



**COMMUNITY COLLEGE OF DENVER
ANNUAL CAMPUS SECURITY
REPORT
2025**

Report Covers 2022, 2023, and 2024

AURARIA
CAMPUS



**COMMUNITY
COLLEGE OF
DENVER**

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CAMPUS SECURITY AND SAFETY

The report was prepared by the Auraria Higher Education Center (Auraria) Police Department, with support from the Auraria Executive Office (for campus-wide policies) and the Community College of Denver (for institution-specific policies) in order to comply with the Jeanne Clery Campus Safety Act (Clery Act). Auraria serves three institutions: Community College of Denver, Metropolitan State University of Denver, and University of Colorado Denver. This report covers the calendar years 2022, 2023, and 2024. This report describes safety and security policies and procedures at Auraria and the Community College of Denver and contains crime statistics for the most recent calendar year and the two preceding calendar years. The College's Clery Compliance Team works with all College departments, Campus Police, and local law enforcement agencies to collect crime statistics from the prior calendar year for inclusion in this report.

Current Community College of Denver employees and students are notified of the availability of this report annually. A copy of the report is available on the Community College of Denver website at: <https://www.ccd.edu/docs/annual-security-report>. Additionally, a copy of this report may be requested from the Community College of Denver's Office of Emergency Management at emergencymanagement@ccd.edu and through the Office of Student Conduct and Support at CCDStudentConduct@CCD.edu.

This publication is intended to provide a general description of campus safety and security policies and procedures. It is not intended to serve as a contractual agreement between Auraria and the recipient. Policies and procedures are subject to change following publication of this report and the campus community will be made aware of updates as required.

CLERY GEOGRAPHY DEFINITIONS

The following definitions are used to describe campus and other property that is covered by this report in accordance with the Clery Act:

On-Campus Property

The term "On-Campus Property" means: (1) Any building or property on the core/main campus; and (2) any building or property on the core/main campus that is owned by the Community College of Denver but controlled by another person, is frequently used by students, and supports campus purposes (such as a food or retail vendor). On-campus Property includes, for example, College buildings; College owned land/real property; College streets, sidewalks, and parking lots; property leased by the College that is part of the core/main campus; and property owned by the College but controlled by a third party.

- The Community College of Denver's Main/Core Campus is defined 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 Auraria Parkway, Speer Boulevard, Colfax Avenue, and Fourth Street.
- The Lowry Campus is defined as those properties, private streets, retail operations, and facilities owned by the State of Colorado and used by students, staff, faculty and visitors,

which are roughly bounded by Lowry Boulevard, Yosemite Street, 11th Avenue, and Dayton Street.

- The Advanced Manufacturing Center (AMC) is located at 2570 31st Street, Denver, CO 80216. The AMC is roughly bounded by 31st Street, Elati Street and privately owned properties to the south and east.

Note: The Community College of Denver does not have any residential facilities.

Non-Campus Property

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

The Community College of Denver does not have any recognized student organizations who own or control buildings or property.

Public Property

The term "Public Property" means: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the reasonably contiguous geographic area of the core/main campus. Public Property includes, for example, city streets and sidewalks that are within the core/main campus or immediately adjacent to and accessible from the core/main campus.

REPORTING CRIMES AND EMERGENCIES

Crime reports or emergency reports can be made at any time. Colorado Revised Statute, 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. This includes when a suspected crime has occurred, and the victim elects not to or is unable to report. The Auraria Campus is served by the Auraria Campus Police Department, which provides safety and law enforcement support for the Community College of Denver. The Lowry Campus is supported by its own security department dedicated to the College. The Advanced Manufacturing Center relies on the Denver Police Department for its law enforcement services. All departments are available 7 days a week, 24 hours a day and will be the primary safety response department on campus during those hours.

When on campus, crimes should be reported to:

- 1) The Auraria Campus Police Department if on the Auraria Campus**
 - a.** Contact Auraria Campus Police directly by calling 303-556-5000 or by going in person at 1201 5th Street Denver, Colorado 80204 Suite 110. Additional information about the ACPD may be found online at:
<https://aurariacampus.edu/services-departments/police>.
- 2) The Denver Police Department if at the Advanced Manufacturing Center**

- a. Contact Denver Police Department directly by calling 911 for emergencies or 720-913-2000 for non-emergencies, or by going in person to District One at 1311 W 46th Ave, Denver, CO 80211.

3) The Lowry Campus Security Team

- a. Contact Lowry Campus Security directly by calling 303-419-5557 or by going in person at 700 Boston Street, Building 999, Denver, CO 80230.

Though campus police and campus security work closely with the local police departments, they are always on duty, and crimes or emergency reports can be made to them directly. 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. Upon receiving information concerning an incident, a campus police officer or campus security personnel will investigate the incident, document the information, and take appropriate action. This action may involve working with local police or sheriff's departments, the district attorney, and other state or federal agencies such as the FBI or the Drug Enforcement Administration. Cases are adjudicated through either the city or county and/or through the College's disciplinary system.

The College provides a confidential online reporting system at <https://www.ccd.edu/docs/incident-reporting-form> where anonymous reports can be made for inclusion into the annual disclosure of crime statistics. This form should be used by any campus official who is designated as a Campus Security Authority (CSA) (includes the following: Deans, student activities coordinators, student conduct educators, and faculty advisors to student organizations) to complete as they become aware of a crime even when the victim wishes to remain anonymous. The Auraria Campus Police Department also provides an anonymous reporting option for victims of crimes who do not wish to be identified. Victims of crimes who wish to remain anonymous may report via the ACPD web site at <https://aurariacampus.edu/services-departments/police/crime-report/crime-report-form/>.

The College employs professional counselors to serve students on campus. While professional counselors are functioning within the scope of their responsibilities to provide mental health counseling to students, they may not be required to report certain crimes of which they become aware (and therefore such crimes will not be included in the crime statistics included in this report). This exemption has limitations, and professional counselors are under a legal obligation to report some crimes discovered during the counselor-client relationship. When a professional counselor is not legally required to report a crime, they are expected to inform and/or encourage clients regarding where they may make crime reports to the College on a voluntary, confidential basis.

Crime reports involving employees will be referred to Human Resources for review under applicable employee conduct and discipline policies. Crime reports involving students will be referred to Student Conduct and Support for review under applicable student code of behavioral expectations and responsibilities (conduct and discipline) policies and procedures. Upon written request, the College will disclose to the alleged victim of a crime of violence or non-forcible sex offense the results of any disciplinary proceeding against a student who is an alleged perpetrator. If the alleged victim is deceased, disclosure will be made to the next of kin upon written request.

All personally identifiable information of the person reporting a crime will be kept confidential by law enforcement to the extent permitted by law. However, even if crime reports are made confidentially, the statistical information regarding the type of incident and its general location are published in the Annual Security Report consistent with Clery Act requirements.

Daily Crime Log

Campus Police/Security Department prepares a log of reported crimes by date that details the date, time, location and disposition of reported incidents. The daily crime log for the last 60 days is open to public inspection upon request from the CCD Registrar at 303-352-6564 8am to 5pm Monday through Friday in Confluence, except on holidays. The daily crime log for entries older than 60 days will be made available within two business days of a request for public inspection.

Campus Security Authorities

In addition to the departments listed above, crime reports may also be made to the following College personnel who are designated as Campus Security Authorities (CSAs). For Clery Act crime reporting and timely warning purposes, CSAs include campus police or security department personnel; College employees with security-related responsibilities; individuals or organizations identified in College security policies as those to which students and employees should report criminal offenses; and College employees who have significant responsibility for student and campus activities, including, but not limited to, student activities and student discipline.

- Police/Security Officers
- Deans
- Student Activities Coordinators
- Student Conduct Educators
- Faculty Advisors to Student Organizations

TIMELY WARNINGS AND EMERGENCY NOTIFICATIONS

The Auraria Campus Police Department and the Lowry Security Department both issue announcements (“Timely Warnings”) to inform the campus community of crimes occurring on Clery Geography that are reported to Campus Security Authorities or local law enforcement when the reported crime may pose a serious or continuing threat to students and employees. The Auraria Campus Police Department and Emergency Management Department as well as the Lowry Security Department also issue announcements (“Emergency Notifications”) to inform the campus community of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees on the campus. Auraria’s procedures for issuing Timely Warnings and Emergency Notifications are as follows.

A critical component of any emergency management plan is the dissemination of information to the community. The timely distribution of accurate information about crimes or emergencies serves multiple purposes, including helping citizens protect themselves from hazards, keeping people away from emergency scenes, and controlling rumors. The Auraria Campus Police Department will issue a timely warning for all crimes that occur on campus, on non-campus property or on adjacent public property if they are reported to Campus Security Authorities or local law enforcement and present a serious or continuing threat to the campus community.

The Auraria Campus Police Department is responsible for assessing the location of the emergency or criminal conduct and the likely affected members of the campus community. Based on that analysis, they will determine whether the entire campus community will be notified/warned, or if the communication will be targeted to a specific segment of the campus community. This analysis will be ongoing as the matter develops, and additional segments of the campus community may be notified/warned when they are likely to become affected by the emergency or crime. Follow up communications will be disseminated regarding the incident as circumstances change, or the threat subsides.

The Auraria Campus Police Department will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of the first responders, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency. The content of the notification will include sufficient facts and details, such as relevant locations, descriptions of the emergency or suspect, and type of danger, in order to allow the campus community to take appropriate precautions to protect themselves.

The Auraria Campus Police Department utilizes a multi-tiered approach to reach the largest possible audience in the shortest period of time. The following are the methods currently in place at the Auraria Campus for issuing timely warnings and emergency notifications. The appropriate method is determined by the Auraria Campus Police Department for each particular situation.

Emergency response personnel: There will be direct communication from the personnel on scene to those in the immediate area. This may be face-to-face, or via a public address system. While limited in range and reach, this provides the most immediate communication between responders and those in the area.

College employees responsible for areas: Emergency responders may also ask those responsible for a particular area to provide additional information and take particular measures. The actual measures recommended will depend on exactly what is happening (gunman, fire, bomb threat, hazardous material spill, etc.), but may include evacuating an area, moving to an area of refuge, or sheltering in place.

Phone/Text alert system: The Alert System operated by Auraria utilizes email and text messaging to enhance safety and communication. The system has the capacity to contact all students and employees within minutes in the case of a campus emergency, school closure, or when there is a need to communicate other important messages. In the event of an emergency at the Advanced Manufacturing Center, the Community College of Denver has the same Alert System that utilizes email and text. In the event of an emergency at the Lowry Campus, the Security Team has the same Alert System that utilizes email and text. For all alert systems, all students and employees are automatically opted in to receive these messages and may opt out by following instructions contained in the messages.

E-mail system: In addition to the above, the Community College of Denver’s Director of Marketing and Communications as well as the Emergency Manager can send campus-wide e-mails to provide information to all students, faculty and staff through their official College e-mail accounts. Students and employees do not have to opt in to receive these messages.

College website: In the event of an emergency, a message can be posted onto the College’s home web page. This method is utilized when it is necessary to disseminate information to the larger community. The three designated employees:

1. The Emergency Manager
2. The Director of Marketing and Communications
3. IT Department

News media: The news media are used to push out information via radio and television. The College’s Director of Marketing and Communications will be the only official source of information from the College to the news media. This method is utilized when it is necessary to disseminate information to the larger community.

It is important to understand that no single system can reach the entire College or the neighboring community. Each of the above have individual limitations. This is why it is critical that as many systems be used at one time as possible, and that all messages contain instructions that recipients pass along the message to those they come into contact with. The methods of communication will be determined on a case-by-case basis.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

The Community College of Denver and Auraria have both developed an emergency/disaster response plan that provides a comprehensive set of guidelines for directing resources before, during and after campus emergencies and disasters. The Auraria and the College train its employees for emergency preparedness, response and recovery. The plan includes a set of guidelines for emergency procedures which are posted with evacuation diagrams in all the campus buildings.

Members of the campus community are encouraged to report all information related to emergencies to the Auraria Campus Police Department on Auraria, the security team at Lowry, and Denver police at the Advanced Manufacturing Center, who will take the lead on confirming the report. These departments may inspect/observe the area subject to the report and/or contact other appropriate individuals on and off campus to investigate the report and confirm the existence of the reported emergency. The nature of the report, including the type and location of the emergency, will dictate which internal and external resources will be contacted to determine if an emergency exists.

In case of a confirmed active, major campus emergency that involves an immediate threat to the health or safety of students or employees, an emergency alert system may be activated. For further information on methods of notification see the section on “Timely Warnings and Emergency Notifications.”

When a building fire alarm sounds, or when directed by a College official to evacuate, all occupants will leave the buildings through the nearest safe exit/stairwell. Designated personnel may remain behind for the purpose of assisting other occupants or emergency responders.

The College tests the emergency response and evacuation procedures on at least an annual basis during drills and other exercises. These tests are initiated by Auraria and Lowry and are normally announced and publicized in advance of the drill or exercise. In conjunction with testing, the College publicizes the emergency response and evacuation procedures to the campus community by making it available by emailing employees and students. Auraria Emergency Management and Lowry Security both maintain records of all tests, drills and exercises that include a description of the exercise, the date, time, and whether it was announced or unannounced.

CAMPUS POLICE/SECURITY DEPARTMENT JURISDICTION

The Auraria Campus Police Department includes trained personnel who are responsible for monitoring safety and security on campus. The Police Department is a sworn law enforcement agency and therefore does have jurisdiction to make arrests. The Lowry Campus Security Department includes trained personnel who are responsible for monitoring safety and security on campus. The Security Department is not a sworn law enforcement agency and therefore does not have jurisdiction to make arrests. The Denver Police Department is the local law enforcement agency with jurisdiction over the College Campuses. As outlined in the written memorandum, Auraria and Lowry work closely with the Denver Police Department in relation to criminal activity, emergencies and other security issues on the College Campuses. Some services provided to the College Campuses by the Police and Security Departments include:

- Respond to police, fire, medical, and environmental emergencies
- Investigate criminal reports, traffic accidents, and suspicious activities
- Assist victims of crime by taking reports, doing follow up investigations and referring them to appropriate resources
- Comply with federal, state and local laws regarding release of information
- Assist with sick/injured and other non-criminal activity
- Provide security services at special events such as concert and sporting activities
- Provide security consultations to students and office personnel
- Assure that the Colleges are in compliance with city, state and federal environmental regulations
- Ensure the safety of the campus by monitoring environmental and safety hazards

SECURITY AWARENESS AND CRIME PREVENTION PROGRAMS

The Auraria Campus Police Department provides the following services and programs to improve safety on campus and to make the community aware of campus crime and efforts to reduce criminal activity, as well as to minimize their chances of becoming a victim.

Programs provided by the Auraria Campus Police Department include:

<p>EACH SEMESTER/ON REQUEST Student Classes & Staff/Faculty Orientations This presentation on crime, personal safety, and security is available for classes and new staff/faculty orientations.</p>	<p>ON GOING Architectural Design Auraria Police has significant input into the design of all new and renovated campus facilities with regard to physical and electronic security systems.</p>
<p>ON REQUEST Drug Information Seminars These talks cover recognition of controlled substances, their effects on people, and what to do if one suspects that someone is using or selling drugs.</p>	<p>ON GOING Crime Analysis Auraria Police staff will review reported crimes and determine if focused patrol activity may be required for repeated offenses in any given area.</p>
<p>EACH SEMESTER/ON REQUEST Personal Safety on Campus This program, usually given to small groups, covers ways to avoid being the victim of physical or sexual assault.</p>	<p>ON GOING/ON REQUEST* MSU Denver Counseling Center Alcohol/Drug Abuse Prevention Program An MSU Denver substance abuse education, prevention and referral program.</p>
<p>ON GOING/EACH SEMESTER or ON REQUEST Date/Acquaintance Rape Awareness Education The purpose of this educational program is to increase awareness of date/acquaintance rape at Auraria. R.A.D. (Rape Aggression Defense) classes available.</p>	<p>ON GOING Electronic Alarm Systems Auraria Police monitors intrusion, fire, environmental and general emergency alarms with the help of a sophisticated computerized monitoring system. The terminal for the alarm readouts is at the Auraria Facilities Services building.</p>
<p>ON GOING Escort A Nightrider and Escort service is available through the Parking and Transportation Services Office. After hours, Auraria Police will provide a limited escort service for people walking on campus. Students, staff, and faculty are always encouraged to walk with others when possible and to choose paths that are well illuminated.</p>	<p>ON REQUEST Crisis Follow-ups Offered through Counseling Services of each institution, crisis follow-up sessions are provided for mental health concerns and to individuals who have been victims of violence. Information is presented regarding personal safety and coping with traumatic events.</p>
<p>ON REQUEST Security Surveys Upon request, officers will evaluate a facility's physical security and make recommendations for improvements.</p>	<p>ON REQUEST Robbery Prevention This seminar, given to cashiers, gives tips on how to survive an armed robbery and be a good witness.</p>
<p>ON REQUEST Theft and Fraud Seminars These presentations are usually given to people working in areas where check and credit card fraud occurs (such as the Bookstore, Bursar's Office, Recreation Center, etc.). The talk covers commonly used scams, how to recognize them, and what to do when they occur.</p>	<p>ON GOING Bike Theft Prevention Community Services hosts Bicycle Clinics each semester providing helpful tips on preventing bike thefts and the bike theft problem on campus.</p>

*PROGRAMS SPONSORED BY THE INSTITUTIONS WITH COOPERATION FROM AURARIA CAMPUS POLICE DEPARTMENT

ACCESS TO CAMPUS FACILITIES

Auraria Campus Police and Lowry Security have the primary responsibility for monitoring access to the Community College of Denver's facilities and coordinating the locking and unlocking of most campus buildings. Established facility hours are coordinated and maintained by Auraria, the Community College of Denver, and Lowry Security.

Exterior door locks on the Auraria Campus are fully electronic, programmed by the Access Control Department in Facilities Services. The system also has the ability to be placed in "lockdown" directly by Campus Police. The Auraria Campus Police Department has the primary responsibility for ensuring the lock hardware functions properly. Established facility hours are coordinated and maintained by the Auraria Academic Services. Auraria Police also works closely with the Facilities Services Department to maintain building security and key control. Access to facilities after normal building hours is limited and coordinated with Facilities Services Access Control and Auraria Police. Work orders noting security issues with campus facilities can be filed online at <https://aurariacampus.edu/services-departments/facilities/work-orders/> or called in at 303-556-3260.

For the Lowry Campus, all academic buildings are unlocked during normal academic hours. Admission to any college facility after hours is limited to authorized persons with a building key. Buildings are secured by facilities and security personnel, and parking lots and buildings are periodically patrolled by security officers 24/7 at the Lowry Campus.

The Advanced Manufacturing Center follows the established class schedule for entry. The campus is consistently staffed by authorized personnel of the college who secure the building. The area in which the Advanced Manufacturing Center is located is also in the patrol area of Denver Police Department.

Auraria, the Community College of Denver, and Lowry are all responsible for facilities maintenance, monitoring facilities for safety hazards (such as lack of lighting), and addressing safety hazards on campus.

ALCOHOL AND DRUG POLICIES

In compliance with applicable federal and state laws, the illegal possession, use or sale of alcohol (including underage drinking) or illegal drugs when on campus is prohibited. The Community College of Denver applies and enforces the following Colorado Community College System Board Policies and System Procedures related to alcohol and drugs:

- BP 3-24 Drug-Free Workplace (<https://www.cccs.edu/policies-and-procedures/board-policies/bp-3-24-drug-free-workplace/>)
- SP 3-24 Drug-Free Workplace (<https://www.cccs.edu/policies-and-procedures/system-presidents-procedures/sp-3-24-drug-free-workplace/>)
- BP 19-30 Drug Free Schools (<https://www.cccs.edu/policies-and-procedures/board-policies/bp-19-30-drug-free-schools/>)

- SP 19-30a Drug Free Schools (<https://cccs.edu/about/governance/policies-procedures/sp-19-30a-drug-free-schools/>)

For the Auraria Campus, the following additional policy is applied and enforced:

- AHEC Policy – Special Events Involving Alcohol - <https://aurariacampus.edu/wp-content/uploads/Policy-Special-Events-Involving-Alcohol.pdf>

College alcohol and drug policies apply to the Community College of Denver’s campuses and institution-sponsored activities. Administrators, alumni, faculty, guests, staff and students must adhere to all applicable state and local laws and regulations related to the sale and use of alcoholic beverages and drugs. The most common laws related to alcohol use and sales are as follows:

- The sale of alcoholic beverages 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 under-aged persons is prohibited.
- Alcohol cannot be consumed or carried in open containers on any street, sidewalk, alley, automobile, or public area (except as noted herein).

NOTE: Although possession and use of marijuana consistent with the requirements of the Colorado Constitution is no longer a crime in the State of Colorado, the possession and use of marijuana remains illegal under federal law. Consistent with federal law, including the Controlled Substances Act and the Drug Free Schools and Communities Act, the use and/or possession of marijuana continues to be prohibited while a student is on College owned or College controlled property, and/or any function authorized or supervised by the College and/or in state owned or leased vehicles.

Students in violation of these laws, policies or procedures are subject to referral for discipline which may include warning, probation, suspension, expulsion or any other disciplinary outcome in the College’s disciplinary procedures. Disciplinary sanctions for employees who violate the foregoing standards of conduct shall be subject to disciplinary sanctions which may include, without limitation, completion of an appropriate rehabilitation program, reprimand, probation, corrective action, demotion, reassignment with or without salary adjustment, suspension with or without pay, and termination. Disciplinary sanctions shall be consistent with local, state and federal law and shall be administered in accordance with state personnel system rules, procedures and policies or State Board or College policies and procedures.

In addition to the foregoing disciplinary sanctions, violations may be reported to law enforcement authorities for criminal prosecution. Students, employees and other visitors in violation of these laws, policies or procedures are also subject to referral for criminal prosecution. The College cooperates with local, state and federal authorities in the detection and investigation of alcohol and drug offenses.

ALCOHOL AND DRUG ABUSE EDUCATION PROGRAMS AND RESOURCES

In accordance with the policies described above, education, training, and treatment programs are available through student services programs at each institution and through Auraria Human Resources. The campus may act when policies on the use, possession, distribution, manufacture, and sale of illegal drugs have been violated. Auraria also cooperates with local, state and federal authorities in the detection and prosecution of drug offenses.

SEXUAL HARASSMENT PREVENTION AND AWARENESS PROGRAMS

The College is committed to the prevention of sexual harassment, which includes dating violence, domestic violence, sexual assault and stalking. In support of this commitment, the College offers various prevention and education programs that may fit into one or more of the following categories:

- **Awareness programs:** Community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration.
- **Bystander intervention:** Safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.
- **Ongoing prevention and awareness campaigns:** Programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution.
- **Primary prevention programs:** Programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.
- **Risk reduction:** Options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

The College offers programs to all incoming students and new employees covering, at minimum, the following information.

- The College's prohibition on crimes of dating violence, domestic violations, sexual assault, and stalking as those terms are defined in the Definitions for Crime Reporting section of this Annual Security Report.
- The following state law definitions applicable to those terms and consent:

- **Dating violence:** There is no Colorado state law defining dating violence, so the definition used in the Violence Against Women Reauthorization Act of 2013 (VAWA) is used by the College.
- **Domestic violence:** Any 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 property, including an animal or any municipal ordinance violation against a person, or against property, including an animal, when used as a method of coercion, control, punishment, intimidation, or revenge directed against a person with whom the actor is or has been involved in an intimate relationship. Intimate relationship means a relationship between spouses, former spouses, past or present unmarried couples, or persons who are both the parents of the same child regardless of whether the persons have been married or have lived together at any time. C.R.S. 18-6-800.3.
- **Sexual assault:**
 - “Sexual assault”: Any actor who knowingly inflicts sexual intrusion or sexual penetration on a victim commits sexual assault if: (a) The actor causes submission of the victim by means of sufficient consequence reasonably calculated to cause submission against the victim’s will; or (b) The actor knows that the victim is incapable of appraising the nature of the victim’s conduct; or (c) The actor knows that the victim submits erroneously, believing the actor to be the victim’s spouse; or (d) At the time of the commission of the act, the victim is less than fifteen years of age and the actor is at least four years older than the victim and is not the spouse of the victim; or (e) At the time of the commission of the act, the victim is at least fifteen years of age but less than seventeen years of age and the actor is at least ten years older than the victim and is not the spouse of the victim; or (f) The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over the victim and uses this position of authority to coerce the victim to submit, unless the act is incident to a lawful search; or (g) The actor, while purporting to offer a medical service, engages in treatment or examination of a victim for other than a bona fide medical purpose or in a manner substantially inconsistent with reasonable medical practices; or (h) The victim is physically helpless and the actor knows the victim is physically helpless and the victim has not consented. C.R.S. 18-3-402.
*Note that subparagraphs (d) and (e) above define the offense in Colorado related to the Clery Act crime of Statutory Rape.
 - “Unlawful sexual contact”: Any actor who knowingly subjects a victim to any sexual contact commits unlawful sexual contact if: (a) The actor knows that the victim does not consent; or (b) The actor knows that the victim is incapable of appraising the nature of the victim’s conduct; or (c) The victim is physically helpless and the actor knows that the victim is physically helpless and the victim has not consented; or (d) The actor has substantially impaired the victim’s power to appraise or control the victim’s conduct by employing, without the victim’s consent, any drug, intoxicant, or other means for the purpose of causing submission; or (e)

Repealed; or (f) The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over the victim and uses this position of authority, unless incident to a lawful search, to coerce the victim to submit; or (g) The actor engages in treatment or examination of a victim for other than bona fide medical purposes or in a manner substantially inconsistent with reasonable medical practices. Any person who knowingly, with or without sexual contact, induces or coerces a child by any of the means set forth in section 18-3-402 to expose intimate parts or to engage in any sexual contact, intrusion, or penetration with another person, for the purpose of the actor's own sexual gratification, commits unlawful sexual contact. C.R.S. 18-3-404.

- **Stalking:** A person commits stalking if directly, or indirectly through another person, the person knowingly: (a) Makes a credible threat to another person and, in connection with the threat, repeatedly follows, approaches, contacts, or places under surveillance that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship; or (b) Makes a credible threat to another person and, in connection with the threat, repeatedly makes any form of communication with that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship, regardless of whether a conversation ensues; or (c) Repeatedly follows, approaches, contacts, places under surveillance, or makes any form of communication with another person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship in a manner that would cause a reasonable person to suffer serious emotional distress and does cause that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship to suffer serious emotional distress. For purposes of this paragraph (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. For the purposes of this definition: (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. C.R.S. 18-3-602.
- **Consent:** Cooperation in act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act. A current or previous relationship shall not be sufficient to constitute consent. Submission under the influence of fear shall not constitute consent. C.R.S. 18-3-401(1.5).
- **Bystander intervention:** A large part of preventing sexual harassment and other inappropriate behavior (such as bullying) involves recognition of warning signs and early

intervention efforts. “Bystander intervention” as that term is defined above, can include options such as:

- Interrupt the behavior
 - Publicly support the victim
 - Show disapproval through comments, facial expressions or body language
 - Use humor to diffuse the situation
 - Encourage communication and open dialogue
 - Gather a group of people as back-up
 - Offer to leave the situation with the victim
 - Invite yourself to tag along to avoid isolation of the victim with the perpetrator
 - Ask questions or make suggestions on appropriate behaviors to the perpetrator as a friend
 - Use the situation as an educational opportunity
 - Call someone for help
- **Risk reduction:** Options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence. “Risk reduction” as that term is defined above can include strategies such as:
 - Trust your gut
 - Have a code word
 - Lie or make an excuse to create an exit
 - Plan an escape route in advance
 - Become familiar with safe places
 - Create a support network
 - Change your routine to avoid someone
 - Make an escape to-go bag and plan a route/destination
 - Know what you’re drinking and don’t leave a drink unattended
 - Be aware of sudden changes in the way your body feels
 - Share your travel plans and routes with people (e.g., share your location on your phone with a trusted person to make sure you get home safe)
 - See something, say something campaign through bathroom signage
 - Red Flag Campaign through bathroom signage
 - Programming also covers the information included in the sections of this report on Sexual Harassment Response and Reporting Procedures and Sexual Harassment Resolution Procedures.

The College and Auraria Campus as a community engage in comprehensive educational programming to prevent domestic violence, dating violence, sexual assault and stalking. Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and faculty that:

- Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
- Defines what behavior constitutes domestic violence, dating violence, sexual assault, and stalking pursuant to Colorado law;

- Defines what behavior and actions constitute consent to sexual activity in the State of Colorado;
- Provides safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than the bystander;
- Provides information on risk reduction so that students and employees may recognize warning signs of abusive behavior and how to avoid potential attacks; and
- Provides information on the procedures the College will adhere to after a sex offense occurs.

Educational programs are offered to raise awareness for all students and employees and are often conducted during New Employee Orientation and throughout a student's college experience. These educational programs and others offered throughout the year include strong messages regarding not just awareness, but also primary prevention. Bystander engagement is encouraged through safe and positive intervention techniques and by empowering third-party intervention and prevention such as calling for help, using intervention-based apps, identifying allies and/or creating distractions.

Educational programs also offer information on risk reduction that strives to empower victims, how to recognize warning signals and how to avoid potential attacks and do so without victim-blaming approaches. Throughout the year, ongoing awareness and prevention campaigns are directed to students and employees, including faculty, often taking the form of campaigns, emails, guest speakers, and events.

The College has developed an annual educational campaign consisting of presentations that include distribution of educational materials to new students. The Community College of Denver also facilitates New Employee Orientation several times annually and the Student Programming, Activities & Resources Center (SPARC) and Student Conduct & Support work closely with the Phoenix Center at Auraria to provide educational programming such as bystander intervention, featured speakers, relationship assessment, Denim Day, the Clothesline project, the Red Flag campaign, self-defense classes, and others. The Phoenix Center at Auraria serves CCD students and staff with confidential victim advocacy services.

The College offers primary prevention, awareness, and resource information about domestic violence, dating violence, sexual assault, and stalking for all through SOAR, the Community College of Denver's online student orientation platform. As a resource section within SOAR included the Office of Student Conduct and Care and the Phoenix Center at Auraria. In 2022 SOAR therefore covered the following program requirements:

- a = description of institution's educational programs and campaigns to promote the awareness of dating violence, domestic violence, sexual assault, and stalking
- b = description of institution's ongoing prevention and awareness campaigns for students and employees
- c = procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred

- e= statement that the institution will provide written notification to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance student financial aid, and other services available for victims

The Phoenix Center at Auraria offered the following ongoing awareness and prevention programs for CCD students and other Auraria campus community members in 2022:

Title	Length	Intended Audience	Description
PCA Overview	15 – 30 minutes	All	Reviews the services available to students, faculty, staff and residents of CU Denver, CU Anschutz, Metro State University-Denver and Community College of Denver.
Supporting Survivors	1.5 – 2 hours	All	This skill-building session breaks down myths about survivorship, discusses the origins of victim blaming, and dives into how to respond when receiving a disclosure.
Interpersonal Violence 101	1 – 1.5 hours	Students	This session provides a general overview of all aspects of interpersonal violence and includes activities to help participants think about the dynamics of violence and issues such as consent, healthy relationships, and how to help a friend.
Interpersonal Violence 301	2 hours	Graduate students, faculty, staff	Interpersonal Violence (IPV) 301 is a graduate-level curriculum addressing interpersonal violence in our society through collaborative discussions regarding identity and privileges, and the intersections with interpersonal violence, effective bystander intervention, media literacy, and developing professional and empowering responses to survivor disclosures
Healthy Relationships: What’s healthy? What’s hurting?	1 – 1.5 hours	Students	An interactive discussion in which facilitators and participants work to create a shared definition of healthy relationships (intimate or otherwise) by placing emphasis on the importance of our personal values, boundaries and needs. The group also explores healthy ways love is expressed, harbingers of relationships in trouble, and power and control dynamics.
Bystander Intervention	1 – 1.5 hours	All	This workshop discusses bystander intervention and works to develop strategies to intervene in difficult situations. The focus of this workshop is on incidents of stalking, sexual violence (including harassment) and relationship violence.
Media Literacy	1 – 1.5 hours	All	This workshop provokes discussion about what interpersonal violence is, and how media and pop-culture messages contribute to the normalization of it in our culture. Through activities, images and video clips, the concepts of sexual objectification and gender construction in the social- media age will be illustrated.
Gender Construction	1 – 1.5 hours	All	This workshop is designed to highlight how language and societally constructed gender roles can contribute to sexism and interpersonal violence

Other ongoing, annual or semi-annual programs available from the Phoenix Center include:

Name/Description	Audience	Frequency	Presenters
Phoenix Center at Auraria (PCA): Bathroom Signs installations featuring topics and resources on topics of interpersonal violence, stalking, and sexual assault, including normalization of reaching out and receiving help by communities of students and staff that may be more prone to dismiss or avoid for stigma or shame.	Campus-wide	Monthly	Phoenix Center at Auraria
Phoenix Center Information Tables: PCA staff and students provide information tables at various campus events by invitation and request.	Campus-wide	Varying, at least monthly	Phoenix Center at Auraria
The Clothesline Project Display: More than 300 shirts decorated by Auraria survivors of interpersonal violence, and their allies were displayed in the Tivoli student union throughout April to promote awareness and understanding of the crimes of interpersonal violence.	Campus-wide	Annually	Phoenix Center at Auraria
The Clothesline Project Decorating: Auraria community members were Phoenix invited to decorate shirts for display as part of the official Auraria Clothesline Project and learn more about the PCA.	Campus-wide	Annually	Phoenix Center at Auraria
Trauma Informed Classrooms: PCA Victim Services Coordinator provided presentation for faculty on trauma-informed pedagogy.	Faculty	As Requested	Phoenix Center at Auraria
Barriers to Care for Male Survivors of Violence: PCA staff and student educators provided a campus-wide event addressing the needs of male Survivors to further personalize availability of resources and addressing dominant culture stigmatization or marginalization of survivors of IPV that identify as or are perceived to be male.	Campus-wide	As Requested	Phoenix Center at Auraria
Red Flag Campaign: Awareness campaign meant to show the proportion of students on campus that may have experienced interpersonal violence statistically. The flags are also meant to draw attention to relational red flags. Campaign is displayed for 2 weeks in September.	Campus-wide	Annually - September	Phoenix Center at Auraria
Media Literacy: PCA peer educators provided curriculum presentation about violence in the media to students, including how to counteract indifference to or normalization of IPV as accepted or justified objects of entertainment.	Campus-wide	As Requested	Phoenix Center at Auraria
Cupcakes & Condoms: Focus on how to talk about consent with community members including proper use of safer sex materials. And with cupcakes! Tying socially supported personalization of dietary restrictions, allergies, and taste preferences in daily life, like through the pastries offered, to empower participants to practice the same authority with their sexual restrictions and tastes.	Campus-wide	Annually	Phoenix Center at Auraria and Health Center
Phoenix Cast: PCA produces a semi-weekly podcast during the academic year on topics related to interpersonal violence prevention and awareness at efforts, normalizing conversation about discussions of consent, and advocating for own individual safer sex needs and expectations.	Campus-wide	Weekly	Phoenix Center at Auraria

Domestic Violence Fatality & College Campuses: PCA produces a yearly lunch and learn event where students and staff can learn more about domestic violence fatality and the warning signs that students on campus may be at risk of being murdered by their partners.	Campus-wide	Annually	Phoenix Center at Auraria
Healthy Relationships with Yourself & Others: PCA produces a yearly interactive lunch and learn event where students and staff become educated about communication styles, boundary setting, and how to develop healthy relationships (with ourselves) and others. Folks will also learn how to differentiate between an unhealthy and abusive relationship.	Campus-wide	Annually	Phoenix Center at Auraria
Women & Gender Equity Leadership Summit: Resist, Reclaim, Rebuild – Unapologetically Us: PCA produces a yearly leadership and empowerment gathering focused on gender equity, inclusion, and resilience. It includes engaging workshops, panels, and keynotes on leadership and equity. Staff and students learn about strategies for resisting inequities, reclaiming power, and rebuilding communities. This also allows for networking with other leaders, advocates, and allies.	Campus-wide	Annually	Phoenix Center at Auraria

The College offered primary prevention, awareness, and resource information about sexual assault and related issues for all new employees in 2022, 2023, and 2024 during the following required programs. Starting in January 2018, the Community College of Denver transitioned to the Monthly New Employee Orientation (NEO) online onboarding system so that each new hire is able to complete orientation online within two weeks of their hire date. The NEO acknowledgement forms are signed after the new hire completes each NEO module. New hires begin either the first or fifteenth of each month. All employees including hourly, student workers, instructors and full-time staff complete this online training through KnowBe4 and it includes training on mandated reporting, information security awareness, fiscal code of ethics, conflict of interest disclosure, sexual violence and harassment, equal opportunity/ADA/accommodation, drug-free workplace, and workplace bullying/safe and professional work environment. Additionally, in-person or virtual live orientations are held for all full-time employees to reinforce the policy review and to address other critical areas within the college.

Workplace Answers Training is required for all employees annually, including hourly and work study students. Employees identified as Campus Security Authorities (CSAs) also receive annual online training.

Name of Program	Date Held	Complied with Program Requirements	Which Prohibited Behavior Covered?*
New Employee Orientation – Online	Ongoing	a, b, c	SA, DoV, DaV, S
Workplace Answers Training Modules	Ongoing	a, b, c, d, e	SA, DoV, DaV, S

Program Requirements

- a = description of institution's educational programs and campaigns to promote the awareness of dating violence, domestic violence, sexual assault, and stalking (so all of them could be a)
- b = description of institution's ongoing prevention and awareness campaigns for students and employees (maybe it's only ongoing pieces)
- c = procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred
- d = information about how the institution will protect the confidentiality of victims and other necessary parties
- e = statement that the institution will provide written notification to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance student financial aid, and other services available for victims

Behaviors

- DoV = Domestic violence
- S = Stalking
- SA = Sexual Assault
- DaV = Dating Violence

SEXUAL HARASSMENT RESPONSE AND REPORTING PROCEDURES

The Community College of Denver prohibits sexual harassment which includes dating violence, domestic violence, sexual assault, and stalking in its programs and activities in accordance with the following Board Policy and System Procedure.

- BP 19-60 Prohibition of Discrimination, Harassment or Retaliation (<https://www.cccs.edu/policies-and-procedures/bp-19-60-prohibition-of-discrimination-harassment-or-retaliation/>)
- SP 19-60a Civil Rights and Sexual Harassment Resolution Process (<https://cccs.edu/about/governance/policies-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/>)

Specifically, certain acts of sexual harassment violate the law, and sexual harassment violates College policy and the Student Code of Behavioral Expectations and Responsibilities. The College prohibits sexual harassment on property owned or controlled by the College, at institutionally-sponsored or supervised activities, or at functions of recognized student organizations. Sanctions for policy violations by College employees or students are determined by applicable internal policies and procedures. Students may be sanctioned up to and including expulsion. Employees may be sanctioned up to and including termination.

The College is committed to responding appropriately to all reports of sexual harassment and to working collaboratively with other law enforcement, government and community agencies. This policy provides general guidelines for responding to individuals who are victims of sexual harassment (also referred to herein as "complainants") on the College's campus or during other

institutionally sponsored activities. For specific procedures and resources, contact the following representative(s):

Shana Stovall, Vice President of Human Services
Shana.stovall@ccd.edu
303-352-3220
Auraria Campus

What to do if Sexual Harassment Has Occurred

Individuals who believe they have been the victim of sexual harassment should first ensure that they are in a place that is safe and that they are receiving any necessary medical treatment. It is important to preserve evidence, so victims should not shower, bathe, eat, drink, brush their teeth, change clothes or disturb the scene of the incident. This evidence can be important to prove that a criminal offense has occurred and may be helpful in obtaining a protection order.

Reporting Sexual Harassment

Individuals should report any incident of sexual harassment immediately to the College's Title IX Coordinator listed in the section above. The Title IX Coordinators can assist the complainant with getting help, explaining their rights as a student/employee, investigation processes, accessing resources, and protection options. Title IX Coordinators will provide complainants of sexual harassment with a written explanation of their rights or options with respect to the complaint, regardless of whether the conduct occurred on or off campus. This written information may include a copy of System Procedure (SP) 19-60a and resources.

The report should describe the alleged incident, which may include when and where it occurred, the parties involved, and the desired remedy sought. Any supporting documentation and evidence may be referenced within the body of the report. Complainants may be asked to reduce verbal reports to writing and sign them (in person or electronically) before proceeding through the resolution process.

Individuals may decide to report the incident to the College Police/Security Department and/or other local law enforcement. Title IX Coordinators can assist with the reporting process. If an individual does not wish to pursue a formal criminal action through a police department, they can pursue institutional actions consistent with the System Procedure (SP) 19-60a. Alternatively, they can choose not to pursue any institutional action, but pursue criminal action or make a police report by contacting:

- Auraria Campus Police at 303-556-5000 or by going in person at 1201 5th Street Denver, Colorado 80204 Suite 110.
- Lowry Security at 303-419-5557 or by going in person at 700 Boston Street, Building 999, Denver, CO 80230.
- Denver Police Department directly by calling 911 for emergencies or 720-913-2000 for non-emergencies, or by going in person to District One at 1311 W 46th Ave, Denver, CO 80211.

Individuals also have the option of not notifying authorities of the incident.

Individuals may also report to a faculty member or an administrative official. In the interest of campus safety, the faculty or administrative official should immediately notify Campus Police/Security of the incident and will also be required to report the incident in accordance with the College's internal policies. Reports may be made anonymously. The identity of the individual involved in or reporting the incident is not essential for reporting.

Care should be taken to file a report as soon as possible after the incident and to preserve all physical evidence of the crime to aid in the police investigation or to assist in obtaining a protective order. These procedures are particularly important in the case where the assailant is unknown to the complainant and may be a threat to the campus community.

Other Options for Sexual Harassment Complainants

Complainants of sexual harassment may also pursue the below options individually or in combination with reporting options:

- Call the Phoenix Center anytime, 24/7, at 303-556-2255 or visit thepca.org/get-support. You can also visit the Student Health Center in the Plaza Building or go to healthcenter1.com. The Health Center accepts walk-in visits.
- To file a civil lawsuit or restraining order request against the accused (also referred to herein as "respondent"). (In this case, the complainant may need a private attorney to assist with these options, and the complainant will likely be required to give testimony in court.)
- To seek a restraining order, protective order, no contact, or other similar order, and to have that order enforced by the College. A restraining order is an order from a court that requires one party to do, or refrain from doing, certain acts. For example, it can help protect someone from being physically abused, threatened, stalked, or harassed. The College can be notified of such court orders by informing the Office of Student Conduct and Support and Human Resources. The College can help to enforce the restraining or no-contact order on campus and at College events.
- For students, to request adjustments to their academic schedules after a reported sexual harassment, if such changes are reasonably available, and for employees, to request adjustments to work schedules. Each such request will be handled on a case-by-case basis by the College. Even if there is no court order, the College may issue a no-contact order as part of its investigation and resolution procedures or take further protective action to minimize the interactions of the complainant and the respondent, such as rearranging College schedules or altering College employment arrangements.
- To have an advisor present when reporting or during any College proceedings to provide support, guidance or advice.

CONFIDENTIALITY

College employees, depending on their roles, have varying reporting responsibilities and may not be able to maintain confidentiality of information reported to them. Confidential employees are

limited to those individuals whose communications are considered privileged and confidential under federal or state law and who are employed by the College in that capacity. Information regarding potential civil rights violations may only be considered confidential if it is reported to a College confidential employee who is functioning within the scope of that role. Any person who reports concerns of sexual harassment should not assume that confidentiality or anonymity can be protected in connection with making a report.

At the College, the following confidential resources are available:

On the Auraria Campus:

The Phoenix Center at Auraria (available to any student)
info@thepca.org
Helpline: 303-556-CALL (2255) (24/7)

The Community College of Denver Counseling Center (for students only – at no charge)
Tivoli 245
303-352-6436
ccd.edu/counseling

Health Center at Auraria (available to any student—fees may apply)
Plaza 150
303-615-9999
<http://www.msudenver.edu/healthcenter/>

The Gender Institute for Teaching and Advocacy (referrals and community resources)
1059 9th Street Park
303-615-2052
<http://www.msudenver.edu/women>

Except in rare circumstances, such as the existence of an immediate threat of harm, these individuals can offer options and advice without any obligation to report internally or externally unless the complainant has requested information be shared. Other outside confidential resources are available, and the Title IX Coordinator can assist in connecting an individual to these resources.

Any person who reports concerns of sexual harassment should also be aware that the College must issue immediate emergency notifications and/or timely warnings for incidents reported to the College that are confirmed to pose a substantial threat of bodily harm or danger to members of the campus community, as described more fully in the “Timely Warnings and Emergency Notifications” section of this Report above. The College will make every effort to ensure that a complainant’s name and other identifying information is not disclosed, while still providing adequate information for community members to make safety decisions in light of the danger. The College will conduct publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the complainant in accordance with applicable laws.

Additionally, the College will maintain as confidential any accommodations or protective measures provided to the complainant, to the extent that maintaining such confidentiality would not impair the ability of the College to provide the accommodations or protective measures.

SUPPORT AND RESOURCES FOR SEXUAL HARASSMENT COMPLAINANTS

The College will provide written information to students and employees who report sexual harassment about counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available at the College and in the community. Those resources include but are not limited to:

Local law enforcement agencies:

Denver District Attorney's Office
720-913-9000
Victims Compensation: 720-913-9253
www.denverda.org

Denver Police Department
Emergency: 911
TDD/TTY: 720-913-2000
Non-Emergency: 720-913-2000
Victim Assistance Unit: 720-913-6035
Sex Crimes Unit: 720-913-6050
Sex Crimes Hotline: 720-913-6359
www.denvergov.org/police

Community agencies/resources available in the Denver/Metro area:

Colorado Coalition Against Sexual Assault (CCASA)
303-839-9999
www.ccasa.org

The Center for Trauma & Resilience
(Formerly Denver Center for Crime Victims)
Hotline: 303-894-8000
TTY: 711
Administrative line: 303-860-0660
<http://traumahealth.org/>

Moving to End Sexual Assault (MESA) (formerly the Boulder County Rape Crisis Team)
Hotline: 303-443-7300
Administrative Office: 303-443-0400
www.movingtoendsexualassault.org

The Blue Bench Hotline: 303-322-7273
Spanish: 303-329-0031

TTY: 303-329-0023

Administrative Office: 303-329-9922 (M-F 9am-5pm)

www.thebluebench.org

WINGS Foundation

Survivors of childhood sexual abuse; support groups for men and women

303-238-8660

Toll free: 800-373-8671

www.wingsfound.org

Community specific services/resources:

Anti-Violence Project of Colorado (gay, lesbian, bisexual, transgender, and queer)

303-839-5204

24-hour crisis: 303-852-5094/ 1-888-557-4441

www.solcolorado.org

Asian Pacific Development Center (Asian American / Pacific Islander)

303-923-2920 (24 hours)

303-365-2959 x116 (Interpreters bank, fee for service)

www.apdc.org

Denver Indian Health & Family Services (Native American/ Indigenous)

303-953-6600

303-936-2688 (8-12, 1-5pm M-F)

<http://www.dihfs.info/>

The Initiative for Women with Disabilities (Not a shelter)

Hotline & TDD: 303-839-5510

Toll free: 1-877-839-5510

dviforwomen.org

DOVE, Advocacy Services for Abused Deaf Women and Children

24-hour hotline: 303-831-7874

<http://deafdove.org/>

Servicios De La Raza (Chicano / Mexicano / Latino & Spanish speaking)

303-458-5851

24 hour crisis line: 303-458-7088

www.serviciosdelaraza.org

OPTIONS FOR PROTECTIVE MEASURES

The College will provide written notification to complainants of sexual harassment about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures. The College will make such accommodations or provide such protective measures if they are reasonably available, regardless of whether the complainant chooses to report the crime to Campus Police/Security or local law enforcement.

The Title IX Coordinator, in consultation with appropriate administrative personnel, may implement interim actions, including supportive measures, intended to protect the safety and security of the campus community, address the effects of the reported behavior, and prevent further violations, while a report is under review or investigation. These remedies may include, but are not limited to, placing an employee on administrative leave, interim actions outlined in the SP 4-30a Student Behavioral Expectations and Responsibilities Resolution Procedure, campus bans or emergency removals, referral to counseling and health services or to the Colorado State Employee Assistance Program (CSEAP), education to the community, altering housing situations, altering work arrangements, providing campus escorts, implementing contact limitations between the parties (e.g., no contact orders), offering adjustments to academic deadlines or course schedules, and/or suspending privileges such as attendance at College activities or participation in College-sponsored organizations. Any campus ban or emergency removal will be implemented only after a determination that the person poses an imminent and serious threat to the health or safety of another arising from the allegations of sexual harassment.

SEXUAL HARASSMENT RESOLUTION PROCEDURE

Allegations of sexual harassment will be reviewed in accordance with System Procedure (SP) 19-60a Civil Rights and Sexual Harassment Resolution Process. The full procedure can be found at: <https://cccs.edu/about/governance/policies-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/https://www.cccs.edu/policies-and-procedures/sp-19-60-civil-rights-and-sexual-misconduct-resolution-process/>. All applicable definitions can be found in Appendix A to SP 19-60a.

The resolution process, which encompasses all proceedings (i.e., activities related to non-criminal resolution of a College report, including but not limited to, fact-finding investigations, formal or informal meetings, and hearings, but not including meetings with complainants concerning accommodations or protective measures), will:

- Include a prompt, fair, and impartial process from the initial investigation to the final result;
- Be conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability;
- Provide the complainant and respondent with the same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice to provide the party with support, guidance or advice;
- Not limit the choice or presence of an advisor for either the complainant or the respondent in any meeting or institutional disciplinary proceeding; however, the College has established restrictions regarding the extent to which the advisor may participate in the proceedings, which apply equally to both parties;
- Provide simultaneous notification, in writing, to both the complainant and respondent of the result of any institutional disciplinary proceeding that arises from an allegation of

sexual harassment; the College's procedures for appealing the result of the institutional disciplinary proceeding; any change to the result; and when such results become final (Note: a result means any initial, interim and final decision by College officials, including sanctions, along with the rationale for the result.);

- Be completed within a reasonably prompt timeframe as outlined in the College's procedures which allow for extension of timeframes for good cause with written notice to the parties of the delay and reason for the delay;
- Be conducted in a manner that is consistent with the College's procedures and transparent to the complainant and respondent, provide timely notice of any meetings at which the parties may be present, and provide timely and equal access to information that will be used during the resolution procedures; and
- Be conducted by officials who do not have a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent.

Preliminary Steps and Timeline

Upon receipt of a formal complaint, the Civil Rights/Title IX Coordinator will review the complaint to determine whether the complaint alleges sufficient information to support that a civil rights violation has occurred (reasonable cause). If the Civil Rights/Title IX Coordinator is unable to make this determination in reviewing the formal complaint alone, the Civil Rights/Title IX Coordinator may, at their discretion, reach out to the Complainant or others, as relevant, for clarification and/or additional information.

If no reasonable cause is found to initiate a formal investigation, the Civil Rights/Title IX Coordinator shall inform the Complainant of this decision and discuss other options for addressing the reported concerns.

If there is reasonable cause and the Complainant wishes to proceed, the Civil Rights/Title IX Coordinator will offer an informal resolution or initiate a formal investigation. If the Complainant does not wish to proceed, the Civil Rights/Title IX Coordinator will give consideration to the Complainant's preference, but reserves the right, when necessary to protect the CCCS community, to initiate formal investigation of the complaint. The Civil Rights/Title IX Coordinator also reserves the right to initiate an investigation and resolve a complaint without a participating Complainant.

The Civil Rights/Title IX Coordinator may consider a number of factors when determining whether to initiate a formal investigation without the Complainant's participation.

These factors may include, but are not limited to, the following:

- Seriousness of the alleged conduct;
- Risk that the Respondent will similarly harm others;
- Previous complaints or allegations involving similar conduct;
- Whether multiple Complainants were involved;
- Whether the conduct was facilitated by incapacitation;
- Whether a weapon or violence was used;
- Whether the Complainant is a minor and/or at-risk;
- Whether the conduct was predatory in nature; and/or

- Any other information deemed relevant by the Civil Rights/Title IX Coordinator.

The informal resolution and formal investigation processes are designed to address the reported concerns, end the inappropriate behavior, and prevent its reoccurrence. This may include providing a fair and reliable determination about whether policies or procedures have been violated.

The Civil Rights/Title IX Coordinator will also evaluate the formal complaint to determine if it alleges Sexual Harassment under Title IX and occurred within one of its programs or activities in the United States. In such cases, the specific procedures applicable to Sexual Harassment (e.g., live hearing) will apply. If not, the complaint will be closed for Title IX purposes and processed under other applicable procedures.

If a Complainant files a formal complaint requesting an investigation into Sexual Harassment under Title IX, and the Civil Rights/Title IX Coordinator determines that the conduct alleged would not constitute Sexual Harassment under Title IX even if proved, the complaint must be dismissed for Title IX Sexual Harassment purposes, but it may be addressed under other civil rights procedures outlined herein. Dismissal of a Title IX Sexual Harassment case is subject to the appeal procedures outlined herein. If a formal complaint involves allegations of Title IX Sexual Harassment within a CCCS program or activity in the United States along with other conduct that is not covered by Title IX, the Civil Rights/Title IX Coordinator in their discretion will either process the entire complaint under Title IX Sexual Harassment procedures or will divide the allegations and process them separately under applicable provisions of this procedure.

CCCS shall make every effort to complete the resolution or investigation process within approximately 90 calendar days from the date the formal complaint is filed. If CCCS cannot resolve the formal complaint within this timeline, the Civil Rights/Title IX Coordinator may extend the timeline, when necessary, to properly resolve the complaint. Written notice will be provided to the parties regarding the extension.

Rights of Involved Parties

Throughout the civil rights and sexual harassment resolution process, Complainants and Respondents shall be entitled to the following:

- To be treated with respect by CCCS employees.
- A presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the process.
- To take advantage of Supportive Measures and other resources, such as counseling, psychological services, and health services.
- To experience a safe living, educational, and work environment.
- To have an advisor of their choice present at any meeting.
- To have access to a Civil Rights/Title IX Coordinator, investigator(s), hearing officers/decision-maker(s) for Title IX cases, and/or other individuals assisting with the resolution process who do not have a conflict of interest or bias for or against either party.
- To receive amnesty for minor student misconduct (such as alcohol or drug violations) that is ancillary to the incident.
- To be free from retaliation.

- To be informed of the outcome/resolution of the complaint, and the sanctions and rationale for the outcome where permissible.
- To have assistance in contacting law enforcement, if desired.
- To request housing, employment, and/or educational modifications, as deemed appropriate and reasonable.
- To request no further contact with the opposite party, as deemed appropriate, allowable, and reasonable.

Informal Resolution

The Civil Rights/Title IX Coordinator, in consultation with the parties, may determine that an informal resolution is appropriate to resolve the reported concerns after a formal complaint has been filed. The primary focus during an informal resolution remains the welfare of the parties and the safety of the CCCS community, but it does not involve a written investigation report or an opportunity to appeal. An informal resolution may include but is not limited to:

- The provision of interim or long-term remedial measures;
- Referral to other resolution processes;
- Training or educational programming for the parties;
- The Civil Rights/Title IX Coordinator or a designee serving as a facilitator to discuss the reported concerns with the Complainant and Respondent (either separately or together) and to identify possible resolutions and/or appropriate future conduct; and/or
- Referral to a Disciplinary Authority to further address the reported behavior, as deemed appropriate.

Written notice of the allegations and specific informal resolution process will be provided to both parties, and written consent to the informal resolution process will be obtained from both parties.

At any time during the informal resolution process, the Civil Rights/Title IX Coordinator may elect to initiate a formal investigation as deemed appropriate to resolve the matter. The parties can elect to cease the informal resolution process at any time before it concludes and proceed with a formal investigation. The informal resolution process is not available in Sexual Harassment cases involving a student Complainant and an employee Respondent.

Formal Investigation

If a formal investigation is initiated, the Civil Rights/Title IX Coordinator shall provide written notice (Notice of Investigation) to the Complainant and Respondent notifying them of the investigation and will assign one or more impartial investigators to conduct an investigation into the complaint. The investigation will include an objective evaluation of all relevant evidence, both inculpatory (incriminating or tending to show responsibility for a violation) and exculpatory (exonerating or tending to negate responsibility for a violation). The investigator(s) may request an interview with the Complainant, the Respondent, and any witnesses, including expert witnesses for Sexual Harassment cases, deemed relevant by the investigator(s). The parties will be provided with sufficient details of the allegations (such as identity of parties, nature of the conduct, and date/location of the incident, if known). All parties and other witnesses or participants in the investigation process will be provided written notice of the date, time, location, participants, and purpose of any interview or meeting with sufficient time to prepare to participate.

Throughout the investigation, all questions will go through the assigned investigators. The Complainant and Respondent may offer any documentation, witnesses, or other materials in support of their position as it relates to the complaint. There will be a presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility has been made at the conclusion of the resolution process. Any credibility determinations made by investigators will not be based upon a person's status as a Complainant, Respondent, or witness.

The Complainant and the Respondent have the opportunity to be advised and accompanied by an advisor of their choice, at their expense, at any stage of the process. In the event of a live hearing, if either party does not have an advisor, the College will provide one to that party at no cost. An advisor may consult and advise their advisee, but may not speak on behalf of their advisee. These procedures are entirely administrative in nature and are not considered legal proceedings. The investigator(s) may end a meeting or remove or dismiss an advisor who becomes disruptive or who does not abide by the restrictions on their participation as explained above.

Should the Complainant or Respondent decide to withdraw from courses or resign employment while a complaint is pending, the process may proceed in that party's absence and sanctions may still be imposed affecting the party's ability to return to CCCS. Additionally, the Civil Rights/Title IX Coordinator may dismiss the formal complaint if the Complainant requests such dismissal in writing, if the Respondent is no longer enrolled/employed at CCCS, or other specific circumstances prevent the investigators from gathering evidence sufficient to reach a determination. Notice regarding the dismissal will be provided in writing simultaneously to the parties.

No unauthorized recording will be allowed, and all parties must request permission to record in advance. CCCS, at its discretion, may grant authorization for recording of an interview, and in that case, CCCS will also record to ensure there is an accurate record.

Throughout the formal investigation process, the Civil Rights/Title IX Coordinator will provide regular written updates on the status of the investigation to the Complainant and the Respondent through the conclusion of the investigation.

Preliminary Investigation Report

Following the fact gathering stage of the formal investigation, the investigator(s) shall issue a Preliminary Investigation Report to the Complainant and Respondent (and their advisors, if applicable) for review. The Preliminary Investigation Report will include access to all relevant and not otherwise impermissible evidence as gathered by the investigators. The Complainant and the Respondent will have five (5) calendar days to review and respond to the Preliminary Investigation Report with any changes, clarifications, or questions.

If a matter involves sex-based harassment with a student as a party, special procedures shall apply. For all other civil rights cases, the investigator shall review the investigation file and make a determination as to whether or not, based on a preponderance of the evidence, the alleged

behavior took place and whether that behavior constitutes a civil rights violation. In reaching this determination, the investigator must consider all relevant evidence, except for any privileged information (unless waived) or treatment records (unless specific, written consent is obtained). Evidence of the Complainant's prior sexual predisposition or behavior is not relevant, except to prove that someone other than the Respondent committed the alleged conduct or to prove consent concerning prior specific acts between the parties. The investigator shall issue a Final Investigation Report.

Final Investigation Report

At the conclusion of the fact gathering stage and formal investigation, including any relevant information submitted in response to the Preliminary Investigation Report, the investigator(s) shall issue a Final Investigation Report to the Civil Rights/Title IX Coordinator summarizing the relevant evidence. This Final Investigation Report will not contain any determinations as to whether the conduct is in violation of applicable policies and procedures. The Civil Rights/Title IX Coordinator shall provide a copy of the Final Investigation Report to the parties, their advisors, and the hearing officer, and initiate a live hearing as described below. If a live hearing cannot be held due to refusal of parties to participate, the College reserves the right to proceed directly to a Determination Report.

Live Hearing for Sexual Harassment Cases

Live hearings are subject to the following procedures:

Scheduling – A live hearing must be scheduled no earlier than ten (10) calendar days after issuance of the Final Investigation Report. Written notice of the date, time, location, participants, and purpose for the hearing will be provided to the parties. The parties must notify the Civil Rights/Title IX Coordinator if any other witnesses will be presented so they can be notified of the hearing. Written notice of the date, time, location, participants, and purpose for the hearing will be provided to all individuals who are invited or expected to participate, allowing them reasonably sufficient time to prepare. If a party elects not to attend the hearing, the hearing may continue in their absence.

Hearing Officer(s) – A Hearing Officer is responsible for overseeing the hearing; making determinations as to relevance of evidence/questioning, determining whether evidence will be permitted, and making a final determination regarding the allegations. A Hearing Officer must be a different individual than any investigator or Civil Rights/Title IX Coordinator assigned to the case. A Hearing Officer has discretion regarding the details and order that parties will be permitted to present evidence, provided that both parties are given equal opportunities to present relevant evidence, both inculpatory (incriminating or tending to show responsibility for a violation) and exculpatory (exonerating or tending to negate responsibility for a violation), and details and order of cross-examining witnesses. The Hearing Officer may issue a document to the parties in advance outlining the hearing process that will be followed on the day of the hearing.

Advisors - At the hearing, the Complainant and Respondent must be accompanied by an advisor. If the party does not provide their own, CCCS will provide an advisor at no charge to conduct cross-examination on behalf of the party during the live hearing. The advisor is responsible for

questioning the witnesses; the Complainant and Respondent are not permitted to ask questions directly.

Questioning and Cross-Examining Witnesses – Each party’s advisor may question the other party and any witnesses with relevant questions and follow-up questions, including those challenging credibility. Questioning will be done directly, orally and live. At the request of a party or at the discretion of CCCS, the parties may be located in separate rooms using technology for live viewing of other participants. After each question is stated, the Hearing Officer will decide whether it is relevant and permissible before the party/witness provides an answer. If it is excluded, the reason for exclusion will be provided. Evidence of the Complainant’s prior sexual predisposition or behavior is not relevant except to prove that someone other than the Respondent committed the alleged conduct or to prove consent.

Recording/Transcript – CCCS shall record the hearing and make it available to all parties. Alternatively, CCCS, in its discretion, may elect to transcribe the proceedings as the method of recordkeeping.

Determination Report – Within 21 calendar days following the hearing (unless the parties are notified of a need for an extension), the Hearing Officer will issue a Determination Report to the Civil Rights/Title IX Coordinator as to whether or not, based on a preponderance of the evidence, the alleged behavior took place and whether that behavior constitutes a civil rights violation. In reaching this determination, the Hearing Officer must consider all relevant evidence, except for any privileged information (unless waived) or medical records (unless specific, written consent is obtained). The Hearing Officer may consider statements made by the parties or witnesses that are otherwise permitted, even if those parties or witnesses do not participate in cross-examination at the live hearing. The Determination Report shall include a summary of the allegations; a summary of the procedural steps in the case; findings of fact supporting the determination (which may or may not differ from the Final Investigation Report), conclusions regarding violation of applicable policies with supporting rationale; any disciplinary steps or remedial measures imposed; and the parties’ appeal rights.

Notice of Findings

Once a Determination Report is received from the Hearing Officer following a live hearing, the Civil Rights/Title IX Coordinator shall provide written notice (Notice of Findings) simultaneously to the Complainant and Respondent (and their advisors, if applicable) notifying them of the findings. A copy of the Determination Report shall be attached to the Notice of Findings. The Complainant and Respondent shall be advised of their right to appeal, subject to the grounds below, by filing a written appeal with the Civil Rights/Title IX Coordinator within five (5) calendar days of service of the decision.

Appeals for Dismissals or Formal Investigations

In the event of an appeal, the Civil Rights/Title IX Coordinator shall perform an initial review to determine if the appeal meets the limited grounds listed below and is timely (filed within five (5) calendar days, as noted above). If the appeal is found to meet these criteria, the Civil Rights/Title IX Coordinator shall forward the appeal to a designated appellate officer, who shall give written notice to the opposing party and provide a suitable time frame for the opposing party to submit a

written response to the appeal. The appeal and any responses shall be reviewed by the appellate officer. The party requesting an appeal must show error, as the original finding is presumed to have been decided reasonably and appropriately. The only grounds for appeal are as follows:

1. A procedural irregularity occurred that would change the outcome. The written appeal shall specify the procedural error and how it impacted the outcome of the decision.
2. The Civil Rights/Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against a party that would change the outcome. The written appeal shall specify the conflict or bias and how it impacted the outcome of the decision.
3. New evidence became available that could change the outcome and that was not reasonably available at the time the decision was made. Any new evidence and its impact must be included in the written appeal.

If the appellate officer determines a procedural irregularity occurred that would change outcome of the decision or there was a conflict of interest or bias that would change the outcome of the decision, the appellate officer shall return the complaint to the Civil Rights/Title IX Coordinator with instructions to convene a new investigation or the appellate officer shall otherwise cure the procedural error, conflict of interest or bias.

If the appellate officer determines there is new evidence that could change the outcome and that was not reasonably available at the time the decision, the appellate officer shall conduct or request appropriate additional steps (such as requesting additional investigation by the investigator(s)), and/or modify the findings accordingly.

Written notice of the outcome of the appeal shall be provided simultaneously to the parties.

DISCIPLINARY ACTION FOR SEXUAL HARASSMENT

Once the appeal process has been exhausted, if the Respondent is found not in violation of policies or procedures outlined herein, the complaint shall be closed with no further disciplinary action. If additional concerns, outside the scope of this procedure, are identified during the course of the investigation, the findings may be shared with appropriate administrative personnel to further address, as deemed appropriate.

If the Respondent is found in violation of policies or procedures outlined herein, the findings shall be provided to the Disciplinary Authority to proceed in accordance with applicable policies. Board Policies and System Procedures are available at <https://cccs.edu/about/governance/policies-procedures/>.

A finding of sexual harassment will be based upon a preponderance of the evidence standard – whether it is more likely than not that the respondent engaged in sexual harassment. If a report of sexual harassment is processed and the respondent is found in violation of the College’s sexual harassment policies and procedures, the findings shall be provided to the College’s Disciplinary Authority to proceed in accordance with applicable policies:

- For faculty, disciplinary action will be in compliance with BP 3-20, Due Process for Faculty. Under this policy, notice of disciplinary action may be given by the College president at any time and shall state the grounds and effective date.
- For classified employees, disciplinary action will be taken pursuant to the applicable State Personnel Rules and Regulations: <https://www.colorado.gov/spb>. As outlined in these rules, the College's appointing authority is responsible for deciding whether to take disciplinary action. The appointing authority must meet with the classified employee before making a decision, and must give the classified employee at least seven days' notice of the meeting. The employee also has at least seven days after the meeting to provide additional relevant information. Within five days of the effective date of the decision, the appointing authority will provide a written letter notifying the employee what discipline will be imposed, if any, including the factual basis and any appeal rights.
- For students, disciplinary action will be taken pursuant to BP 4-30 and SP 4-30a, Student Behavioral Expectations and Responsibilities Resolution Procedure. Under this process, the College will give the student notice that the matter has been referred for potential sanctioning and will issue a decision which shall address whether alleged conduct occurred; whether and how the conduct violated the code; and impose an outcome, if appropriate. Notification of the decision in writing will be provided to the respondent and any other involved parties, as appropriate, which includes a complainant in sexual harassment cases. The decision will include information regarding the applicable appeals process. The decision is part of the student's educational record.
- Instructors and Administrative, Professional-Technical (APT) employees are at-will under BP 3-10, and may not be subject to additional procedures when issuing sanctions.

Disciplinary Authorities may consider a number of factors when determining a sanction. These factors may include, but are not limited to, the following:

- The nature, severity of, and circumstances surrounding the violation;
- An individual's disciplinary history;
- Previous complaints or allegations involving similar conduct; and/or
- Any other information deemed relevant by the Disciplinary Authority.

The following sanctions may be imposed:

- For students: warning, probation, fines, restitution, denial of privileges, assignment to perform services for the benefit of the College community, re-assignment to another class section (including the option for an on-line section), suspension, expulsion, a "Cease Communications" directive, a "No Trespass" directive, or any other outcome stated in SP 4-30a.
- For College employees: warning, corrective action, probation, restitution, denial of privileges, suspension, demotion, reduction of pay, termination of employment, a "Cease Communications" directive, or a "No Trespass" directive.
- For authorized volunteers, guests, or visitors: warning, probation, denial of privileges, removal from College property, a "Cease Communications" directive, or a "No Trespass" directive. In addition to sanctions, other action may be taken as deemed appropriate to bring an end to the violation, to prevent future reoccurrence, and to remedy the effects of the violation.

In addition to sanctions, other action may be taken as deemed appropriate to bring an end to the violation, to prevent future reoccurrence, and to remedy the effects of the violation. Such protective measures include but are not limited to: cease communications, no contact directive, trespass directive, , campus bans/emergency removals, referral to counseling and health services or to the Colorado State Employee Assistance Program (CSEAP), education to the community, altering housing situations, altering work arrangements, providing campus escorts, offering adjustments to academic deadlines or course schedules, and/or suspending privileges such as attendance at College activities or participation in College-sponsored organizations.

PROHIBITION ON RETALIATION

Individuals shall not retaliate against any person who opposes sexual harassment or participates in any sexual harassment complaint or investigation process. Retaliation is any adverse employment or educational action taken against a person because of the person's participation or perceived participation in a complaint or investigation of discrimination and/or harassment. Retaliation includes acts to intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege provided by applicable civil rights laws, policies, and procedures.

The College and its employees and agents shall not retaliate, intimidate, threaten, coerce or otherwise discriminate against any individual for exercising their rights or responsibilities under the Clery Act.

INFORMATION ON REGISTERED SEX OFFENDERS

In accordance with the Campus Sex Crimes Prevention Act of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Clery Act, and the Family Educational Rights and Privacy Act of 1974, the College is providing a link to the Colorado State Sex Offender Registry. Registered sex offenders are required to provide notice of each institution of higher education in Colorado at which the person is employed, carries a vocation, volunteers services, or is a student.

In Colorado, convicted sex offenders must register with the Colorado Bureau of Investigation (CBI). The Colorado sex offender website is <https://www.colorado.gov/apps/cdps/sor/>.

Sex offender registry information is available at the Denver Police Department (<https://denvergov.org/Government/Agencies-Departments-Offices/Agencies-Departments-Offices-Directory/Police-Department/Crime-Information/Sex-Offenders>). Students and staff are able to work with the Auraria Campus Police Department during normal business hours, and they can request information from Denver Police. The individual making the request will be provided with the list of registered sex offenders.

HAZING POLICIES

Hazing Definitions

The Community College of Denver prohibits hazing. Under Appendix A of SP 4-30a, Code of Student Behavioral Expectations and Responsibilities, hazing is defined as:

an act that endangers the psychological, emotional, intellectual, and/or physical health and/or safety of a student, or that destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group, team, or organization. Additionally, any act that places a student in a subservient role within an organization is considered hazing. Participation or consensual cooperation by the individual(s) being hazed does not excuse the violation. Failing to intervene to prevent, failing to discourage, and failing to report those acts may also violate this code.

Employees may violate the Code of Conduct (BP 3-70), the prohibition against bullying and violent behavior (BP 19-10), or other workplace policies, procedures, or protocols by engaging in acts that constitute hazing under the applicable legal definitions.

Under the Stop Campus Hazing Act, hazing is defined as:

1. An intentional, knowing, or reckless act
2. committed by a person, whether individually or in concert with other persons,
3. against a student, regardless of that student's willingness to participate, that—
4. was committed in connection with an initiation into, an affiliation with, or the maintenance of membership in, an organization (such as a club, society, association, athletic team, fraternity, sorority, or student government); and
5. causes or is likely to contribute to a substantial risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical training necessary for participation in an athletic team), of physical injury or psychological injury including—
 - a. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - b. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - c. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - d. causing, coercing, or otherwise inducing another person to perform sexual acts;
 - e. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - f. any activity against another person that includes a criminal violation of local, state, tribal, or federal law; and
 - g. any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, state, tribal, or federal law.

Colorado statute (C.R.S. 18-9-124(2)) defines the crime of hazing:

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

Reporting Hazing

Any person can report an incident of suspected hazing through the online reporting form found at https://cm.maxient.com/reportingform.php?CCofDenver&layout_id=0&_ga=2.88699992.291779649.1757951318-666215358.1750095354. This form is housed in the Office of Student Conduct and Support and each submitted form is reviewed by a case manager and assigned appropriately. Cases received in the incident report can also be referred to Title IX.

Process for Investigating Allegations of Hazing

Any allegations of hazing that involve an allegation that the individual has engaged in any discriminatory or harassing behavior based upon a protected class or category listed in BP 19-60 will be investigated using the process set forth in SP 19-60a, Civil Rights and Sexual Harassment Resolution Procedure. For allegations of hazing that are not based upon a protected class or category, the applicable process depends upon the status of the individual accused of hazing. Board Policies (BP) and System Procedures (SP) are available at <https://cccs.edu/about/governance/policies-procedures/>.

- For accused students, investigations will follow the process set forth in SP 4-30a, Student Behavioral Expectations and Responsibilities Resolution Procedure.
- For employees, allegations of hazing are investigated and resolved using the process applicable to allegations of any other behavioral misconduct, which includes an investigation by Human Resources.
 - For faculty, investigations and any subsequent action will also be in compliance with BP 3-20, Due Process for Faculty.
 - For classified employees, investigations and any subsequent action will also be in compliance with the applicable State Personnel Rules and Regulations: <https://www.colorado.gov/spb>.

Other Applicable Laws Regarding Hazing

While many acts that constitute hazing may be covered by other crimes, C.R.S. 18-9-124 criminalizes hazing activities that may not be covered by other criminal statutes.

C.R.S. 18-9-124

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

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

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

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

(b) “Hazing” includes but is not limited to:

(I) Forced and prolonged physical activity;

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

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

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

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

HAZING PREVENTION AND AWARENESS PROGRAMS

As of September 2025, the Community College of Denver provides hazing prevention training through semesterly Student-Led Organization Trainings, held at the beginning of each semester. This training delivers prevention and awareness programming designed to inform the campus community about policies, procedures, and applicable laws relating to hazing. It also emphasizes primary prevention strategies intended to stop hazing before it occurs. In addition to prevention and awareness efforts, the training outlines the disciplinary processes that apply to students and organizations found responsible for hazing, consistent with both Colorado law and institutional policy. Participants are educated on how to recognize signs of hazing, how to report suspected incidents to the appropriate campus authority, and the potential consequences of engaging in hazing behavior.

The College maintains a zero-tolerance stance toward hazing and incorporates hazing-related violations into its Student Code of Conduct. Reports of hazing are investigated through the Office of Student Conduct in coordination with the Dean of Students and, where applicable, law enforcement. The training also connects students to available resources, including confidential and non-confidential reporting options, victim advocacy through the Phoenix Center at Auraria, and supportive measures through Student Affairs. These programs are aligned with federal Clery

Act requirements to provide ongoing prevention and awareness campaigns for all students and employees.

PREPARING THE ANNUAL CRIME STATISTICS

Crime statistics are compiled and released annually by the College. The totals in the charts at the end of this report represent all Clery Act crimes reported to local police agencies or Campus Security Authorities, including campus police/campus security, for the three most recent calendar years that occurred on or within the College's Clery geography. Clery Act reporting does not require initiating an investigation or disclosing personally identifiable information about the victim as defined in the Violence Against Women Act. The statistics included in this report do not identify the victim or accused.

The College annually notifies all CSAs of their requirement to provide information to campus police/campus security brought to their attention regarding any Clery Act reportable crimes. If the CSA receives crime information and there is no reason to believe the report was not made in good faith, the CSA is required to report that information for inclusion in this report.

The crime statistics in this report also include Clery Act reportable crime data received from other law enforcement agencies with jurisdiction in Non-Campus Property and Public Property as those terms are defined herein. To collect this information, the College includes any reportable crime reports that are proactively shared by local law enforcement throughout the year. Additionally, the College annually identifies such property and makes a good faith effort to request crime statistics in writing from applicable law enforcement agencies.

Unfounded Crimes: The College may withhold or subsequently remove a reported crime from its crime statistics in the rare situation where sworn or commissioned law enforcement have fully investigated the reported crime and, based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore "unfounded." The recovery of stolen property, the low value of stolen property, the refusal of a victim to cooperate with the prosecution, and the failure to make an arrest do not "unfound" a crime report. The College may not withhold or remove a reported crime from its crime statistics based on a decision by a court, coroner, jury, prosecutor, or other similar non-campus official.

DEFINITIONS OF REPORTED CRIMES

The following definitions are crimes utilized for the purposes of collecting and reporting statistics in this report and are in accordance with the applicable provisions of the FBI Uniform Crime Reporting program, the National Incident-Based Reporting System (NIBRS) User Manual, and the Violence Against Women Act, as required by the Clery Act.

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.)

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.

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.

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.

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or threat of such abuse, and dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence: A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; a person with whom the victim shares a child in common; a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; a person similarly situated to a spouse of the victim under the domestic or family violence laws of Colorado; or any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

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.)

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.

Sex Offenses: Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Forcible Sex Offenses:

1. **Rape:** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

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

Non-Forcible Sex Offenses:

1. *Incest*: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
2. *Statutory Rape*: Sexual intercourse with a person who is under the statutory age of consent.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition: "course of conduct" means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property; "reasonable person" means a reasonable person under similar circumstances and with similar identities to the victim; and "substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

For the purposes of reporting arrests and referrals for College discipline, the following definitions apply:

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

Illegal Weapons Possession/Weapon Law Violations: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Liquor Law Violations: The violation of State or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

DEFINITIONS FOR USE WHEN CLASSIFYING HATE CRIME REPORTS

Hate Crimes: For the purposes of this report, hate crimes include any of the following offenses if there is evidence that the victim was intentionally selected because of the perpetrator's bias against the victim in one of bias categories listed in this section: murder and non-negligent manslaughter, rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, and arson, as those terms are defined above. In addition, hate crimes include the following offenses if there is evidence that the victim was intentionally selected because of the perpetrator's bias against the victim in one of bias categories listed in this section: larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property as defined below.

Larceny-Theft (Except Motor Vehicle Theft): The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property: To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Bias Categories:

Race. A preformed negative opinion or attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair, facial features, etc.), genetically transmitted by descent and heredity, which distinguish them as a distinct division of humankind (e.g., Asians, Blacks or African Americans, Whites).

Gender. A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female. The term gender is used synonymously with sex to denote whether a newborn is male or female at birth.

Gender Identity. A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals.

Religion. A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).

Sexual orientation. A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived sexual orientation. Sexual orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

Ethnicity. A preformed negative opinion or attitude toward a group of persons whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term "race" in that "race" refers to grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.

National Origin. A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

Disability. A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness. Mental disability is any mental impairment or psychological disorder such as organic brain syndrome, emotional or mental illness, and specific learning disabilities. Physical disability is any physical impairment; any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, hemic and lymphatic, skin, and endocrine.

CAMPUS MAPS

AURARIA
CAMPUS
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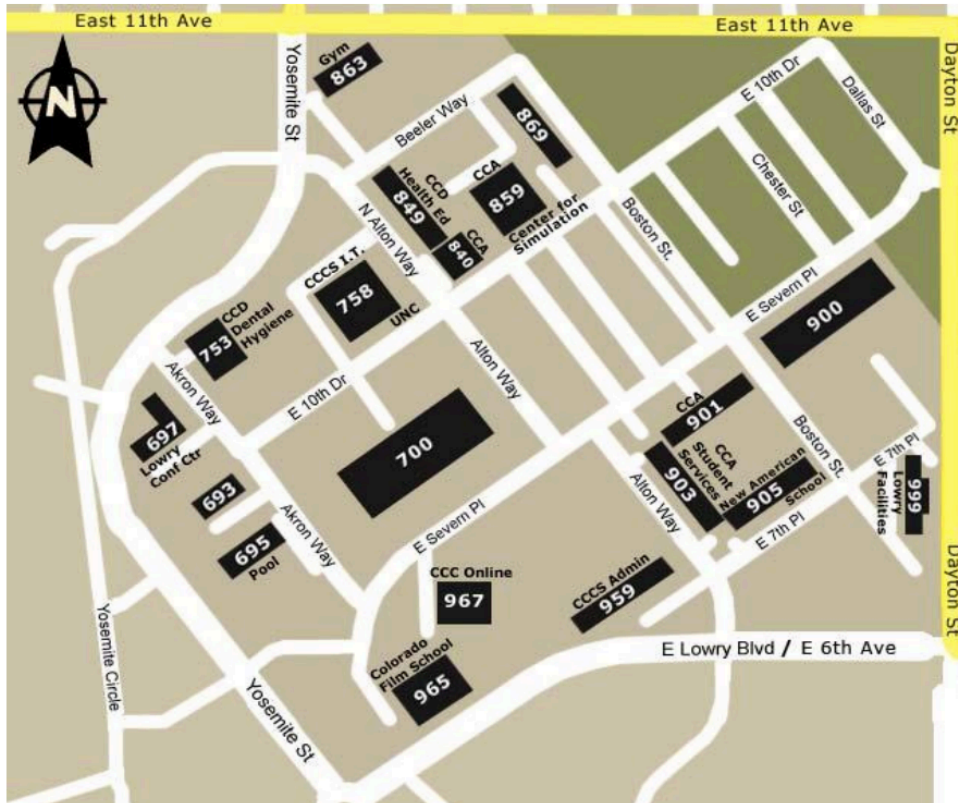


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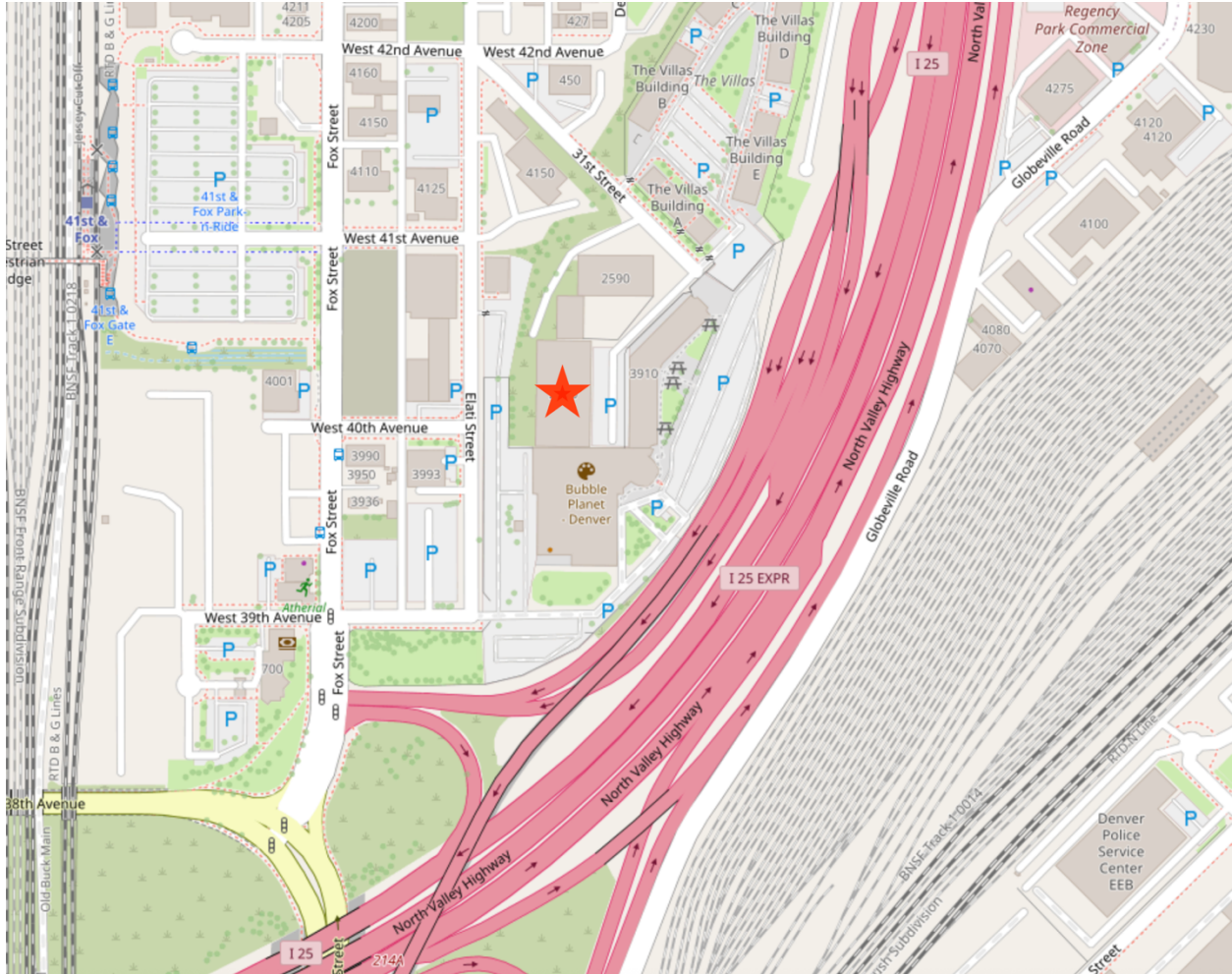


COLORADO COMMUNITY COLLEGE SYSTEM

Lowry Campus Denver, Colorado 80230



Advanced Manufacturing Center, 2570 31st Street, Denver, CO 80216



CRIME STATISTICS FOR 2022, 2023 AND 2024

Note: In counting crimes when more than one offense was committed during a single incident, the College follows the hierarchy rule required by the FBI Uniform Crime Reporting program and Clery Act. The College always counts arson in the statistics regardless of whether or not it occurs in the same incident as another crime. If rape, fondling, incest, or statutory rape occurs in the same incident as murder, the College records both the sex offense and murder in the statistics.

Auraria Campus Clery Statistical Report – Community College of Denver

CRIMINAL OFFENSES	ON CAMPUS			PUBLIC PROPERTY			NON-CAMPUS		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Murder & Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	6	7	0	0	0	0	0	0	0
Fondling	5	3	0	0	0	1	0	0	1
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	1	2	0	0	0	0	0	0	0
Aggravated Assault	1	4	0	1	1	0	0	0	0
Burglary	12	9	0	0	0	0	0	0	0
Motor Vehicle Theft	31	28	3	0	3	0	0	0	0
Arson	4	2	0	2	10	4	0	0	0
Domestic Violence	3	5	0	2	2	2	0	0	0
Dating Violence	5	7	0	0	1	0	0	0	0
Stalking	11	13	3	0	0	0	0	0	0

ARRESTS	ON CAMPUS			PUBLIC PROPERTY			NON-CAMPUS		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Liquor Law Violations	1	10	0	0	13	0	0	0	0
Drug Law Violations	4	7	0	2	20	4	0	7	0
Weapon Law Violations	3	7	0	4	2	1	0	0	0

REFERRALS	ON CAMPUS			PUBLIC PROPERTY			NON-CAMPUS		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Liquor Law Violations	0	15	1	0	0	0	0	0	0
Drug Law Violations	1	18	0	0	0	0	0	0	0
Weapon Law Violations	4	0	0	0	0	0	0	0	0

- For the year 2022, Auraria Campus had zero (0) reported Hate Crimes.
- For the year 2023, Auraria Campus had 7 total hate crimes:
 - 2 on-campus – Gender Identity
 - 1 on-campus, 1 on public property – Sexual Orientation
 - 1 on-campus, 1 on public property -National Origin
 - 1 on-campus - Religion
- For the year 2023, Auraria Campus had 11 attempted Motor Vehicle Thefts of the 31 reported; 28 were reported on-campus and 3 were on public property.
- For the year 2023, Auraria Campus had 1 unfounded case of Arson on public property.
- For the year 2023, Auraria Campus had 1 unfounded report of Arson On Campus.
- For the year 2024, Auraria Campus had
 - 1 on-campus arson alert
 - 1 non-campus unfounded hate crime
 - 1 on-campus unfounded aggravated assault
 - 1 on-campus unfounded crime

Lowry Campus Clery Statistical Report – Community College of Denver

CRIMINAL OFFENSES	ON CAMPUS			PUBLIC PROPERTY			NON-CAMPUS		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Murder & Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	2	1	0	0	0	0
Aggravated Assault	0	1	0	7	0	0	0	0	0
Burglary	3	2	0	0	0	0	0	0	0
Motor Vehicle Theft	10	2	2	1	0	1	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Domestic Violence	0	1	0	4	0	1	0	0	0
Dating Violence	0	1	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

ARRESTS	ON CAMPUS			PUBLIC PROPERTY			NON-CAMPUS		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Liquor Law Violations	1	0	0	0	0	1	0	0	0
Drug Law Violations	0	0	0	2	0	1	0	0	0
Weapon Law Violations	0	0	0	2	0	1	0	0	0

REFERRALS	ON CAMPUS			PUBLIC PROPERTY			NON-CAMPUS		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0
Weapon Law Violations	0	0	0	0	0	0	0	0	0

- For the year 2022, Lowry Campus had zero (0) reported Hate Crimes.
- For the year 2023, Lowry Campus had zero (0) reported Hate Crimes.
- For the year 2024, Lowry Campus had zero (0) reported Hate Crimes.

Advanced Manufacturing Center Clery Statistical Report – Community College of Denver

CRIMINAL OFFENSES	ON CAMPUS			PUBLIC PROPERTY			NON-CAMPUS		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Murder & Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

ARRESTS	ON CAMPUS			PUBLIC PROPERTY			NON-CAMPUS		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0
Weapon Law Violations	0	0	0	0	0	0	0	0	0

REFERRALS	ON CAMPUS			PUBLIC PROPERTY			NON-CAMPUS		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0
Weapon Law Violations	0	0	0	0	0	0	0	0	0

- For the year 2022, the AMC Campus had zero (0) reported Hate Crimes.
- For the year 2023, the AMC Campus had zero (0) reported Hate Crimes.
- For the year 2024, the AMC Campus had zero (0) reported Hate Crimes.