# Regis University Nondiscrimination and Sexual Misconduct Policy

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REGIS UNIVERSITY NONDISCRIMINATION AND SEXUAL MISCONDUCT POLICY

Regis University does not discriminate on the basis of race, color, national origin, sex, disability, age, religion, veteran status, marital status, pregnancy, parental status, gender identity, sexual orientation, genetic information or any other legally protected status in any of its policies, programs, admissions or activities and provides equal access to education. Regis University also does not allow retaliation against any individual who has engaged in protected activity as outlined under this policy. This policy includes, but is not limited to, claims of sex and gender-based misconduct.¹

All Regis University community members (faculty, students, staff, administrators, trustees, contract personnel, agents, visitors, invitees, and volunteers) are prohibited by law from engaging in acts of discrimination, including sexual harassment or sexual violence. Regis University’s nondiscrimination policy extends to employment, education and admission. Regis will take immediate and appropriate corrective action up to and including expulsion or dismissal, in cases where it has been determined that discrimination or sexual misconduct has occurred. The following person has been designated to handle inquiries regarding this policy:

Michelle Spradling
Equal Opportunity & Title IX Coordinator
3333 Regis Boulevard
West Hall K4-107E
Denver, CO 80221-1099
Telephone: 303-964-6435
E-mail: mspradling@regis.edu

A disability related request for a reasonable accommodation should be made to the Office of Student Disability Services and Testing when the individual requesting the accommodation is a student, or to Human Resources when the individual is an employee. Appeals about a disability-related accommodation for a student are governed by the procedure available for these claims with the Office of Student Disability Services and Testing. A complainant of disability discrimination or a complaint of failure to accommodate for an employee may be made under this policy to the EO & Title IX Coordinator. For requests for reasonable accommodations related to a disability please contact:

Student Disability Services
Director, Student Disability Services & Testing
3333 Regis Blvd., Clarke Hall
Denver, CO 80221-1099
Phone: 303.458.4941
disability@regis.edu

Employee Disability Services
Human Resources
3333 Regis Blvd., West Hall
Denver, CO 80221-1099
Phone: 303.458.4161
hrinfo@regis.edu

¹ Certain parts of the investigation process described herein apply only to sex and gender-based complaints that fall under Title IX of the Education Amendments of 1972. This is clearly stated in the applicable sections.
Consistent with the requirements of Title IX of the Education Amendments of 1972, Regis University community members have the right to be free from all forms of sex and gender-based discrimination during the course and scope of their employment or engagement in educational or other activities at the University. Sexual harassment, nonconsensual sexual contact or penetration, sexual exploitation, relationship violence (including domestic and dating violence) and stalking are some forms of sex and gender-based discrimination that are considered violations of this policy. Throughout this policy, the term sexual misconduct will be used as an umbrella term that includes all the conduct listed above.

If a responsible employee is aware of discrimination or sexual misconduct, involving Regis faculty, staff or students without regard to where it occurs, he or she must promptly report the incident to the EO & Title IX Coordinator to the extent required by this policy.

**Critical Definitions**

**Sexual Misconduct includes (but is not limited to):**
1. Sexual Harassment
2. Nonconsensual Sexual Contact
3. Nonconsensual Sexual Penetration
4. Sexual Exploitation
5. Relationship Violence
6. Stalking

*Definitions and examples of each of these types of sexual misconduct follows in Appendices A and B.*

**Consent**

In order for individuals to engage in sexual activity of any type with each other, there must be consent prior to and during each stage of sexual activity. Consent is defined as the affirmative, actively given, unambiguous and voluntary agreement to engage in a specific sexual activity during a sexual encounter. To obtain consent, a clear "yes," verbal or otherwise, is necessary. Consent cannot be inferred from the absence of a "no."

A current or previous relationship is not sufficient to constitute consent. A person under the influence of fear cannot give consent. Consent may never be given by a minor under the age of 15, or by a minor under the age of 18 in certain situations depending on the ages of both parties or in instances where the adult is in a position of trust. Consent cannot be given by an individual who is asleep, or by and individual who is mentally or physically incapacitated either through the effect of drugs or alcohol or for any other reason. Consent may also not be given by an individual who was under duress, threat, coercion, or force. *See Appendix B for more information about consent.*
Romantic or Sexual Relationships between Employees or between Students and Employees

Consensual romantic or sexual relationships in which one party maintains a direct supervisory or evaluative role over the other party must be reported. This applies to relationships between employees, employees and independent contractors and/or relationships between employees and students. This applies to Resident Assistants and students over whom they have direct responsibility. Persons with direct supervisory or evaluative responsibilities who are involved in such relationships must bring those relationships to the timely attention of the EO & Title IX Coordinator, or the Director of Employee Relations, Employment & Training in Human Resources, and will likely result in the removal of the employee from supervisory or evaluative responsibilities, or removal of the other party from being supervised or evaluated by someone with whom they have established a consensual relationship. Reports may be made directly to one of these individuals, or through the online reporting form. While no relationships are prohibited by this policy, failure to self-report such relationships to Human Resources can result in disciplinary action for an employee. Employees are prohibited from making or participating in decisions affecting a student’s or employee’s progress or standing or which may reward or penalize a student or employee, with whom the employee has or has had a sexual or romantic relationship.

Reporting Options

The University’s primary concern is the safety of its community members. If you or someone you know has been the recipient of behavior or action that falls under this policy, you are encouraged to first attend to your own safety and health. All members of the University community are encouraged to report incidents of discrimination, including sex or gender-based misconduct.

Members of the University community who experience sexual misconduct have the right to report or not to report it to the University or to law enforcement. If a recipient of sexual misconduct chooses to make a report to the University, that individual can do so by: 1) anonymously using the Incident Reporting Form under Reporting Options on the Title IX webpage; 2) contacting a confidential resource identified in this policy; 3) making a formal report by contacting the EO & Title IX Coordinator.

In the event that a member of the University reports discrimination or sexual misconduct to the University, Regis will conduct an investigation when appropriate. This process involves conducting a preliminary inquiry to determine if the reported conduct falls under this policy and if the University has jurisdiction to investigate. If a determination is made to proceed with an investigation, the University will initiate a prompt, equitable, thorough and impartial investigation to stop the conduct, prevent future similar incidents, provide a fair and reliable determination about whether University policy has been violated, and implement a remedy designed to end the conduct, prevent its recurrence and address its effects.

If a University responsible employee, as set out below, is aware of possible discrimination or sexual misconduct, without regard to where it occurs, he or she must report it to the EO & Title IX Coordinator.
IX Coordinator. It is important that reports are made as soon as possible, preferably within 24 hours of learning about an incident that involves discrimination or sexual misconduct. The EO & Title IX Coordinator will evaluate whether a report to law enforcement is required. After normal business hours, students may report to Residence Life professional staff or Campus Safety, who are available 24 hours a day.

**Employee Reporting Obligations**

University personnel on campus have different reporting responsibilities and different abilities to maintain confidentiality, depending on their roles. Following are some guidelines.

Responsible employees include any employee who has the authority to take action to redress the discrimination or sexual misconduct alleged. All responsible employees must report incidents of discrimination or sexual misconduct to the EO & Title IX Coordinator as soon as possible when they learn directly or indirectly about the alleged incident. At Regis University, the following are responsible employees:

1. Supervisors
2. Faculty members
3. Affiliate Faculty members
4. Campus Safety staff
5. Residence Life Directors and Assistant Directors
6. Residence Life Coordinators
7. Resident Assistants and Senior Residence Life staff (“RA’s”)
8. Athletic Coaches and staff (including graduate assistants)
9. Academic Advisors
10. Center for Career and Professional Development staff
11. Admissions staff
12. Student Activities and Student Life staff
13. Assistant Vice Presidents, Associate Vice Presidents, Vice Presidents and Provost
14. Assistant Deans, Associate Deans and Deans
15. Assistant Directors, Associate Directors and Directors
16. Human Resources staff
17. Health Services Providers and staff
18. EO & Title IX Coordinator and Deputy Title IX Coordinators
19. Title IX Advisors

Responsible employees are required to report the alleged conduct and cannot withhold personally identifiable information (such as the name of the victim, the name of the accused, or other identifying details about witnesses, location, etc.) If the complainant requests confidentiality or does not wish for an investigation to take place, the complainant or the reporting party should

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2 Supervisors are defined as a faculty or staff member who approves time entries, has the ability to formally assess the performance of another employee, has the authority to recommend disciplinary action or termination of employment for another, can recommend salary changes for another, or has oversight of a student or academic program and is viewed by employees and/or students as being in a position of authority.
make such a request to the EO & Title IX Coordinator. If a member of the University community speaks to a responsible employee about discrimination or sexual misconduct, the responsible employee should inform the recipient of the responsible employee’s duty to report. While an employee or University official can’t guarantee confidentiality, a responsible employee should let anyone reporting to them know that the University will make all efforts to respect that individual’s privacy. See Appendix C for additional information.

If a report of discrimination or sexual misconduct is made to a responsible employee, notice to them is official notice to the University and triggers the University’s obligation to inquire or investigate the report. Formal reporting means that information will only be shared with people who need to know and only as necessary with investigators, witnesses, the accused individual and University officials with a responsibility to respond or aid in the University’s response.

Privileged or Confidential Resources. Unless there is a statutory duty to do so, such as instances of child abuse and neglect or threats of homicide or suicide, employees who are not required to report incidents of sexual misconduct include:

1. Campus mental health counselors and staff (when providing counseling services)
2. Jesuits and those studying to become a Jesuit (when acting in the capacity as a Jesuit)
3. University Ministry staff (excluding peer ministers)
4. Violence Prevention Program Coordinator (confidential for victims only)

Individuals who do not wish to have the University respond to their claims of sex or gender-based discrimination, including sexual misconduct, should limit their disclosures to employees in the above-listed privileged or confidential category, who are not required to report.

The University has deemed the above employees a confidential resource – whom may withhold identifiable information to the extent consistent with the law, only where they are acting in the scope of their license or certification for these functions and/or working in their professional capacity. Although these individuals are not required to report instances of sexual misconduct, they are encouraged to provide victims with information about campus resources for counseling, medical treatment and support. See Appendices D & E. The above employees may assist Regis community members with filing a complaint under this policy if the individual so chooses.

As Campus Security Authorities under the Clery Act, the above employees will submit timely anonymous statistical information to the EO & Title IX Coordinator for the Annual Security Report. This anonymous statistical information includes the nature, date, time, and general location of the incident and not personally identifiable information.

In addition, there are a number of University services that provide confidential counseling. Campus counselors are available to help students free of charge, and can be seen on an emergency basis. In addition, there is a Counseling program at Regis University’s Thornton campus that can provide counseling. Benefit eligible employees may utilize the Employee Assistance Program (EAP). See Appendix E for additional resources.
Other Employees and Community Members
Employees and other community members not identified above as a responsible employee or a privileged or confidential resource, are encouraged but not required, to report instances of sex and gender-based misconduct. However, all employees are required to report any form of discrimination that is not sexual misconduct (for example, a report of race discrimination) to their supervisor or Human Resources within 120 days of the incident.

Other Reporting Guidelines
In compliance with the Family Education Rights and Privacy Act (FERPA), the University will generally not notify parents or legal guardians of a student’s report of sexual misconduct unless the student: 1) provides the University with written permission; or 2) sharing the information is necessary to protect the health or safety of the student or another individual. All University employees are mandatory child abuse and neglect reporters and may be required to report to the police if a victim is under the age of 18, or under the age of 15 for sex-based crimes.

Members of the Regis University community who experience discrimination or sexual misconduct while performing University-related duties in a clinical or other external setting are encouraged to report any incidents to the appropriate Regis University official and to an appropriate official at the external site. In such cases, Regis will contact the external institution and cooperate with an investigation conducted by the external organization. Regis University may also conduct an investigation if possible and when appropriate.

Recipients of discrimination have the option to report all incidents of sexual misconduct to law enforcement. An investigation conducted by the University is distinct from any investigation conducted by law enforcement. An investigation conducted by the University flows from the University’s obligation under Title IX and related laws to ensure that it is providing a safe environment for all community members. Therefore, if a victim wishes to pursue options in the criminal justice system, a report should be made to law enforcement in the location where the crime occurred. A student or employee may seek assistance with making a police report from the EO & Title IX Coordinator, a Deputy Title IX Coordinator, the Violence Prevention Program Coordinator or Campus Safety. See Appendix E for law enforcement resources.

Requests for Confidentiality
A recipient of discrimination has the right to request confidentiality when reporting misconduct or discrimination to the University. The recipient also has the right to decline filing a complaint and/or request that the University not investigate an incident that has been reported. The Violence Prevention Coordinator is a confidential resource available to provide options and assist individuals with making an informed decision about reporting.

If discrimination or sexual misconduct occurs, Regis University encourages those affected to take action. If the recipient of such conduct chooses not to report, or requests confidentiality and/or anonymity, that individual must be aware that this choice could limit the University’s ability to respond and the outcome.
In limited cases, if a recipient of discrimination and/or sexual misconduct chooses to report confidentially or asks that no further action is taken, an investigation may still be initiated if there is cause for concern for the victim’s safety or the safety of others. The EO & Title IX Coordinator and/or a representative from the Title IX Office, in consultation with a representative from the Dean of Students office, legal counsel and other University officials with a need to know, will evaluate requests for confidentiality and determine whether the University will proceed with an investigation. Factors to be considered to decide whether to proceed with an investigation typically include, but are not limited to:

1) whether there is an increased risk of the respondent committing additional acts of sexual misconduct or other violence;
2) whether there is an increased risk of future acts of sexual misconduct under similar circumstances; and
3) whether a weapon, physical violence or a drug was allegedly used to commit, or intend to commit, sexual misconduct or other violence.

Disclosures of sexual misconduct made during a Take Back the Night or similar event are not required to be reported. In addition, prior life disclosures made in the course of a student’s academic work that does not involve accusations against a Regis community member and that took place prior to the student’s enrollment at Regis, are not required to be reported.

Anonymous Report of Discrimination and/or Sexual Misconduct
Anonymous reports of incidents involving students and employees may be made through the University’s online reporting form located on the Title IX webpage under Reporting Options. Anonymous reports may also be made through the Office of Counseling and Personal Development at 303-458-3507 when incidents involve students, or to Human Resources via email, hrinfo@regis.edu, when incidents involve employees. Anonymous reports are not intended for the use of responsible employees to fulfill their obligation to report, unless the responsible employee is the victim.

Interim Measures

Regis University offers temporary measures for victims of sexual misconduct and other forms of discrimination, if such changes are available and reasonable under the circumstances. Interim measures are implemented to assure the safety of the recipient and/or the community, to avoid future violations and to minimize the impact on the recipient of the alleged conduct. No formal complaint or investigation needs to occur before this option is available and an interim, temporary measure may be imposed based on an allegation only. Accommodations may include, but are not limited to:

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3 A University counselor, Campus Safety official and Human Resources professional are examples of others who may have a need to know and may be included in this decision.
4 Unless the report involves child abuse and neglect reportable under Colorado law.
a. Housing accommodations such as change from on-campus housing to a different on-campus or off-campus location; assistance from University staff to complete relocation and arranging to dissolve a housing contract and pro-rating a refund;
b. Academic accommodations such as rescheduling an exam or other academic work; taking an incomplete in class; transferring class sections or clinical assignment; temporary withdrawal or alternative course completion;
c. Assistance in arranging for alternative student employment and changing work schedules;
d. Accessing health services;
e. No contact orders, cease and desist orders or other appropriate orders;
f. Transportation accommodations if available; and/or
g. Services to ensure that the student can move safely on campus.

Interim measures are overseen and often administered by the EO & Title IX Coordinator or designee and are available regardless of whether confidentiality is requested or that the University not investigate. A request for interim measures will not automatically trigger an investigation. Accommodations can be requested verbally or in writing to:

Michelle Spradling – EO & Title IX Coordinator
3333 Regis Boulevard, West Hall K4-107E
Denver, CO 80221-1099
Telephone: (303) 964--6435
mspradling@regis.edu

Rights of the Parties

In addition to the rights outlined throughout this policy, complainant(s) and respondent(s) in a sexual misconduct complaint have the following rights:

1. The right to be informed of the victim’s right to choose whether or not to file a complaint to both the University and law enforcement;
2. The right to an inquiry and when deemed necessary, an investigation, of all credible complaints of sexual misconduct made in good faith to the University;
3. The right to be fully informed of the University’s policy and procedures;
4. The right to be informed of the on campus and off campus resources;
5. The right of the victim to be notified of interim measures available;
6. The right to be treated with respect by the University;
7. The right of victims not to be disciplined for consuming alcohol or drugs if the victim was under the influence when the incident happened.
8. The right of the victim to request the University not to investigate the alleged violation
9. The right not to be discouraged by the University from reporting misconduct to both on campus and off campus authorities;
10. The right to be assisted by campus authorities in notifying law enforcement of sexual misconduct if the victim so chooses The right to be provided written information about
filing a request for a civil protection order and assistance from the University related to enforcement on University property;

11. The right to bring an advisor of their choice to all phases of the investigation; and

12. The right to appeal certain decisions.

**Preliminary Inquiry and Investigation of Complaints**

Upon notice of a report of discrimination and/or sexual misconduct, the role of the EO & Title IX Coordinator may include, but is not limited to, receiving reports, conducting or overseeing preliminary inquiries, implementing interim measures and coordinating the University’s response to ensure a process that is thorough, reliable, impartial, prompt and fair. The preliminary inquiry and investigation determines whether the nondiscrimination policy has been violated. If so, the EO & Title IX Coordinator also oversees the process to ensure the University implements effective remedies designed to end the discrimination, prevent its recurrence and address its effects. The EO & Title IX Coordinator may designate internal or external individual(s) to perform a preliminary inquiry and/ or investigation.

**Reporting**

Reports can be made by mail, email, orally or in writing, to the EO & Title IX Coordinator. Written reports should include as much detail as is possible. A Deputy Title IX Coordinator or a responsible employee can also assist a complainant or reporting party with facilitating a report to the EO & Title IX Coordinator. The University encourages reports to be made in good faith, even if erroneous, but will not tolerate intentional or malicious false reporting of incidents.

After receiving a report, the EO & Title IX Coordinator or designee may request additional information. Prompt filing of a complaint is strongly encouraged. A complaint that is made more than 120 days after the alleged incident may make fact finding difficult or impossible and the University may elect to not investigate in its sole discretion. A complaint may be withdrawn at any time after it is filed. However, withdrawal of a complaint will not necessarily result in the termination of the University’s inquiry or investigation.

**Cooperation with and Confidentiality of Investigations**

Current students and employees without a privilege are required to cooperate in a University inquiry or investigation as a condition of enrollment and/or employment.

The University will share information from a complaint or an investigation only with those who have a need to know and/or are responsible for implementing interim measures or remedies. The privacy of all parties will be respected to the extent possible, in accordance with the law and so as not to interfere with a University investigation.

**Preliminary Inquiry.** The EO & Title IX Coordinator or designee may conduct a preliminary inquiry to determine whether there is reasonable suspicion that the allegations, if found to be true, would be a violation of our policies, and therefore, warrant a full investigation, or to otherwise determine whether a formal investigation is warranted. During the preliminary inquiry, the EO & Title IX Coordinator or designee may meet with witnesses, receive
statements from the complainant(s), respondent(s) and/or other witnesses, and gather information regarding the allegations. The EO & Title IX Coordinator or designee will decide whether to proceed with an investigation. If there is insufficient evidence to warrant an investigation, or if the University does not have jurisdiction over the issue, the inquiry will be closed with no further investigative action in most circumstances. The University can still offer additional resources and/or interim measures if appropriate. The University reserves the right to reopen an inquiry at any time.

Investigation. If, following a preliminary inquiry, the EO & Title IX Coordinator or designee determines an investigation should proceed, the University will conduct a prompt, fair, and impartial investigation. Prompt means that the investigation is completed within reasonably prompt timeframes, generally within seventy-five (75) days. Fair means that the investigation is conducted in a manner that is consistent with this policy and transparent to the complainant and respondent. Impartial means the investigation is conducted by an individual who does not have a conflict of interest or bias for or against either party, and who is trained on issues related to all forms of discrimination and sexual misconduct and in conducting an investigation. The investigator can extend the timeframe to complete an investigation for good cause with written notice to the complainant and respondent of the delay and the reason for the delay. Examples of good cause for extensions include but are not limited to:

1) the complexity of the case requires it;
2) there are several parties involved;
3) the witnesses or the parties are unavailable or uncooperative; and
4) if a University investigation would compromise a law enforcement investigation.

With oversight by and in coordination with the EO & Title IX Coordinator, the investigator will conduct the investigation as follows:

a) Determine the identity and contact information of the complainant, any witnesses and the respondent, if they can be identified;
b) Identify the policies allegedly violated. The investigator will also send a copy of this policy to the parties;
c) Send notice of investigation to the respondent. The notice must contain
   a. summary of the allegation;
   b. nature of the conduct upon which the complaint is based; and
   c. date(s) or approximate date(s) when the violation allegedly occurred.
d) The investigator will commence a thorough, reliable and impartial investigation which entails interviews with all relevant parties and witnesses, obtaining available evidence and identifying sources of expert information, as necessary.
e) The investigator will interview both the complainant, respondent and witnesses. The complainant and respondent will have an opportunity to present witnesses for the investigator to interview. The investigator has the discretion to determine if a witness has relevant information. The investigator will not meet with character witnesses as part of this process if they have no relevant factual information.
f) Allow each party the opportunity to review and finalize their statement.
g) Make a factual finding based on the “preponderance of evidence” standard of proof. This standard is described as whether a policy violation is more likely than not to have occurred.

h) If the evidence gathered leads the investigator to believe that the respondent may have violated the policy, based on preponderance of evidence, the investigator, the EO & Title IX Coordinator or designee will communicate the findings to the respondent. The investigator will make reasonable efforts to inform the respondent of the date, place and nature of the conduct if this information is available.

i) The complainant and respondent have the right to have an advisor of their choice present for any meeting with the Title IX Coordinator or designated investigator.

Advisors are only available for investigations of sexual misconduct. See Appendix F for more about the role of an advisor;

j) Once the investigation is complete the investigator will write a report;

k) Where the respondent is found not responsible for the alleged violation(s), the allegations will be dismissed and a final report will be sent to a deciding party;

l) Where the respondent is found responsible for violating University policy, the report will be sent to a deciding party. The deciding party for student respondents (including student employees) is the Dean of Students, or designee. The deciding party for employee respondents is the Associate Vice President of Human Resources or designee. When the respondent is both a student and employee the sanctions will be imposed by the Associate Vice President of Human Resources, or designee;

m) The deciding party shall review the findings and may take one of the following actions:
   a. Request that the investigator reopen the investigation to consider additional information and resubmit the report to the deciding party; or
   b. Accept the investigator’s findings.

n) In the event that the respondent is found responsible for an alleged violation, the deciding party shall determine sanctions; and

o) Once the deciding party reviews the investigation report and applies a sanction as appropriate, a summary of the findings and the sanctions, if applicable, shall promptly be communicated to the parties by the deciding party. The University will make reasonable efforts to communicate to the parties simultaneously. The complainant shall only receive notice of any sanctions against the respondent that pertain to the complainant's personal safety or protection.

p) Often complaints made under this policy, include other potential University policy violations. Any report that includes a sexual misconduct or discrimination allegation and another policy violation will follow this policy for the investigation of all alleged policy violations. In some circumstances, after an inquiry or investigation under this policy has been conducted, another University policy may need to be followed with respect to decision makers and factors for deciding if there is another policy violation. For example, if a discrimination complaint involves a grade dispute, the party deciding the grade dispute will use the investigation conclusions related to the grade dispute to determine whether to uphold or deny the disputed grade.
Informal Resolution
Informal Resolution is not appropriate for complaints of the following forms of sexual misconduct: sexual assault; dating violence; domestic violence; or stalking. For other complaints of discrimination, parties may voluntarily seek resolution of a complaint informally. The University does not require an individual to contact the person directly whose behavior is unwelcome, and responsible employees should always report allegations of discrimination to the EO & Title IX Coordinator prior to any attempt to resolve a complaint. However, if informal resolution is desired by a complainant, the following are possible approaches:

1. Communication directly with the person whose behavior is unwelcome; or
2. Mediation to include one or more facilitated meetings.

Informal resolution does not prevent the University from taking additional corrective action. If the situation is not resolved informally or if the complainant chooses not to engage in informal resolution, the complainant may initiate a formal complaint under this policy.

Sanctions

Not all forms of discrimination or sex or gender-based misconduct will be deemed to be equally serious offenses. The University reserves the right to impose different sanctions, depending on the severity and/or pervasiveness of the offense. The University will consider the concerns and rights of both the complainant and the respondent in implementing sanctions.

The University reserves the right to impose differing sanctions for employees, including a verbal or written warning, training or other programming, suspension, or dismissal from employment, depending on the severity and/or pervasiveness of the offense.

In determining the appropriate sanctions for a violation of this policy, a number of factors will be considered, including but not limited to the following: 1) level of risk and/or harm to the community; 2) severity of injury and/or harm; 3) use of alcohol or drugs by the respondent; 4) whether the incident was motivated by bias; 5) level of cooperation with the University and public officials; 6) prior conduct record; and 7) prior violations of the same or similar type.

Certain University officials may be informed of the outcome of an investigation (for example, the President, Dean of Students, or Campus Safety Director) and in accordance with other applicable federal, state or local laws. If, based on the investigation findings, there is reliable information that a crime has occurred, a University official may notify local law enforcement consistent with the University’s lawful obligation to report crimes.

During an investigation, matters that are determined to be violations of another University policy, such as the Student Handbook, a faculty handbook or the Human Resources Policy Manual, but not a violation of this policy, shall be sanctioned in accordance with the guidelines of the applicable University policy.
With respect to findings of sexual misconduct by a student, the minimum sanctions are as follows:

- nonconsensual sexual contact is likely to result in a minimum of a second level warning or probation;
- nonconsensual sexual penetration is likely to result in a minimum suspension or expulsion as described in the Student Handbook;
- sexual exploitation, relationship violence and stalking are likely to result in a minimum sanction of probation and may result in suspension or expulsion as is described in the Student Handbook.\(^5\)

**Appeal**

Only decisions involving sexual misconduct may be appealed to the Provost or designee. To exercise the right of appeal, complainants or respondents must petition the above individual within three (3) business days after receiving the written notification of the sanctions imposed.

A complainant or respondent may appeal in the following circumstances:

1. sanctions of suspension, expulsion or termination; or
2. finding(s) of no violation.

The only grounds for an appeal are:

1. a procedural error occurred that significantly impacted the outcome of the investigation, such as substantiated bias or a material deviation from established procedures; or
2. new information not presented during the investigation exists.
   a. the Provost or designee may consider new evidence, but only if that evidence was unavailable during the original investigation and if it could substantially impact the original finding or sanction;
   b. a summary of this new evidence and its potential impact must be included in the appeal and timely submitted; and
   c. if the Provost or designee determines that new information should be considered, they will return the complaint to the investigator to reconsider the new information only in light of the new evidence.

Any party who files an appeal must do so in writing to the Provost or designee and articulate the basis for the appeal in the notice. The Provost or designee will respond to the appeal and provide the EO & Title IX Coordinator with a copy of the appeal. The EO & Title IX coordinator will share a copy of all appeals with the party not appealing. In the event that a respondent accepts the findings of an investigation, those findings cannot be appealed.

All sanctions imposed by the Dean of Students or the Associate Vice President of Human Resources will be in effect during the appeal. A request may be made for special consideration to

suspend sanctions in exigent circumstances, but the presumptive stance of the University is that
the sanctions will stand. Graduation, study abroad, internships/externships, etc. do not in and of
themselves constitute exigent circumstances, and students may not be able to participate in those
activities during their appeal.

The original finding and sanction will stand if the appeal is not timely or eligible, and the
decision shall be final. If the appeal is timely and available, the Provost or designee will
promptly render a written decision on the appeal to all parties. In cases where the appeal results
in reinstatement to the institution, or if other privileges are reinstated, all reasonable attempts will
be made to restore the student to their prior status.

The decision of the Provost is final.

Amendments, Interpretation, or Termination of this Policy

Regis University reserves the right to modify, amend, or terminate this policy at any time.
This policy was last revised on September 15, 2016. It supersedes all previous policies of the
University, its colleges, schools or departments with respect to Title IX and other discrimination
matters. The University will make reasonable efforts to adhere to this policy as faithfully as
possible, however, this policy is not a contract.
APPENDIX A – Policy Definitions

Complainant: An individual who is subject to alleged discrimination, harassment, retaliation, or unfair treatment regarding the interpretation or application of an existing University policy.

Drugs used to facilitate Sexual Misconduct: Any drug that is an incapacitating agent which, when administered to another person, incapacitates the person and renders them unable to give consent to sexual activity. The most common substances used to facilitate sexual misconduct (besides alcohol) are prescription medications, as they are easily obtained. Unauthorized possession, use and/or distribution of any prescription medication, or other substance, is prohibited, and administering such a substance to another student is a violation of this policy.

Discrimination: Any distinction, preference, advantage for or detriment to an individual compared to others that is based upon an individual’s actual or perceived gender, race, color, religion, sex, marital status, parental status, national origin, age, disability, citizenship, sexual orientation, veteran status, and any other groups protected by federal, state or local statutes. The conduct must be so objectively offensive as to alter the conditions of the individual’s employment or educational experience.

Employee: An individual who is employed by Regis University.

Gender expression: the way in which a person presents his or her gender to the outside world.

Gender identity: a person’s innate, internal sense of their gender including transgender and transsexual identity.

Incapacitation: Incapacitation is a state where a person lacks the ability to make rational reasonable decisions including an inability to understand the who, what, when, where, why or how of sexual activity, or an inability to fully understand the details of sexual interaction. Incapacity can result from alcohol or drug consumption, illness, unconsciousness, blackout, sleep, mental disability, and other circumstances.

Sexual activity with someone who one should know to be - or based on the circumstances should reasonably have known to be - mentally or physically incapacitated constitutes a violation of this policy.

Intimate relationship: 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.

Nonconsensual Sexual Contact:
  1. an intentional sexual touching, however slight;
  2. with any body part or object;
  3. by a man or a woman upon a man or a woman;
  4. that is without effective consent and/or by force; and
5. that can reasonably be construed as being for the purposes of sexual arousal, gratification or abuse.

**Nonconsensual Sexual Penetration:**
1. any sexual penetration (anal, oral or vaginal), however slight;
2. with any body part or an object; or
3. sexual intercourse by any individual upon any individual that is without consent and/or by force.

**Parties:** Complainants and respondents in a discrimination or Title IX complaint or process.

**Prior Life Event/Disclosure:** An occurrence of sexual misconduct unrelated to the victim’s relationship with Regis University experienced by a victim prior to their first registration to classes at Regis University or their hire date.

**Relationship Violence:** Relationship violence, often referred to as intimate partner violence, domestic and dating violence means any act of violence or threatened act of violence against a person with whom the individual was previously or is currently involved in a sexual, romantic or dating relationship. This includes relationships between spouses, former spouses, past or present unmarried couples, dating relationships and sexual partners. Relationship violence includes, but is not limited to, physical violence, emotional abuse, economic abuse and other forms of sexual misconduct (stalking, nonconsensual sexual contact, nonconsensual sexual penetration and sexual exploitation). Relationship violence includes threats, assault, property damage, violence or threat of violence to one’s self, or to family, friends, coworkers or pets of the sexual or romantic partner, when used as a method of coercion, control, punishment, intimidation or revenge. Relationship violence may consist of one act of misconduct or an ongoing pattern of behavior.

**Reporting party:** An individual different from the complainant who reports to the University an occurrence of discrimination of sexual misconduct.

**Respondent:** An individual whose alleged conduct is the subject of a complaint.

**Responsible Employee:** An employee who has the authority to take action to redress discrimination, harassment, violence or misconduct, or is perceived as being in a position of authority to do so and has the duty to report disclosures of discrimination and sexual misconduct.

**Retaliation:** Any intentional action taken by an accused individual or allied third party;
1. absent legitimate non-discriminatory purposes;
2. that harms an individual; and as reprisal for filing a complaint under this policy or participating in a civil rights complaint proceeding.

**Sex:** Refers to a person’s biological status and is typically categorized as male, female, intersex (*i.e.*, atypical combinations of features that usually distinguish male from female.)
**Sexual Exploitation:** Refers to a situation in which a person takes non-consensual or abusive sexual advantage of another, and that behavior does not otherwise fall within the definitions of Sexual Harassment, Non-Consensual Sexual Intercourse or Non-Consensual Sexual Contact.

Sexual exploitation includes, but is not limited to, sexual voyeurism (such as watching a person undressing, using the bathroom or engaged in sexual acts without the consent of the person observed), invasion of sexual privacy, taking pictures or video or audio recording another in a sexual act, or in any other private activity without the consent of all involved in the activity, prostitution, exposing one’s genitals in non-consensual circumstances administering alcohol or drugs to another person without his or her knowledge or consent (assuming an act of nonconsensual contact and/or penetration is not completed).

**Sexual Harassment:** Unwelcome verbal, written, online and/or physical conduct that is of an implicitly or overtly sexual nature, and is based on a person’s actual or perceived sex, gender, sexual orientation, gender identity, or gender expression. Sexual harassment, can involve persons of the same or opposite sex, and includes any unwelcome sexual advance, request for sexual favors, or other conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, education or participation in a University activity;
2. Submission to, or rejection of, such conduct by an individual is used as the basis for, or a factor in, decisions affecting that individual's employment, education or participation in a University activity;
3. Submission to such conduct is based on retaliation; or
4. Such conduct is (a) sufficiently severe, persistent or pervasive and either (a) (i) has the purpose or effect of unreasonably interfering with an individual's ability to participate in or benefit from the University’s educational program and/or activities, or (ii) the effect of creating an intimidating, offensive or hostile environment for that individual's employment, education or participation in a University activity.

The determination of whether an environment is “hostile” includes whether it is based on a protected category and the totality of the circumstances. These circumstances could include:

1. The frequency of the conduct;
2. The nature and severity of the conduct;
3. Whether the conduct was physically threatening;
4. Whether the conduct was humiliating;
5. The effect of the conduct on the alleged victim’s mental or emotional state;
6. Whether the conduct was directed at more than one person;
7. Whether the conduct arose in the context of other discriminatory conduct;
8. Whether the conduct unreasonably interfered with the alleged victim’s educational or work performance; and
9. Whether the statement is a mere utterance of an epithet which engenders offense in an employee or student, or offends by mere discourtesy or rudeness.
**Sexual Misconduct:** includes (but is not limited to):
1. Sexual Harassment
2. Nonconsensual Sexual Contact
3. Nonconsensual Sexual Penetration
4. Sexual Exploitation
5. Relationship Violence (including Domestic and Dating Violence)
6. Stalking

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

**Sexual Orientation:** An individual’s physical and/or emotional attraction to the same or opposite gender.

**Stalking:** Engaging in a course of conduct directed at a specific person that is unwelcome and would cause a reasonable person to feel fear or suffer emotional distress.
1. **Course of Conduct:** 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.
2. **emotional distress:** mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
3. **Reasonable person:** A reasonable person under similar circumstances and with similar identities to the victim.
APPENDIX B – Examples and Additional Information

Examples of Sexual Harassment:
- A student, staff, or faculty member widely spreads false stories about their sex life with a former partner to the clear discomfort of the former partner.
- A student sends explicit sexual pictures to a classmate’s e-mail or attaches them to text messages.
- A student experiences repeated advances from a professor asking for dates or just “to go out for drinks after class” and the professor won’t take “no” for an answer.

Examples of Non-consensual Sexual Contact:
- A student is walking on a campus sidewalk and a staff member pats or pinches the student’s buttocks as they go by.
- A student grabs another student by the head and kisses him in his mouth by surprise.
- A staff member touches a coworker’s breast while walking to the bathroom.

Examples of Nonconsensual Sexual Penetration:
- A student ignores a sexual partner who verbally stated their sexual boundary for the evening is kissing, and proceeds to remove clothing and penetrate the person with their fingers.
- An employee slips a drug into another employee’s drink during happy hour and later has sex with them.
- A student reports that an “ex” “had sex” with the student while sleeping after a night of drinking alcohol.
- A professor is jogging early in the morning and a group of students attack and sexually assault the jogger.

Examples of Sexual Exploitation:
- A librarian removes clothing and exposes their genitals to a student who is studying in the library.
- A student posts a video to social media engaging in sexual activity with another student without consent from the person depicted in the posting.
- A student lets a friend hide in the closet to watch the student and their partner having consensual sex.

Examples of relationship violence:
- A staff member’s “ex” waits in the parking lot, follows the staff member to a car, shakes and pushes the staff member away from the car.
- A co-worker tells you that his wife is a “control freak,” doesn’t want him to have friends or meet with family. Lately, you have noticed scratches and bruises in your coworker’s arms. He says he had an argument with his wife.

Examples of Dating Violence:
- A student grabs his partner by the arms and shoves him against a wall.
• Another student slaps her partner and burns his hand with a cigarette during a discussion in the University parking lot.

Examples of Stalking:
• A student continues to text another student multiple times per day, makes frequent posts about them on social media, and waits outside of their classroom in order to follow the other student from place to place on-campus.
• A classmate shows up frequently at a student’s dorm, unannounced or uninvited after having being told to stop.
  A staff member initiates communication with a co-worker, anonymously or otherwise by telephone, computer, computer network, or computer system in a manner intended to harass or threaten bodily injury or property damage, or that is obscene. A staff member anonymously emails and calls a coworker and threatens to “have them fired” on multiple occasions.

Understanding Consent:
• In the absence of mutually understandable words or actions), it is the responsibility of the initiator, or the person who wants to engage in the specific sexual activity to make sure that they have consent from their partner(s).
• Consent to some sexual contact such as kissing cannot be presumed to be consent for other sexual activity such as penetration.
• The initiator must obtain consent at every stage of sexual interaction.
• Use of alcohol or other drugs will never function as a defense for any behavior that violates this policy.
• Consent can be withdrawn at any point of the sexual activity as long as the withdrawal is communicated clearly.
• Previous relationships or prior consent cannot imply consent to future sexual acts.
• Silence, and/or the existence of a current relationship with the respondent do not imply consent.
APPENDIX C – Reporting Options

University Officials to whom reports can be made:

Michelle Spradling – EO & Title IX Coordinator
Office of the President (office is located in Human Resources in West Hall)
West Hall K4-107 D
Northwest Denver Campus
(303) 964-6435
mspradling@regis.edu or titleix@regis.edu

Kelly McLaughlin – Deputy Title IX Coordinator
Associate Director of Athletics
Field House, 210B
Northwest Denver Campus F-20
(303) 458-4071
kmclaughlin001@regis.edu

Jeannette Grey Gilbert
Vice President & Chief of Staff
Title IX Official
Office of the President
Main Hall 201
(303) 458-4231
jgrey@regis.edu

Title IX Advisors:

Brad Logar
Director, Wellness and Recreation
Northwest Denver Campus
Life Directions Center, 118B
(303) 458-4179
blogar@regis.edu

Brian Hemstreet
Associate Dean for Student Affairs & Associate Professor, School of Pharmacy
Northwest Denver Campus
Claver Hall, 166
(303) 625-1273
bhemstreet@regis.edu
Whitney Franker  
Sports Information Director, Athletics  
Northwest Denver Campus  
Field House, 210G  
(303) 458-4052  
wfranker@regis.edu

Regis University Responsible Employees Required to Report:
1. Supervisors  
2. Faculty members  
3. Affiliate Faculty members  
4. Campus Safety staff  
5. Residence Life Directors and Assistant Directors  
6. Residence Life Coordinators  
7. Resident Assistants and Senior Residence Life staff (“RA’s”)  
8. Athletic Coaches and staff (including graduate assistants)  
9. Academic Advisors  
10. Center for Career and Professional Development staff  
11. Admissions staff  
12. Student Activities and Student Life staff  
13. Assistant Vice Presidents, Associate Vice Presidents, Vice Presidents and Provost  
14. Assistant Deans, Associate Deans and Deans  
15. Assistant Directors, Associate Directors and Directors  
16. Human Resources staff  
17. Health Services Providers and staff  
18. EO & Title IX Coordinator and Deputy Title IX Coordinators  
19. Title IX Advisors

Employees Not Required to Report:  
Unless there is a statutory duty to do so, employees who are not required to report include:  
1. Campus mental health counselors and staff  
2. Jesuits (when acting in their role as a priest)  
3. University Ministry staff (excluding peer ministers)  
4. Violence Prevention Program Coordinator (confidential only for victims)

Reporting Anonymously

Anonymous reports of incidents involving students may be made by telephone through the Office of Counseling and Personal Development at (303) 458-3507 or online through the reporting form located on the Title IX web page. Anonymous reports of incidents involving

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6 Supervisors are defined as a faculty or staff member who approves time entries, has the ability to formally assess the performance of another employee, has the authority to recommend disciplinary action or termination of employment for another, can recommend salary changes for another, or has oversight of a student or academic program and is viewed by employees and/or students as being in a position of authority.
employees may be made online through the reporting form located on the Title IX webpage. Anonymous reports are not intended for the use of responsible employees to fulfill their obligation to report, unless the employee is the victim.
APPENDIX D – Frequently Asked Questions for Victims and Preservation of Evidence

What should I do immediately after I become a victim of sexual assault?
1. Get to a safe location. Dial 911 or Campus Safety at (303) 458-4122 to assist with safety and medical concerns.
2. Contact someone you trust for support. Be aware that some staff members, faculty, and your RA will need to report some information you share with them. If you would like confidential and privileged support, please contact:
   a. Violence Prevention Program Coordinator (303) 458-4029
   b. Office of Counseling and Personal Development: (303) 458-3507
   c. University Ministry: (303) 458-4153
   d. Blue Bench 24-Hour Hotline: (303) 322-7273
3. If you may want to pursue an investigation or criminal case in the future, it is best to seek out a hospital or emergency room with a Sexual Assault Nurse Examiner (SANE) program. See a list of Hospitals that provide SANE examinations in Appendix E, Resources.
4. Even if you do not want to pursue an investigation or criminal case, it is important to seek medical attention in order to treat injuries and exposure to Sexually Transmitted Infections and;
5. to test for possible date rape drugs.
6. The fact that you have a SANE/SAFE exam does not imply that you have to participate in a law enforcement or University investigation.

How can I best preserve any evidence of sexual assault?
Preserving evidence, such as clothing, sheets, text messages, or other contact is helpful if you are considering an investigation or criminal case. Though your first thought may be to dispose of these items or to shower, hold onto the evidence and wait to shower until after the SANE/SAFE exam. In addition:
• Go as soon as possible, preferably within the next 24 hours to the nearest local hospital with an appropriate Sexual Assault Nurse Examiner program (SANE). The Hospital staff will collect evidence if you decide to exercise your right to file a complaint with the police or take further legal action. See a complete list of medical institutions that provide the exam in Appendix E under “off campus resources.”
• The University has signed an agreement with a local transportation service and will give you a voucher that you can use to get to the hospital and to come back to campus, if appropriate. Campus Safety will be able to assist you.
• If you have changed your clothes since the assault, bring the clothing you had at the time of the assault to the hospital in a paper grocery bag or wrapped them on a clean sheet (plastic bags do not breed and may render evidence). The Hospital will keep the clothes you were wearing as evidence.
• If you want to preserve the evidence of a sexual assault you should not:
  o Bathe or shower
  o Brush your teeth
  o Use the restroom
  o Change clothes
- Comb hair
- Clean up the area where the assault occurred
- Move anything the offender may have touched
- Don’t block the offender from your cell phone or social media and don’t erase text messages and/or other electronic communications with the offender. They may serve as evidence in your case.

**What happens if I was under the influence or alcohol or drugs when the incident occurred?**

As explained above, when the victim is incapacitated because of the use of drugs or alcohol, there is no consent. The use of drugs and alcohol will be considered during the investigation for the purpose of analyzing whether or not sexual activity was consensual. The University grants amnesty to students who may have violated the University’s Alcohol Policy at the same time of the incident when he or she became a victim of sexual assault. Therefore, no alcohol charges are applied to a student who reports that he or she was under the influence of alcohol at the time of a sexual assault.

On the other hand, alcohol and/or drug use is likely to affect the complainant’s memory and, therefore, may affect the outcome of the complaint. If the complainant does not remember the circumstances of the alleged incident and cannot provide sufficient circumstantial evidence, physical evidence and/or witnesses to prove his/her complaint it may not be possible to impose sanctions on the accused without further corroborating information.

**What happens if the offender was under the influence of alcohol or drugs?**
The use of alcohol and/or drugs by either party will not diminish the accused individual’s responsibility.

**What do I do if I am accused of sexual misconduct?**

Do not contact the alleged victim. You may immediately want to contact someone who can act as your advisor; anyone may serve as your advisor. You may also contact the EO & Title IX Coordinator or one of the Title IX Deputy Coordinators who can explain the University’s procedures for addressing sexual misconduct complaints. You may also want to talk to a confidential counselor at the counseling center or seek other community assistance. Read the University Policy carefully and get informed about your rights during the procedure.

**What should I do if I witness or know about sexual harassment, violence or misconduct of another person?**

Witnessing sexual harassment, sexual violence or misconducts can be a very difficult experience and your response to it may be critical to the outcome of the situation. The first priority is to make sure that you and the victim are safe. If needed, called 911 to get police assistance or call University Campus Safety at 303-458-4122. Listen carefully and compassionately to the victim, don’t touch them without their consent, and avoid making any judgmental comments. Make sure that the victim has complete information about all the resources available and help victims to understand their choices related to getting medical and psychological assistance and reporting the incident. If you can, offer your help in getting support for the victim.
Write down detailed information about the sexual misconduct such as place, time, names of everybody involved, witnesses and what has happened. You may need it later. Remember not to assure confidentiality to the victim you may need to report it later. If you are unsure of what you should do, please contact the Violence Prevention Coordinator.

**Will my parents or family members be told?**
No, not unless you tell them. Whether you are the complainant or the accused individual, the University’s primary relationship is to the student and not to the parent. However, in the event of major medical, disciplinary, or academic jeopardy, students are strongly encouraged to inform their parents. University officials will directly inform parents when requested to do so by a student, in a life-threatening situation, or if an accused individual has signed the permission form at registration which allows such communication.

**Will the accused individual know my identity?**
Yes, if you file a formal complaint. Sexual misconduct is a serious offense and the accused individual has the right to know the identity of the complainant/alleged victim and the opportunity to respond.

**Do I have to name the perpetrator?**
Yes, if you want formal disciplinary action to be taken against the alleged perpetrator. No, if you choose to respond informally and do not file a formal complaint (but you should consult the confidentiality sections in this policy to better understand the University’s legal obligations depending on what information you share with different University officials). Victims should be aware that not identifying the perpetrator may limit the institution’s ability to respond comprehensively.
APPENDIX E – Resources

Whether you are a recipient of sexual misconduct or advocating for someone who has experienced sexual violence, we highly recommend that you seek support. Experiencing or witnessing sexual misconduct can be very distressing and traumatic, and appropriate support can be very helpful in the recovery process. The University provides multiple options for support including medical care through the Student Health Center, counseling through The Office of Counseling and Personal Development and University Ministry, and advocacy services through the Violence Prevention Program. University personnel on campus have different reporting responsibilities and different abilities to maintain confidentiality, depending on their roles. An employee’s duty to report may vary based on the law, the situation and the employee’s role.

On Campus Resources

Privileged and Confidential Resources:
- Office of Counseling and Personal Development: (303) 458-3507
- University Ministry and Jesuits: (303) 458-4153
- Violence Prevention Program Coordinator (for victims only): (303) 458-4029
- Center for Counseling and Family Therapy, Broomfield Campus: (303) 964-5786
- Center for Counseling and Family Therapy, Colorado Spring Campus: (719) 264-7027
- Benefits eligible employees may be eligible to use the Employee Assistance Program:

Non-Confidential Resources:
- Campus Safety: (303) 458-4122
- Title IX Coordinator: Michelle Spradling (303) 964-6435
- Kelly McLaughlin, Title IX Deputy Coordinator (303) 458-4071
- Office of the Dean of Students: Diane McSheehy (303) 458-4086
- Student Health Services: (303) 458-3558
- Residence Life: (303) 458-4991
- Student Disability Service: (303) 458-4941

Financial Support:
- Financial Aid Counselors, Main Hall 400: (303) 458-4067
- Financial support for students may be available through the Student Emergency Fund. Please request assistance via e-mail to: stulife@regis.edu.

Off Campus Resources

Police:
911 for Emergencies
- Denver Police Department Non-Emergency Line: (720) 913-2000
- Denver Police Department Victim’s Assistance Unit: (720) 913-6035
- Denver Police Department Sex Crimes Unit: (720) 913-6040
• Denver Police Department Domestic Violence Hotline: (720) 913-6071
• Broomfield Police Department: (303) 464-5734
• Thornton Police Department: (303) 538-7432 & (720) 977-5250
• Colorado Springs Police Department: (719) 444-3140
• Greenwood Village Police Department: (303) 773-2525

Hospitals with SANE/SAFE Exams:
• Denver Health Medical Center: 777 Bannock Street, Denver, CO 80204
• (303) 436-6000
• St. Anthony Hospitals
  o 84th Avenue Neighborhood Clinic: 2551 West 84th Avenue, Westminster, CO 80204
  o (303) 426-2151
  o St. Anthony Hospital: 11600 W. 2nd Place, Lakewood, CO 80228 (720) 321-0000
  o St. Anthony North Health Campus: 14300 Orchard Parkway Westminster, CO 80023 (720) 627-0000
• Porter Adventist Hospital: 2525 S. Downing Street, Denver, CO 80210 (303) 778-1955
• Littleton Adventist Hospital: 7700 S Broadway, Littleton, CO 80122 (303) 730-8900
• Memorial Hospital: 1400 E. Boulder St, Colorado Springs, CO 80909 (719) 365-1140
• For transportation assistance for SANE exams contact Campus Safety: (303) 458-4122

Local Community Agencies:
• The Blue Bench (sexual assault – 24/7): (303) 322-7273
• The Center for Trauma & Resilience (24/7): (303) 894-8000
• Project PAVE (relationship violence): (303) 322-2382
• Survivors Organizing for Liberation (LGBT resource – 24/7): 1-888-557-4441
• Safe House Denver: (303) 318-9989
• Rocky Mountain Crisis Partners: 1(844) 493-TALK (8255)
• Women In Crisis—The Family Tree: (303) 420-6752

National Resources:
• National Domestic Violence Hotline (24/7): (800) 779-7233
• Rape, Abuse, & Incest National Network (RAINN – 24/7): (800) 656-4673
• Stalking Resource Center: (202) 467-8700 or src@ncvc.org
• National Sexual Violence Resource Center: (877) 739-3895
• National Suicide Prevention Lifeline: 1 (800) 273-TALK (8255)
• National Stalking Helpline: (808) 802-0300
• Families Advocating for Campus) Equality: (701) 491-8554

Legal Resources:
• Protection Order Courtroom is located in Denver’s City and County Building: 1437 Bannock Street, Courtroom 170: (720) 865-7275
• Magistrate/Judge/Courthouse: (303) 236-0881
• Family Law Legal Clinic: (720) 944-1615
• Denver Bar Association: (303) 698-0999
• Free or Low Cost Legal Immigration Services: Colorado Legal Services, Specialized Immigration Services: 1905 Sherman St., Suite 400 (303) 866-9396
• Catholic Charities Immigration Services Denver: 4045 Pecos St. Denver, Colorado, (303) 742-4971 or (303) 742-0828
• Legal Night, Centro San Juan Diego: 2830 Lawrence Street, Denver, CO 80205 (303) 295-9470
• The Catholic Pastoral Center, 228 North Cascade Ave. Colorado Springs, CO 80903 (719) 866-6515
APPENDIX F – The Role of an Advisor of Your Choice

An advisor of your choice is defined as any individual who provides the complainant or respondent support, guidance or advice in investigations of sexual misconduct. Both parties may have an advisor of their choice which could be, for example, a parent, friend, clergy member or attorney. However, the role of the advisor and the extent to which an advisor can participate in an investigation or appeal is limited to a supportive role. The advisor may not participate in the interview or other part of the process, s/he may not advocate or speak for the complainant or respondent, cross-examine witnesses, or address the decision-maker. Witnesses other than the complainant or respondent are not entitled to an advisor of their choice.

Complainant and respondent are encouraged to inform the investigator of the identity of an advisor at least two (2) business days before the date of the meeting with the investigator. The parties’ choice of an advisor or their availability for a meeting can not delay the investigation.

During a meeting with the investigator, decision maker or appeal officer, an attorney acting as a lawyer may not serve as the student’s or employee’s advocate or formally represent the student or employee. These procedures are entirely administrative in nature and are not considered legal proceedings. No audio or video recording of any kind may be used unless specifically authorized by the investigator, nor is formal legal representation allowed. The investigator may remove an advisor or anyone disrupting the meeting. These rights and guidelines extend to both a complainant and respondent.
Appendix G – Education and Prevention

Regis University recognizes the importance of education to prevent discrimination and sexual misconduct.

Regis University provides primary and ongoing educational programs to students, faculty and staff. New students are required to complete an online training about sexual misconduct including nonconsensual sexual intercourse, nonconsensual sexual contact, dating violence, domestic violence and stalking as well as the risk factors such as consumption of alcohol and drugs. The training seeks to promote healthy relationships, provides tips for bystander intervention and informs the students about the University policies and procedures and resources for victims of sexual misconduct.

Ongoing annual trainings are also offered to reinforce the initial training and to remind students, faculty and staff how to prevent and respond to sexual misconduct. The Violence Prevention Program Coordinator organizes activities to be implemented through the academic year aimed to create awareness about sexual misconduct promote healthy relationships and stop and prevent partner’s abuse and all forms of sexual violence.

If you, your department or organization would like additional resources or training, please contact the Title IX Coordinator or Violence Prevention Program Coordinator for training or additional resources.