligent) killing of one human being by another.

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

**Aggravated Assault:** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

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

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

**Sex Offenses-Forcible:** Any sexual act directed against another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent.

   A. **Forcible Rape**—The carnal knowledge of a person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity (or because of his/her youth).

   B. **Forcible Sodomy**—Oral or anal sexual intercourse with another person, forcibly and/or against that person's will; or not forcibly against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

   C. **Sexual Assault With An Object**—The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will; or not forcibly against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

   D. **Forcible Fondling**—The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will; or, not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental incapacity.

**Sex Offenses-Non-forcible:** Unlawful, non-forcible sexual intercourse.

   A. **Incest**—Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

   B. **Statutory Rape**—Non-forcible sexual intercourse with a person who is under the statutory age of consent.
Additionally, the following violations should be reported to University Police Department or to the appropriate institutional Judicial Affairs offices or other campus authority with significant responsibility for students. The police will make tabulations of statistics from these referrals.

**Weapon Law Violations:** The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

**Drug Abuse Violations:** Violations of State and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

**Liquor Law Violations:** The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

**Hate Crimes:** All of the crimes described above, and any other crime involving bodily injury to any person in which the victim is intentionally selected because of the actual or perceived race, gender, religion, sexual orientation, ethnicity or disability of the victim that are reported to campus security authorities or local police agency, the data shall be collected and reported according to category of prejudice.